



CITY OF  
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE  
SPECIAL MEETING  
THURSDAY, JULY 16, 2020  
6:00 PM – 7:30 PM  
ZOOM WEBINAR

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THE RACE EQUITY TASK FORCE WILL HOLD THIS MEETING USING  
A VIRTUAL, ZOOM WEBINAR, PER GOVERNOR INSLEE'S "STAY HOME, STAY HEALTHY" ORDERS PLEASE

CLICK THE LINK BELOW TO JOIN THE WEBINAR:

[HTTPS://BAINBRIDGEWA.ZOOM.US/J/96891096791](https://bainbridgewa.zoom.us/j/96891096791)

OR IPHONE ONE-TAP:

US: +13017158592,,96891096791# OR +13126266799,,96891096791#

OR TELEPHONE:

DIAL (FOR HIGHER QUALITY, DIAL A NUMBER BASED ON YOUR CURRENT LOCATION):

US: +1 301 715 8592 OR +1 312 626 6799 OR +1 346 248 7799 OR +1 646 558 8656 OR  
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WEBINAR ID: 968 9109 6791

INTERNATIONAL NUMBERS AVAILABLE: [HTTPS://BAINBRIDGEWA.ZOOM.US/U/ACYWRL6KU1](https://bainbridgewa.zoom.us/j/96891096791)

#### AGENDA

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/  
CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT  
6:00 PM
2. SUQUAMISH ANCESTRAL LAND ACKNOWLEDGEMENT
3. CHECK-IN
4. WORK PLAN REVISIONS
5. RETF/CITY ONGOING COMMUNICATION
6. CHARTER FOR PERMANENT COMMITTEE
7. EQUITY LENS DISCUSSION
8. GOOD OF THE ORDER
9. ADJOURNMENT  
7:30 PM

#### Scope of Work

1. Develop a series of events through the end of the year designed to promote awareness and raise the community's level of engagement around race and to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Task Force will invite the Government Alliance on Race and Equity (GARE) and the People's Institute Northwest to first come and meet with the task force and then we will have a study session discussion.
3. Task Force to provide a series of recommendations to City Council on ways in which the City can help the community become a more inclusive and responsive community when it comes to addressing racial inequities.

**RACE EQUITY TASK FORCE MEETING MINUTES  
JULY 2, 2020**

**I. CALL TO ORDER – 6:00 PM**

**Roll Call** – Present: James Friday, Brenda Fantroy-Johnson, Susan Wilmot, Savanna Rovelstad, Peggi Erickson, Rasham Nassar.

James – Joe Deets has resigned as our Liaison. We appreciate and thank him for his service and support.

Rasham – He is taking on more duties on the City Council as Deputy Mayor and more work around the Covid pandemic.

**Minutes Approval** – Modification approved: #8 B Third paragraph: Change “Savanna” To “Peggi”. Agenda approved as amended.

**Code of Conduct** – Brenda

**2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT – Peggi**

**3. PUBLIC COMMENT**

Sal DeRosalia – Joe Deets sent an email to him, Chasity Malatesta and Karen Vargas and that was not the reason for resigning that he told them. Sal created a Facebook account and it says that it is not an official RETF page. It is to help get information out to the community.

Erin Phillips – The annual report from BIPD has a category “Suspicious Activity”. We should look into what our community thinks is suspicious activity. Are there criminal background checks of BIPD? Should we consider a Citizen Oversight Committee? There used to be a City Council/Police Department committee. We need more transparency.

Daryl Blackwell – Thank you Rasham and RETF for pushing before this became a Big Thing. It was disappointing to hear James use the term reverse racism. I would like to volunteer to help the RETF.

**4. GARE PLAN**

Rasham – The program is different from 2019. We will meet with the full City Council on 7/7. We need to evaluate our original GARE proposal vs. what GARE is now offering.

Brenda – I attended the introductory session today. Since we are a member, we should have gotten a welcome packet and been assigned a regional contact person. GARE is not taking on new members right now. We need to find out who our contact person is.

Peggi – We need to be kept in the loop. Dwayne Marsh should be our contact. I sent an email to the task force with the 4 courses that match what we proposed - they fit our budget.

Sue – We should add Leading for Racial Equity. We all need to be on the same page for language and communication. The Community Outreach piece should be done in person.

