

**RACE EQUITY TASK FORCE MEETING MINUTES
SEPTEMBER 3, 2020**

1. CALL TO ORDER/ ROLL CALL/ ACCEPT OR MODIFY MINUTES/ ACCEPT OR MODIFY AGENDA/ CONFLICT OF INTEREST DISCLOSURE/ CODE OF CONDUCT - 6:00 PM

Present: James Friday, Brenda Fantroy-Johnson, Sue Wilmot, Savanna Rovelstad, Peggi Erickson, Kamara Blackwell, Councilmember Liaison Michael Pollock (filling in for Rasham Nassar)

2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGEMENT

3. WELCOME TO OUR NEW MEMBER DARYL BLACKWELL!

Kamara: I am a 5-year resident of Bainbridge Island from Maryland. I am opening a preschool on the island. I am passionate about equity and I am excited to learn from you and to help you all.

4. PUBLIC COMMENT

Sal DeRosalia: I congratulate the Task Force on turning into a standing committee and that real change can start to happen on a systemic level. Members of RETF have little training. I hope we can get training for everyone before participating in city decisions. Michael Pollock, you should get training before you speak about racism and race issues.

5. CHECK-IN

Savanna - What is something that is your quintessential summer?

6. LIASON REPORT TO COMMITTEE-RASHAM

Michael Pollock Is filling in for Rasham.

Peggi: Last City Council meeting, we gave council a brochure for the Search for our new City Manager. Has there been any news of the planned police forum?

Michael: It will be a public interactive dialog. Two hours long. The public will guide the discussion. No date set yet.

7. RECAP OF CITY COUNCIL MEETING AND NEXT STEPS

Brenda: We are now a member of GARE. The training courses are still being determined. I am trying to set up a meeting with City Manager Morgan Smith. We need to find out how we access the GARE resources.

Our proposals for the Welcoming Sign, the Equity Lens and becoming a standing committee were all approved.

Our next steps are that Mark Epstein from our Public Works Department will introduce himself at the Good of the Order.

8. NEW MEMBER DISCUSSION

Brenda: We have a seat open again because Annya Pintak declined her appointment. We will discuss this at our next meeting. We feel we can look at our other applicants and choose and submit our choice to the Mayor and City Council. This is not the common way for committees to add members.

Kamara: Are there no written rules?

Michael: The only rule is that the Mayor appoints, and the City Council confirms. We have adopted liaison role rules to make it more uniform.

Brenda: he rules should be open and available for anyone to know what the rules are. There should be no backdoor rules. I would like the mayor to have a role, but want the full committee to have a role too.

Michael: The public needs to be aware of opportunities. There should be expectations of qualifications and a fair and transparent process.

James: RETF has always been transparent. The committee openings are on the city website. We have had resumes from the applicants. Brenda and James selected 5 and sent these to the RETF members for review and input. We need to develop our own agenda as to how we select applicants. We are about consistency and we do not get the same consistency from the City Council.

Sue: Can RETF leadership suggest rules for City Council to adopt?

James: I propose we develop a subcommittee to set up systematic rules for screening applicants for RETF.

Seconded and Voted - Approved

9. INTRODUCTION INTO SYSTEMIC RACISM

Peggi - I do a 2-hour training on the basic definitions and understanding of systemic racism. It is a power pint and I have done it 9-10 times. I can add local things.

Brenda: This would put everyone on the same page.

James: Talking about it means we are not pulling things out of the air. Is there a timeline?

Brenda: September or October.

Peggi: Whole City Council or small groups?

Sue: I would like to see who has already had training. I would like us to run through the training with Peggi first.

Michael: We get federal training on avoiding racist behavior, hiring and anti-discrimination. When are you ready to get it on the agenda? Do it individually or with smaller groups.

Kamara: I have had anti-discrimination training for childcare. Would like standardized training.

Brenda: Should we have a subcommittee?

James: We need to do it as soon as possible so we all have the tools.

Peggi: It is a two-hour training. Kamara and Peggi are the subcommittee.

Michael: Would it lead to more of a curriculum?

Peggi: I have longer courses. Our GARE training will be more training.

Brenda: GARE will be the continuing education.

10. CITY COUNCIL CITY MANAGER SEARCH

Brenda: We have a brochure to give City Manager applicants on equity issues and equity lens.

Peggi: The consultant thought we should get finalists first before giving them the brochure.

Brenda: We cannot drop the ball. We hope to get someone of the mindset that we do not have to convince that there's equity issues.

Peggi: It would be wonderful to get someone who is compassionate and already versed in equity.

11. GOOD OF THE ORDER

Mark Epstein, Engineering Project Manager: Think about what your goals are for the signs. How many? Will do some research on other city's signs.

Chris Wierzbicki, Public Works Director: I will help you getting a sign designed and implemented.

Brenda: One or two of us will meet with you and get it laid out.

James: We are making progress. We cannot stop being vigilant. We need to engage more with the public.

Brenda: The rock repainting shows there are still racial problems here.

Kamara: How do we get it out that BLM is not political?

Sue: Our BLM union buttons at work (Safeway and T&C) get Racist comments and pushback.

Kamara: BLM is not political, and CC has already defended it. Can we get it out there?

Brenda Proposal: Kamara and Savanna put a statement together on BLM. **Seconded and Voted - Approved**

James: Anyone can make a statement. It must be backed by substance.

12. ADJOURNMENT - 7:18 PM

James Friday

10/1/2020

Chair

Date