



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
SPECIAL MEETING
THURSDAY, JULY 23, 2020
5:00 - 5:30 PM
ZOOM WEBINAR

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/92760707159](https://bainbridgewa.zoom.us/j/92760707159)

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WEBINAR ID: 927 6070 7159

INTERNATIONAL NUMBERS AVAILABLE:
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AGENDA

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/
CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT
5:00 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT
3. WORK PLAN DISCUSSION/ APPROVAL VOTE
4. CHARTER DISCUSSION/ APPROVAL VOTE
5. GOOD OF THE ORDER
6. ADJOURNMENT
5:30 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 17, 2020**

1. ROLL CALL 6:00 PM

Present: James Friday, Brenda Fantroy-Johnson, Susan Wilmot, Savanna Rovelstad, Peggi Erickson, and Rasham Nassar.

2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT

3. CHECK IN - What is your pandemic hobby?

4. WORK PLAN REVISION

Our old documents need updating: Scope of Work, Outreach Plan, GARE Plan.

Brenda and James met with City Manager Morgan Smith.

James: We are here for the long hall.

Brenda: We were told we were a member of GARE, but we are not. Morgan will track down our contacts with GARE and pay our membership fee. We will have to track our projects with the City going forward.

James: We need to have checks and balances with the City and RETF. Morgan asks that we prioritize our work plan.

Peggi: I have already updated the events part. Will update the information on GARE and signage.

James: Also add a March on Bainbridge Island and Farmers' Market.

Sue: Add Community Academy too.

Rasham: Community (Citizens) Academy was added to the City Council Work Plan in 2018. It has been removed.

All work plan items will carry over to next year.

Peggi: Do we need a budget with all?

Savanna: Do we need a permit, and can we do the march given government orders?

James: The event will happen with or without the blessings of the City Council. They do not understand.

Sue: We should try to get the permit and we can decide from there?

James: Priority of work:

1. GARE - Morgan will pay the fee.
2. Charter for Standing Committee
3. Signs
4. Events

Others - Equity Lens, Community Academy, Police Oversight Committee

We have donations coming in so we will have access to more assets.

Savanna and Sue will be Standing Committee subcommittee and prepare a charter.

Peggi and Brenda will be Work Plan and Budget subcommittee and prepare a bullet point work plan. James is Event Coordinator.

Rasham: Draw up a bullet point work plan. Vote to approve at the next meeting. Rasham takes it to the City Council for their approval.

5. RETF/CITY ONGOING COMMUNICATION

Brenda: We will continue follow up conversations with Morgan. We need to build trust with communication.

Peggi: I have seen memos from Morgan to City Council that we have not seen. Can RETF be copied on these?

Rasham: Yes. Maybe she did not because RETF was not meeting because of COVID. We can build more responsiveness and acceptance and spirit of collaboration.

Brenda: We have to be more visible and use email and public comment. You do not include people by leaving them out. If the insider knows that our projects were not moving along, where was the help? We need to engage our supporters again.

Peggi: We can put community updates on our City website and get supporters to subscribe. Can we have a RETF/GARE liaison?

James: Morgan said we cannot have separate communication or a go between with GARE.

Brenda: We will not know if we can still pursue GARE until we get an answer from Morgan.

Peggi: First workshop will be a game changer. It is critical for having the same language.

Savanna: New RETF members?

James: The process must be open and inclusive. Applications open until July 31. Interviews and selections in August. New members join us in September.

6. CHARTER FOR PERMANENT COMMITTEE

Sub Committee: Sue and Savanna.

Brenda: Look at links to other charters.

Rasham: Standing Committees can have a chapter in the city code. Define the scope of work. How the RETF will work with the City Council. Called to advise the City Council. Start philosophical and use scope of work. Prepare a draft. RETF votes, then goes to City Council. Go big and propose what you want and more. The City Council may take some out.

James and Peggi: We can have a special meeting to approve the Work Plan and charter on July 23 at 5 PM.

7. EQUITY LENS DISCUSSION

Brenda and Peggi will add it to the work plan.

8. GOOD OF THE ORDER

Savanna: Be careful with our language such as “you guys” and “citizens”. We have to use inclusive language.