James – We need to get committed for something to get us started.

Brenda – Doing courses now is all online. Down the road we hope to do in person.

James – We want training now.

Sue – Does our budget carry over into 2021?

Rasham – Money has been allocated for GARE with changes allowed because of COVID. We need to put the proposal in a document for Tuesday 7/7. Peggi will put together a word document with our revised proposal of the 5 courses we recommend: Advancing Racial Equity, Leading for Racial Equity, Using a Racial Equity Tool, Developing a Racial Equity Action Plan, and Inclusive Outreach and Public Engagement.

James – How many people can participate? The community must be involved.

Sue and Peggi – Up to 50 people was in our original proposal agreement with Nora at GARE.

Brenda – We need a core team of frontline people to be our motivators.

James/Brenda – Participants should be government people, RETF, and community leaders.

Sue – What can we expect the City Council to ask us?

Rasham – We will be bringing everyone up to speed. We are just tweaking our work-plan to fit the times. We can ask Morgan how we implement this. How do we develop an equity lens? GARE is our starting point to integrate equity into policy and practice of the city.

Peggi – We could develop equity questions for interviews.

James – RETF needs to be part of meetings, selection processes, and interviews. We need knowledge and experience of processes of City Council. We started from nothing and learned to navigate the system.

Peggi – Should we offer our help? How can we be included?

Sue – We can comment as citizens too.

Brenda – The City Council may already be talking about this.

James – We use our best judgement in decisions that we make based on equity for all. We should not not be there because we do not have experience. We make mistakes along the way, correct them, and keep moving forward.

## **5. MEETING WITH CITY COUNCIL 7/7 PREP**

Rasham – James and Brenda will be panelists and we will ask for the rest of us to join. We will present our revised work plan for GARE. Ask City Council to join the scheduled GARE introduction session, Events for Q3 and Q4.

- **Welcoming Sign**
- **Farmers' Market**
- **James' Proposed Event**





# RACE EQUITY TASK FORCE



## Recommendations to the City Council

City Council Study Session  
November 5, 2019  
5:00 pm

# RACIAL EQUITY TASK FORCE SCOPE OF WORK

1. Develop a **series of events** through the end of the year designed to promote awareness and raise the community's level of engagement around race and to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Task Force will invite the **Government Alliance on Race and Equity (GARE)** and the **People's Institute Northwest** to first come and meet with the task force and then we will have a study session discussion.
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# RETF IN THE COMMUNITY



## Select Comments Shared w/ the RETF:

*"Why is this a 'Task Force'? Racism is not a 'task'—it's a virus in our community that needs to be addressed head-on."*

*"I was thrilled that you all marched in the parade. I wasn't aware that the council pulled this task force together."*

*"I've been on Bainbridge for 11 months. Two weeks in I was told to go back to my own country. The response has been the same from all people: 'Really? Here on Bainbridge?' Yes, really."*

*"When considering relocating to Bainbridge, we were told by the school district that there were students of color. When we took a tour, we saw no students of color."*

WHAT IS RACE EQUITY?

# RACIAL EQUITY IS A PROCESS + OUTCOME

**Process:** those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

**Outcome:** race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.



WHY SHOULD WE MAKE AN INVESTMENT IN  
RACE EQUITY NOW?

# COMPREHENSIVE PLAN

Guiding Principle #3 Foster diversity with a holistic approach to meeting the needs of the Island and the human needs of its residents consistent with the stewardship of our finite environmental resources.

- **Guiding Policy 3.1** Ensure a variety of housing choices to meet the needs of present and future residents in all economic segments and promote plans, projects and proposals to create affordable housing.
- **Guiding Policy 3.2** Make budget decisions that adequately consider the well-being of all Island residents with the goal of providing opportunities to be contributing members of the community.

Guiding Principle #6 Nurture Bainbridge Island as a sustainable community by meeting the needs of the present without compromising the ability of future generations to meet their own needs.

- **Guiding Policy 6.2** Promote an equitable social environment on the Island by addressing basic human needs including affordable housing, personal health and safety, mobility and increased access to human services, civic and cultural amenities.
- **Guiding Policy 6.3** Promote economic sustainability and work to provide economic opportunities for all community residents.  
Guiding Policy

**Fig. IN-6 Sustainable Community**



# ISLANDERS WANT TO KNOW THE CITY IS TAKING ACTION



“I was called a queer nigger on the boat back to the island today. ‘We don’t want your queer nigger type here on our island.’ WOW. I lived here for over 20 years. Who’s island do you think this is???”

