



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
REGULAR MEETING
THURSDAY, AUGUST 6, 2020
6:00 -7:30 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/92934856379](https://bainbridgewa.zoom.us/j/92934856379)

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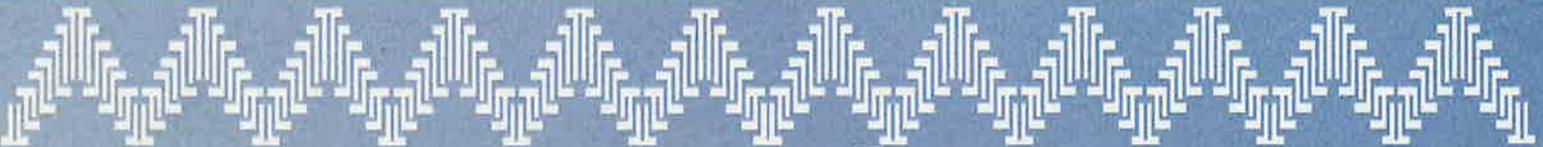
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AGENDA

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/
CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT
6:00 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT
3. PUBLIC COMMENT - 10 MINUTES
4. CHECK IN - SAVANNA
5. STANDING COMMITTEE CHARTER
6. WORK PLAN AND GARE UPDATE
7. EVENTS UPDATE
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.



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 MEETING MINUTES
JULY 23, 2020**

**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 - Peggi

3. WORK PLAN DISCUSSION /APPROVAL VOTE

Rasham: July 28 City Council Meeting will decide to add developing a charter for a standing committee to our work plan. Everything else will be proposed in August.

Work Plan Approved 5-0 with revisions:

1. Add "Community Academy"
2. Recategorize "Other RETF Work" under "Community Outreach Events" as "Other Outreach Work"
3. Add Welcoming Signs Under "Other Outreach Work"

Rasham: Items for the City Council agenda for August 11 must be submitted the Thursday before (August 6).

The July 28 City Council meeting will give formal authorization to begin work to become a standing advisory committee (charter).

The August 11 City Council meeting will discuss approval of the work plan.

4. CHARTER DISCUSSION/ APPROVAL VOTE

Brenda: I have a problem with the format. It looks like a project. We should not put in risks and constraints.

Savanna: I only heard feedback from Brenda.

Rasham: RETF are the appointed Advisors to City Council on matters that come before them. How can RETF advise in the work of the City Council and City Manager? Land use and housing. Equity and inclusionary decisions. Task Force is legally defined and temporary. RETF would become Race Equity Advisory Committee. What issues will it advise the City Council on?

Sue: We should have already had the training to be able to use it to write this charter.

Brenda: We need to tweak this charter.

Peggi: Think about systemic racism across the city and where they can make decisions more equitable.

James: We have to take control of what we are doing.

Rasham: The attorneys will handle the legal part.

Vote to table the charter is approved, 5-0.

5. GOOD OF THE ORDER

Peggi and Rasham: A Town Hall with the Chief of Police is upcoming, but not scheduled yet.

Savanna: The City received a complaint about the Black Lives Matter painted on Winslow Way. The City dismissed it saying that it is not political or harmful to the public.

James: Met with Morgan again. We have prioritized our work. GARE, charter for standing committee, events, sign.

Brenda: Morgan is following up with emails with GARE. Reminding them that we have been talking with them since August 2019. We already have money allocated. Submitting a request for training. Plan B is to look for a different consultant. Morgan was concerned about staff and community in the same room for training. Brenda explained that for equity, everyone needs the same training. The sign needs the okay for location and public works to weigh in.

Sue: We need a say in the new City Manager.

James: This is a learning experience. We have worked hard and supported each other. We have to make sure things are put on the record. This time around we are not going to trust things are done unless they are put on paper.

Savanna: Next meeting we need to remember to raise our hands, so we do not talk over each other.

6. ADJOURNMENT

6:15 PM

Chair

Date



Committee Name: Race Equity Advisory Committee

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

Impact of Committee: The Bainbridge Island Race Equity Advisory Committee (*Committee*) envisions a society where all systems (e.g. government, education, criminal justice, health care, housing, the economy) are just, fair, and inclusive so as to enable all people to participate and reach their full potential. We believe that equity is inextricably connected to a healthy and prosperous community. Equity should be the lens in which every decision is made. This committee will implement solutions that center the needs of marginalized communities in order to ensure equitable conditions will one day be a reality for *all* people.

Committee Purpose: The purpose of the Race Equity Advisory Committee is to provide informed recommendations to the city council on matters of identifying the programmatic, community, and legislative options to address systemic and structural racism and bias within government and law enforcement. Responsibilities include:

- To serve as a technical and planning advisory committee to the city council, city manager, and police department on issues related to racism and race-related bias as directed by the city council.
- To assist the city in implementing racial equity-related goals and policies as expeditiously as committee and city resources allow.
- To provide advice and/or recommendations to the city council or city staff, as appropriate, on methods of completing a baseline city government and police department assessment of policies regarding staffing, contracting, decision-making, etc. in partnership with trained racial equity consultants.
- To the degree directed by the city council, assist with or manage the completion of a baseline city government and police department assessment of policies and procedures.
- In partnership with a racial equity consultant, work with city staff, as appropriate, to complete and recommend to the city council a racial equity action plan and implementation strategy.
- In partnership with a racial equity consultant, provide advice and/or recommendations to the city council or city staff, as appropriate, on how to measure progress toward meeting the city's racial equity action plan.
- As directed by the city council, assist the city with participation in regional racial equity efforts.
- Provide education and outreach to the public regarding racial equity and the work of the committee and the city relating to racial equity.

Committee Members:

1. Chair: James Friday
2. Co-Chair: Brenda Fantroy-Johnson
3. Secretary: Susan Wilmot
4. Committee Members:
 - a. Peggi Erickson
 - b. Savanna Rovelstad
 - c. TBD
 - d. TBD
 - e. TBD
 - f. TBD

City Council Liaison: Rasham Nassar

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 Race Equity Advisory Committee is to provide informed recommendations to the city council on matters of identifying the programmatic, community, and legislative options to address and rectify systemic and structural racism and bias within government and law enforcement.

Working for racial equity benefits everyone. Deeply racialized systems are costly and depress outcomes and life chances for *all* groups. For instance:

- Although there are a disproportionate number of youth of color who do not graduate from high school, there are many white students as well. Studies have shown that strategies that work for youth of color also work better for white youth, a truly systemic approach.
- Disproportions in the criminal justice system are devastating for communities of color, most specifically Black men, but are financially destructive and unsustainable for all of us. Dramatically reducing incarceration and recidivism rates and reinvesting funds in education can work to our collective benefit.
- When voting was/is constrained for Black and Brown voters, low-income white voters are also likely to be excluded. During the period of poll taxes and literacy tests, more eligible whites were prohibited from voting than Blacks.

The goal of the Race Equity Advisory Committee is not to just eliminate the gap between white people and people of color, but to increase the success for all groups. Racial equity develops

goals and outcomes that will result in improvements for all groups, but the strategies are targeted based on the needs of a particular group. Systems that are failing communities of color, are actually failing all of us.

Major Known Risks: Many people avoid talking about race and racism. It's uncomfortable, may lead to conflict, and calls for skills few of us possess. Often, this avoidance comes down to a fear of misspeaking, sounding racist or unintentionally doing harm.

In order to dismantle systemic and structural racism within our government and community, local leaders must commit to a long term action plan that recognizes the differences between individual, institutional, and structural racism, as well as the history and current reality of inequities for all marginalized groups. Failure to make and follow through with the commitment will jeopardize the development and success of racial equity on Bainbridge Island.

Constraints: Due to the COVID-19 crisis, traditional in-person organizing and outreach efforts are not an option for the Committee. There may also be budget reductions within the city government that may impact the ability to properly invest in racial equity (e.g. consultants, marketing, etc.). Finally, the physical and emotional capacity of Committee members to conduct this work, which is psychologically draining, may also be impacted by the pandemic while individuals balance personal and professional obligations.

External Dependencies: The success of this committee, and in particular the development and implementation of a race equity action plan, is contingent on the availability of funds to hire race equity consultants as well as the participation of city staff, community leaders, and community members. In addition, the work and resulting work products from the Committee will be impacted by the severity of the pandemic.

Communication Plan:

Regular Committee meetings will be held the first Thursday of each month in the council conference room in City Hall. The Committee will submit an annual work plan, budget, and progress report to the city council on work completed during the prior year. The Committee stands ready to advise the city council when requested as appropriate to do so.

Race Equity Task Force 2020 Objectives and Scope of Work

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 (pending)

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) or a similar entity 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 (pending)