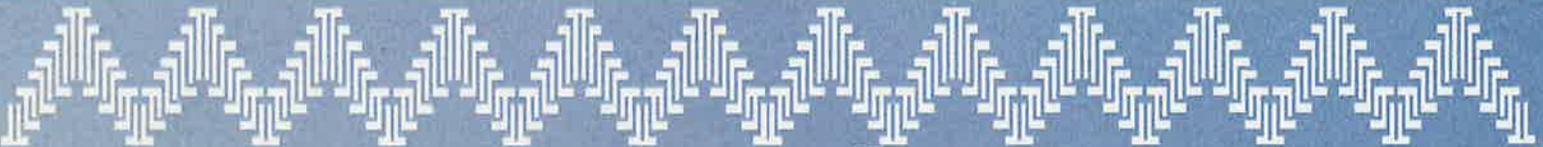
Sue: Strike for Black Lives is Monday at I I AM in Silverdale at Old Mill Park.

James: I am proud of everyone. Every time we have a setback, we persevere.

9. ADJOURNMENT 7:36 PM

Chair

Date



dx^wsəq^wəb

PLACE OF THE CLEAR SALT WATER

LAND ACKNOWLEDGEMENT STATEMENT

“Every part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished.”

Chief Seattle 1854

We would like to begin by acknowledging that the land on which we gather is within the aboriginal territory of the suq^wabš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq^wabš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq^wabš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



SUQUAMISH TRIBE



Photo by Jon Anderson

Race Equity Task Force Workplan for 2020 (Draft)

The COBI RETF in alignment with the RETF Approved Objectives & Scope of Work (Appendix 1) and Purpose and Mission (Appendix 2) the RETF plans to do the following work in the foreseeable future:

- **Community Outreach Events**
 - **One-Time Events**
 - Community March for Equity
 - “Voices of Power: A Night of Poetry” – Partner: Bainbridge Island Museum of Art
 - “Julia Jacobs; Black Woman of the Suquamish Tribe”- Partner: Suquamish Museum
 - Equity-Themed Poetry/Story Slam for Youth
 - Equity Speaker Event – Partner: BI Arts & Humanities
 - Panel Discussion “What’s Happening with Equity on Bainbridge?” Partners: Community Equity Groups (MAC, ERACE, BIJAC, etc.)
 - **On-going Outreach Events**
 - Farmer’s Market Booth
 - Fourth of July Booth and Parade
 - Monthly Racial Equity Education Evenings (films, panels and speakers on equity)
 - Quarterly Community Forum with BI Police
- **GARE Engagement**
 - **GARE Trainings**
 - Workshop 1 - Advancing Racial Equity: The Role of Government (8 hours)
 - Workshop 2 - Using a Racial Equity Tool (8 hours)
 - Workshop 3 - Developing a Racial Equity Action Plan (4 hours) & Leading for Racial Equity (4 hours)
 - Workshop 4 - Communicating for Racial Equity (4 hours) & Inclusive Outreach and Public Engagement (4 hours)
 - **GARE Engagement**
 - Engage in GARE NW Learning Cohort 2021
 - Attend annual regional GARE Conferences
- **COBI Equity Assistance**
 - Assistance with development of COBI Racial Equity Lens
 - Assistance with the development and review of COBI Race Equity Action Plan
 - Assistance with the development and review of the COBI Race Equity Toolkit
 - Advise COBI City Council of equity issues on the island
- **Other RETF Work**
 - Welcoming sign for Bainbridge Island
 - Suquamish Villages markers/signs on Bainbridge Island
 - Propose 2020 Charter to become COBI Standing Committee
 - Produce Annual Equity Report for COBI and community

Appendix 1: COBI RETF Approved Objectives & 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.

Appendix 2: COBI RETF Scope, Mission and Vision

Race Equity Task Force

The Race Equity Task Force meets on the first Thursday of the month at 6:30pm at City Hall, Council Conference Room.

Agendas & Minutes

Agendas are available prior to the meetings. Minutes are available following approval. Both are available in the Agenda Center listed alphabetically by citizen advisory group name. View All Agendas and Minutes

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.

Mission Statement

The Bainbridge Island Race Equity Task Force is committed to building awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences. We define racial justice as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all.