# WE CAN TAKE ACTION NOW TO PREVENT MORE VIOLENCE

JUSTICE FOR  
**STONECHILD  
CHIEFSTICK SR.**  
MEMORIAL MARCH



JOIN US IN A PEACEFUL PROTEST

SATURDAY AUG. 10<sup>TH</sup> 3:PM TO 7PM

PLACE: LIBERTY BAY WATERFRONT PARK 18809 ANDERSON PKWY, POULSBO WA 98370

SACRED WATERS AND SUQUAMISH WARRIORS WILL BE IN ATTENDANCE  
PLEASE COME GIVE GOOD MEDICINE TO HIS CHILDREN  
Anyone who would like to speak please contact Trishandra Pickup (360)729-6640

## Kitsap Sun: Poulsbo shooting must lead to understanding (Aug 2019)

“ ... Native people and other people of color are painfully aware of the long history of violence directed at them across generations creating a pervasive historic trauma that infuses all aspects of community life...” - *Suquamish Tribal Council*

- Stonechild Chiefstick Sr. was shot and killed on July 3 by a Poulsbo police officer
- Chiefstick memorial was vandalized on July 20

## Kitsap Sun: Immigration and Customs Enforcement agents make stops, arrests in Kitsap County (Sept 2019)



# WE ALL HAVE IMPLICIT BIAS

“White applicants get about 50 percent more call-backs than black applicants with the same **resumes**; college **professors** are 26 percent more likely to respond to a student’s email when it is signed by Brad rather than Lamar; and physicians recommend less pain **medication** for black patients than white patients with the same injury.” - *Scientific American* [1]

“The problem of workplace discrimination in the US [is it] isn’t usually expressed through slurs or physical threats... it can often manifest in more subtle ways, such as the assignments workers are given, the pay or benefits they receive, and the ways their performance is judged and rewarded.” - *VOX* [2]

“Black Americans have faced the same amount of hiring discrimination for the past 25 years.” - *Harvard Business Review* [3]

“Recognizing that the public sector has played a role in creating an uneven playing field is not a judgment on those who work in local government. Rather, it is often the first critical challenge facing those who wish to advance social equity from within public sector organizations.” - *BENOY JACOB, PHD, UNLV* [4]

WHAT CAN WE DO TO LAY THE GROUNDWORK  
FOR RACIAL EQUITY?



# LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON **RACE & EQUITY** aka GARE

A national network of governments working to achieve racial equity and advance opportunities for all

Largest racial justice organization working in the country

- 155 members
- 40 states / 200+ cities
- 26 members in Washington State

## GARE NW

1. Lane County
2. City of Eugene
3. OR Housing & Community Services
4. OR Governor's Office
5. OR Youth Authority
6. City of Portland
7. Multnomah County
8. Multnomah County Drainage District
9. Metro
10. Port of Portland
11. City of Vancouver
12. WA Dept of Children Youth & Families
13. City of Olympia
14. City of Lakewood
15. City of Tacoma
16. City of Tukwila
17. Hazardous Waste Mgmt Program
18. Port of Seattle
19. City of Seattle
20. King County
21. King County Housing Authority
22. City of Issaquah
23. City of Lynnwood
24. Puget Sound Regional Council
25. Seattle Housing Authority
26. Spokane Regional Health District

# A NATIONAL MODEL FOR CHANGE

Leadership, community and staff must normalize racial equity as a key value and have clear understanding and shared definitions, operationalize equity via new policies and by transforming the underlying culture of our organizations, and organize both internally and in partnership with other institutions and the community.

# RECOMMENDATION #1: BECOME A MEMBER OF GARE

## WHAT DOES BEING A “MEMBER” MEAN?

- Participation in monthly network meetings—a professional peer-to-peer network that enables government racial equity leads and subject area experts to exchange information, collaborate to advance their practice, and develop solutions to racial equity challenges.
- Access to training and facilitation from GARE and its Technical Assistance Group
- Members-only resources that support peer-to-peer connections and tools, (e.g. Results Based Accountability for Racial Equity) technical assistance on racial equity employee surveys, and support on the development of new policies and implementation of best practices via issue papers.
- Exclusive access to special grants

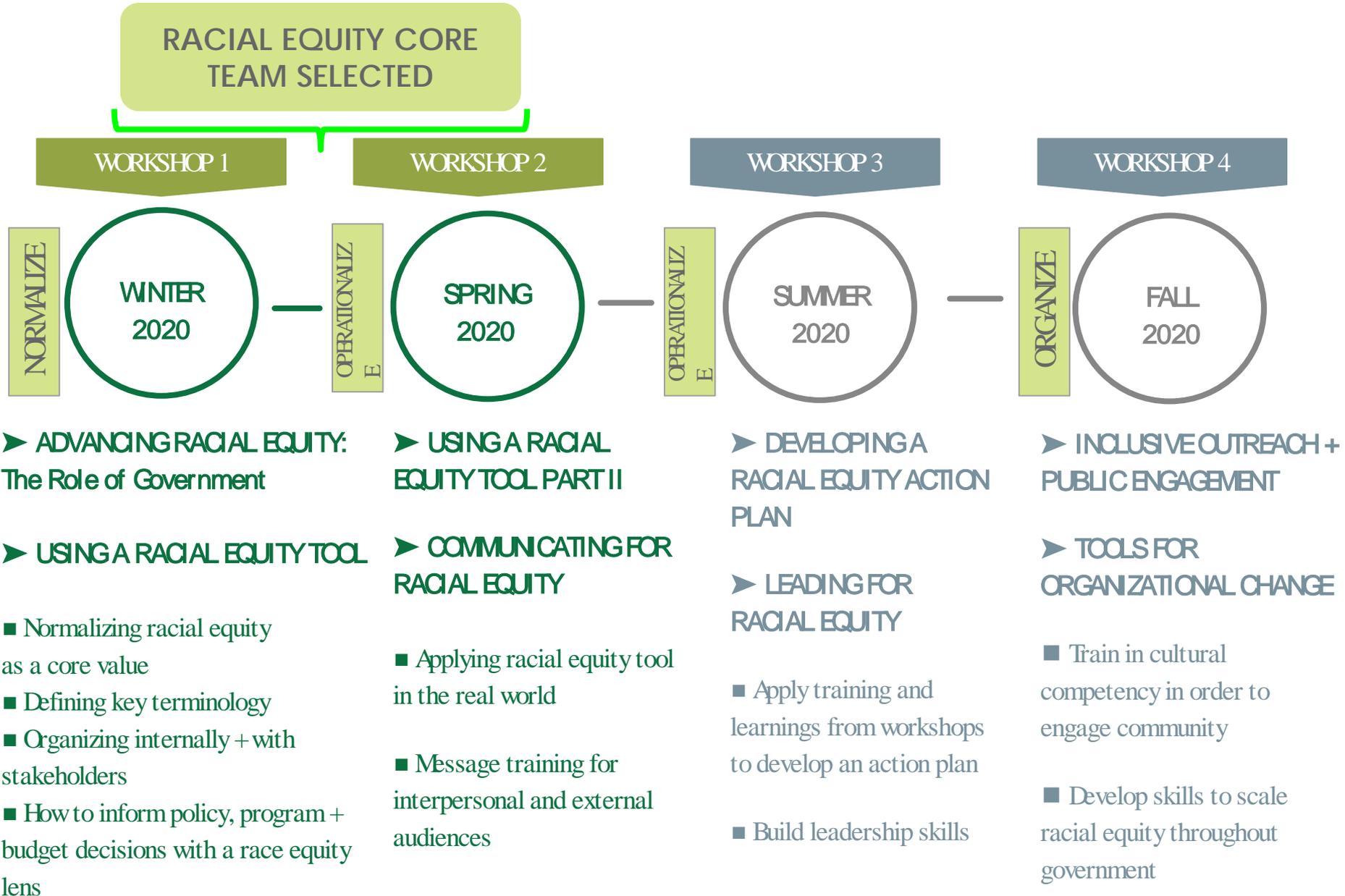
## WHO IS EXPECTED TO PARTICIPATE?

- Government staff—ideally, managers, leaders, and outreach specialists from across the jurisdiction
- Eventually, Bainbridge Island’s “Racial Equity Core Team”

## WHAT IS THE COST?

- **\$1,000 annual membership fee**

# RECOMMENDATION #2: TECHNICAL ASSISTANCE - \$43k



**TOTAL COST:** \$44,000

**PARTICIPANTS:** 40 - 50 people [city and community members]

**TIME EXPECTATIONS:** 45 - 60 hours over 10 months

**PRIMARY OUTCOMES:**

- Instruction and practice on how to use a racial equity toolkit to inform policy, program, and budget decision-making processes;
- Strategies and tools for effectively communicating about race with the community;
- Understanding from people of color about how local government works and how to communicate with officials and participate in decisions;
- Awareness from residents and visitors of the city's commitment to address racial inequities.

**PRIMARY DELIVERABLE** Racial Equity Action Plan

# RACE EQUITY TASK FORCE



## Thank You!

Chair: James Friday  
Vice Chair: Susan Wilmot  
Secretary: Janna Chan  
Council Member Rasham Nassar  
Council Member Joe Deets

Brenda Fantroy-Johnson  
Savanna Rovelstad  
Kian Ashabi  
Peggi Erickson

# APPENDIX

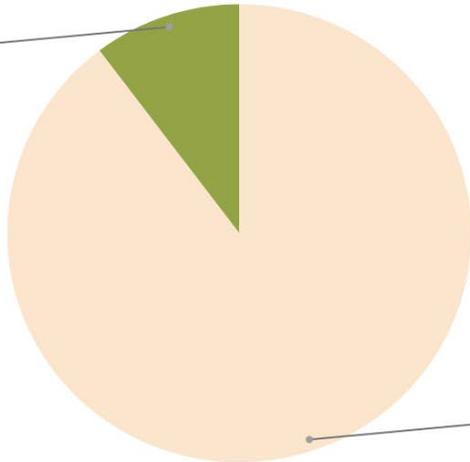
# CITATIONS

1. “[How to Think about "Implicit Bias"](#)” *Scientific American*, March 27, 2018
2. “[Workplace discrimination is illegal. But our data shows it’s still a huge problem](#)” *Vox*, February 28, 2019
3. “[Hiring Discrimination Against Black Americans Hasn’t Declined in 25 Years](#)” *Harvard Business Review*, October 11, 2017
4. “[Advancing Social Equity, Lesson From \(And For\) Public Managers](#)” *International City Management Association Magazine*, September 2019
5. “[The Impact of Racism on Child and Adolescent Health](#)” *American Academy of Pediatrics Policy Statement*, August 2019, VOLUME 144 / ISSUE 2

# BAINBRIDGE POPULATION IS CHANGING..

**2018: Bainbridge Population**

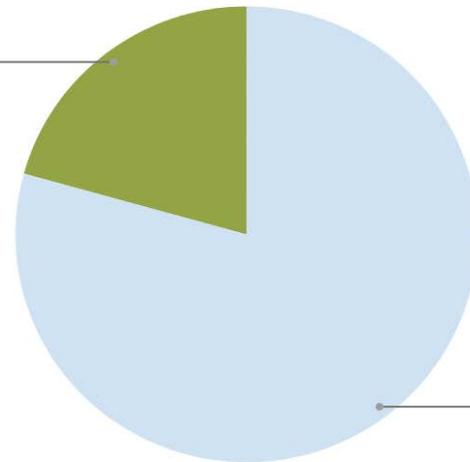
Non-White  
10.3%



White  
89.7%

**2017-2018: Bainbridge Student Body**

Non-White  
20.7%



White  
79.3%

**Student body is 2x more diverse than island population**

# PRECAUTIONARY PRINCIPLE

When an activity raises threats of harm to human health or the environment, precautionary measures should be taken even if some cause and effect relationships are not fully established scientifically.

The principle implies that there is a social responsibility to protect the public from exposure to harm.

*“Racism is a social determinant of health that has a profound impact on the health status of children, adolescents, emerging adults, and their families. [The] evidence to support the continued negative impact of racism on health and well-being through implicit and explicit biases, institutional structures, and interpersonal relationships is clear.” - American Academy of Pediatrics [5]*

# SNAPSHOT: Conversation about racism found on the Bainbridge Islanders group on Facebook



Annie Moffat

March 5



Hi friends,  
How about having a chat with your kids reminding them that hate speech and using the N-word is downright crappy and never the mood we're going for at any time here on our little island, mkay? White folks, just don't say it. Ever. But for sure not on the bus with students of color.



199 Comments

“How about having a chat with your kids reminding them that hate speech and using the ‘N-word is downright crappy and never the mood we’re going for at any time here on our little island...White folks, just don’t say it. Ever. But for sure not on the bus with students of color.”

**Tim Tucker** How long is it going to take before someone defends the islands youth? This is unacceptable anytime, anywhere, for anyone. I don't get it, the island projects itself as this haven of liberal thought and practice. No human being is born with racism, intolerance and hatred. Those qualities are learned.....so this is a bigger reflection on the people raising this kids, than on the kids themselves.

**Spencer Bispham** As a biracial student at BHS I'm sad and angry to hear about this. I've had my share of uncomfortable racial experiences on Bainbridge and I hope everyone can step up and play their role in changing young/old minds soon.

**Ashley Marie** This is not just an issue with the young adults. You'd be surprised what Bainbridge adults say to my face not even knowing how offensive they are being. The word "colored" was even used to describe a professional African American man in my place of employment in front of me. I was looking at all the Tolo photos the other day and thinking wow. This school is basically segregated in 2019. I bet most of these kids have never even had a person of color in their home, because their parents don't have any friends of the opposite race. Bainbridge is not as liberal as we like to portray. Let's not even go into the T&C Blackface Halloween costume winner a few years ago.

**Lisa Putnam** As a mother of two biracial children, this unfortunately has been a repeating occurrence throughout their lives.

**Ashley Marie** I took one look at the Bainbridge Schools when my daughter was little and quickly knew she would not be going there. I have heard many horror stories. I have overheard both racist and anti Semitic things in Safeway when these poorly prepared for life outside of Bainbridge "kids" come in. Wasn't putting my kid in that environment. No thank you.

## MEMORANDUM

**TO:** Bainbridge Island City Council  
**FROM:** Race Equity Task Force  
**DATE:** November 5, 2019  
**SUBJECT:** Recommendations for 2020 Racial Equity Investments



The inaugural Bainbridge Island Race Equity Task Force (RETF) convened in March 2019 in response to a number of courageous community members who spoke out about numerous and ongoing instances of discrimination and racism on the island. The purpose of the RETF is threefold:

1. **Develop a series of events** designed to promote awareness; raise the community's level of engagement around race; encourage a dialogue between the community and elected officials on this topic.
2. **Invite the Government Alliance on Race and Equity (GARE) and the People's Institute Northwest** to advise on potential strategies to address citywide racism.
3. **Provide a series of recommendations to City Council** on ways in which the City can help the community become a more inclusive and responsive when it comes to addressing racial inequities.

Over the course of eight months, and numerous meetings with GARE, the task force has unanimously agreed that the path forward to meet the requirements of Purpose #3 is to focus on local government as the instrument of change. Professor Benoy Jacobs wrote about this strategy in the September issue of [Public Management Magazine](#):

“While all levels of government are culpable in having shaped the distribution of (dis)advantage across the country, this is particularly true of local governments...Recognizing that the public sector has played a role in creating an uneven playing field, however, is not a judgment on those who work in local government...The leaders and staff of a jurisdiction need to understand their institutional history with respect to social inequity.”

The RETF puts forth the following recommendations for city council consideration for 2020 investments:

1. **Become an active network member of the Government Alliance on Race Equity - \$1,000/year**  
GARE membership includes monthly meetings, member-only training resources, and much more
2. **Invest in 2020 workshops to educate and train key members of the city staff and community about the role of government to advance racial equity - \$44,000** - This four workshop series will accommodate up to 50 people and build these skills sequentially: normalize racial equity as a core value; inform policy, program + budget decisions with a race equity lens; message training for interpersonal and external audiences; develop a racial equity action plan; community engagement; develop skills to scale racial equity throughout government.

Social inequity on Bainbridge Island is alive and pervasive. There is no silver bullet to eradicate racism, but we must seek to consciously integrate the values of equity and social justice into our every action as a government in service to the people—every decision, every policy, every practice. We urge the city council to take the first step in creating the long-term, systemic changes our city needs to fulfill its full potential.

Respectfully,  
The Race Equity Task Force

## Race Equity Task Force - 2020 Scope of Work

December 2019

The objectives of the 2020 scope are:

- **To ensure that the Task Force has a meaningful seat at the table:** The Task Force's November recommendation to the city council explicitly states that "those most impacted by structural racial inequity need to be meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives." To that effect, we believe it is of critical importance for the Task Force, who designed the recommendation to partner with GARE, be active participants in supporting the success of the work. Having a "seat at the table" allows the Task Force to be involved in crucial decision points as well as provide citizen oversight of the work.
- **To authentically represent people of color (POC) on the Island:** As part of the 2020 GARE engagement, we recommended that "key members of the community" participate in the workshops alongside the city. We imagine these "key members" to be representatives from community stakeholders such as Bainbridge Pride, the Interfaith Council, Chamber of Commerce, Helpline House, etc. The Task Force can act as liaisons with participating community groups to ensure transparency, accountability, and equitable representation of the needs of POC when working with the city.
- **To "carry the torch" at the conclusion of the workshops:** The primary deliverable of the 2020 workshops will be a long term racial equity action plan. In all likelihood, the city will need a Task Force or committee to support the successful implementation of the action plan once it is approved. It is of crucial importance that the Task Force be at the table during the conception of the plan so it can be best equipped to support its implementation down the line. No one likes to "inherit" a plan that they did not get to contribute to. By engaging the Task Force throughout the GARE partnership, the city will be in an optimal position to hit the ground running when it comes time for long term implementation of the equity plan.

## **2020 Race Equity Task Force Scope of Work:**

1. Develop a series of events through the end of the year designed to promote awareness of the city's partnership with the Government Alliance on Race and Equity (GARE), and raise the community's level of engagement around race to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Join the 2020 GARE workshops as full participants alongside key city staff and community members with a goal of: acquiring first hand education and training on this body of work as necessary to support outreach efforts; serve as support for city staff in between workshops to build out and provide feedback on draft collateral; and, act as representatives of and liaisons to the community at large by ensuring that the voices of people of color are heard and acknowledged throughout the course of the workshops.
3. In coordination and running parallel to the GARE partnership, provide a series of recommendations to the City Council on ways in which the City can help the community become a more inclusive and responsive community when it comes to addressing racial inequities.

## **DRAFT: 2020 Outreach Plan and Proposed Budget**

**Goal:** A minimum of one event per quarter

**Total Estimated Costs:** \$9,400

- **Quarter 1: Projected Costs - \$1,550**
  - January 19, 2020: Martin Luther King Jr. event
    - Partner with Bainbridge Island Museum of Art
    - Costs: Table \$50, Honorariums \$1,500
  - RETF Informational Presentation alongside organizations such as Swerve and Rotary.
- **Quarter 2: Projected Costs - \$5,000**
  - Partner with Bainbridge Pride for Pride month celebrations
  - A Night of Poetry - Partnership with Bainbridge Island Museum of Art
    - Evening of poetry featuring poets of color from the surrounding Kitsap Peninsula. These poets would be presented alongside notable Seattle poet headliners (i.e. Anis Modjani, Nikita Oliver, Ebo Barton or Mavin Gardner).
    - Estimated Budget:
      - Promotion of the event. RETF will promote this as a solo event.
      - BIMA auditorium fee - \$250
      - Light appetizers catered by local company - \$1,000
      - Headline poets - \$1,200
      - Local poets - \$50 X 6 = \$300
      - Printing fees (poems will be displayed through the museum – 3 feet tall) - \$1,200
    - Incidentals - \$150
    - Promotion - \$900
- **Quarter 3: Projected Costs - \$850**
  - Grand Old Fourth Booth - \$250
  - Multicultural Advisory Committee Event - \$500
  - Bainbridge Arts & Humanities Event
  - Community Engagement Workshop – City Hall \$100
  - 2020 Farmers Market (~25 Saturdays)
- **Quarter 4: Projected Costs - TBD**
  - Community Open House - GARE Report

- Information session detailing milestones, lessons learned, Race Equity toolkit, etc.
  - 2020 Farmers Market (~25 Saturdays)
- **Promotional Items and Outreach Assets: Projected Costs - \$2,000**
  - Literature development (i.e. pamphlet) - What is Race Equity and Why is it Important for Bainbridge Island?
  - Postcard fliers (design and print cost estimate)
  - Signage/Posters
  - Ongoing misc print costs

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