We achieve our mission by:

- **Community Engagement:** Listening to the needs and concerns of our neighbors with compassion and sharing our knowledge.
- **Continuous Learning:** Deepening our understanding of institutional racism and how it impacts racial equity on the island. Improving our skills in countering racism and organizing for racial justice by tapping the knowledge of experts and jurisdictions who have undergone similar work.
- **Advocacy and Activation:** Creating opportunities for organizers, individuals, groups, organizations, institutions, and businesses to invest in interrupting racism, bigotry, and prejudice whenever encountered.

Vision Statement

The Bainbridge Island Race Equity Task Force envisions a society where all systems (e.g. education, criminal justice, health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people and strive for a healthy and prosperous community that promotes all people having equitable access and opportunity.

Purpose

The purpose of the Task Force is to provide advice and counsel to the City Council on matters of identifying programmatic, community and legislative options and to seek suggestions on how the City can help Bainbridge Island to be an open and welcoming community for all.

“The Comprehensive Plan reinforces our commitment to race equity, but we have not taken measurable steps to address institutional racism in our community,” said Councilmember Matt Tirman. “We will endeavor to change this through the Race Equity Task Force, which will include Islanders from diverse backgrounds.”

Committee Name: Race Equity Task Force

Executive Sponsors: City of Bainbridge Island, Bainbridge Island City Council

Impact of Committee: The Bainbridge Island Race Equity Task Force envisions a society where all systems (e.g. education, criminal justice, health care, housing, the economy) are just, fair, inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people and strive for a healthy and prosperous community that promotes all people having equitable access and opportunity.

Committee Purpose: The purpose of the Task Force is to provide advice and counsel to the City Council on matters of identifying the programmatic, community and legislative options to seek suggestions on how the City can help Bainbridge Island be an open and welcoming community for all.

Committee Members:

1. Chair: James Friday
 2. Vice Chair: Brenda Fantroy-Johnson
 3. Secretary: Susan Wilmot
- Committee Members:
4. Peggi Erickson,
 5. Savanna Rovelstad
 - 6.
 - 7.
 - 8.
 - 9.

Stakeholders: The City of Bainbridge Island, Community Members, City Staff, Local Businesses, Visitors, Island Workforce.

Committee Scope Statement:

Project Purpose and Business Justification: The purpose of the Task Force is to provide advice and counsel to the City Council on matters of identifying the programmatic, community and legislative options and to seek suggestions on how the City can help Bainbridge Island be an open and welcoming community for all.

Objectives: The Bainbridge Island Race Equity Task Force is committed to building awareness, solutions, and leadership for racial justice by generating transformative ideas, information and experiences. We define racial justice as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. We achieve our mission by :

- Community Engagement: Listening to the needs and concerns of our neighbors with compassion and sharing our knowledge.

- Continuous Learning: Deepening our understanding of institutional racism and how it impacts racial equity on the island. Improving our skills in countering racism and organizing for racial justice by tapping the knowledge of experts and jurisdictions who have undergone similar work.
- Advocacy and Activation: Creating opportunities for organizers, individuals, groups, organizations, institutions, and businesses to invest in interrupting racism, bigotry and prejudice whenever encountered.

Deliverables: The Race Equity Task Force Work Plan (attached)

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 Island and its elected officials on this topic.
2. The City of Bainbridge Island will work with the Government Alliance on Race and Equity (GARE) as established on November 26th, 2019.
3. The Task Force will 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.

Project Milestones: Refer to the Race Equity Task Force Work Plan (attached)

Major Known Risks: Difficult conversations, pre existing biases, systemic racism, institutional racism, traditional government procedures, lack of racial equity training, need for consistent training and follow up

Constraints: The ability to implement GARE workshops, Covid 19 CDC regulations, limitation of access to other city government jurisdictions.

External Dependencies: The work plan is dependent on participation of city staff, community leaders and community members.

Communication Strategy: Regular Task Force meetings will be the first Thursday of each month in the council conference room in City Hall. The Task Force will submit an annual work plan and budget and annually provide a report to the City Council on committee work completed during the prior year. The Task Force will advise the City Council when requested as appropriate to do so.

Sign Off: