

From: [Ron Holifield](#)
To: [Morgan Smith](#); [Christine Brown](#)
Subject: FW:
Date: Wednesday, September 2, 2020 2:41:52 PM
Attachments: [image001.jpg](#)

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Ron Holifield

Chief Executive Officer

Strategic Government Resources

www.GovernmentResource.com

office: 817-337-8581 | cell: 214-676-1691

"Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders"

From: Michael Pollock <mpollock@bainbridgewa.gov>

Sent: Wednesday, July 15, 2020 11:05 AM

To: Ron Holifield <ron@governmentresource.com>

Subject: Fw:

From: Ron Holifield <ron@governmentresource.com>

Sent: Wednesday, July 15, 2020 4:54 AM

To: Michael Pollock <mpollock@bainbridgewa.gov>

Subject:

Ron,

Below is a draft of the job description I wrote for the position over a month ago. Since then, based on community feedback, I would also include a strong statement about preference being given to a person with a demonstrated ability and commitment to increase racial diversity in a predominantly White community.

Bainbridge Island (pop. 25,000) is a progressive, educated, affluent, politically-influential and civically-engaged community 8 miles by ferry from downtown Seattle. We seek a City Manager who will embrace and advocate for a high level of public participation in decision-making processes that are open and transparent.

While technical proficiency in providing basic City services is essential, the candidate must also demonstrate that they have the adaptive leadership capacity to work with the City Council to address the complex ‘wicked problems’ of unknown dimensions that we are facing as we struggle to develop a sustainable community in the context of rapid climate and societal and economic change.

The Citizens of Bainbridge Island have adopted a Comprehensive Plan which expresses a collective vision for their future. The vision is guided by the desire to preserve the rural character and close proximity to nature throughout most of the 65 mi² island, while concentrating growth in a vibrant downtown core that maintains a small-town atmosphere.

The successful candidate will be accessible and accountable to the public, and a strong advocate for implementation of the Comprehensive Plan. They will also be well-compensated.

For the right candidate, this position is a once-in-a-lifetime opportunity to participate in a “laboratory of democracy”, working collaboratively with well-informed and engaged citizens towards solving the pressing issues of our times.

The City Manager is appointed by the seven-member City Council. The start date is January 1st, 2021.

Below is the vision statement from the City’s Comprehensive Plan:

“Bainbridge Island is notable for its beauty, its maritime climate, its location between Seattle and the Olympic Peninsula, and its support of the arts. The island consists of beaches and harbors, forests and fields, trails and two-lane country roads, homes and businesses surrounded by the waters of Puget Sound. We are defined as much by the water around us as by the ground beneath our feet.

Bainbridge has a rich natural and cultural history including a long presence of indigenous people, followed more recently by European and Asian immigrants who built timber, maritime and agricultural economies. Contemporary Bainbridge Island is home to a diverse mix of

people including farmers, artists, students, business professionals, retirees, and is hospitable to visitors.

The people of Bainbridge aspire to accommodate inevitable growth while protecting the wildlife habitat, watersheds, shorelines, open space, and the air and water quality of the island. We welcome innovative ideas, industrious business people, new and traditional cultures, and people of all ages and backgrounds. We strive to provide quality housing, education, health care, and business, recreational, and cultural opportunities for all of our inhabitants. We embrace local food sources, renewable energy, and paths for biking and walking.

Global warming and the impacts of climate change are major issues for our generation, and will be for the foreseeable future. We recognize that it will be challenging to adapt to the environmental and economic changes that we will face in the decades ahead. The good will, imagination, and pragmatism of our citizens will foster a compassionate environment in which we listen to, learn from, and engage with all the people who live here. There is no word for exclusion in the Lushootseed language of Puget Sound.

The people of Bainbridge Island understand that it will take an active approach to not only maintain, but restore and enhance the condition of the island if we expect to continue enjoying its bounty. Island residents balance personal interests with concern for the community and the environment. As the island's population increases, we will manage our lands and waters thoughtfully, with innovative planning policies.

Bainbridge citizens embrace the challenges of our future. That future calls on residents and visitors alike to actively participate in shaping a joyful, stable, and sustainable community, where its present and future generations are stewards of the land and keepers of its culture.” (source Bainbridge Island Comprehensive Plan, p.7).

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Hi Michael!

I had not heard back from you yet about doing a profile interview for the City Manager search.

Is there a time this week that would work for you?

Ron

Ron Holifield

Chief Executive Officer

SGR

www.GovernmentResource.com

office: 817-337-8581 | cell: 214-676-1691

“Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders”



From: [Ron Holifield](#)
To: [Morgan Smith](#); [Christine Brown](#)
Subject: FW: I am sharing "Draft_City_Manager_Profile_KH Comments.pdf" with you
Date: Wednesday, September 2, 2020 2:41:02 PM
Attachments: [Draft_City_Manager_Profile_KH Comments.pdf](#)

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"Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders"

From: Kirsten Hytopoulos <khytopoulos@bainbridgewa.gov>
Sent: Tuesday, September 1, 2020 12:49 PM
To: Ron Holifield <ron@governmentresource.com>
Subject: I am sharing 'Draft_City_Manager_Profile_KH Comments.pdf' with you

Hi Ron,

Here are my comments on the brochure. I stopped to review the comments of members of the Race Equity Taskforce and incorporated my response to those in my own comments as I did like many of their suggestions.

Have those comments been forwarded to you (from the RETF)?

Kirsten

Shared from Word for Android

<https://office.com/getword>

Kirsten Hytopoulos
Bainbridge Island City Council Person
Position 1, At-Large
206.482.4958

THIS DOESN'T REALLY LOOK LIKE BAINBRIDGE AND IS NOT IMPRESSIVE. COULD BE ANYWHERE. YAWN. THINK THE MAIN PHOTO NEEDS TO EITHER ENTICE AESTHETICALLY WITH ALPINE PEAKS, TREES, WATERS, FERRY... OR EMOTIONALLY OUR VALUES LIKE THE PHOTO PROPOSED BY THE RACE EQUITY TASK FORCE (IF WE GO THAT WAY, WE STILL NEED A PROMINENT "BEAUTY" PHOTO OF THE ISLAND AS WE ARE SELLING THE BEAUTY OF THE CITY AS WELL AS OUR VALUES TO OUR CANDIDATES)

CITY MANAGER

BAINBRIDGE ISLAND, WASHINGTON

EXECUTIVE SEARCH PROVIDED BY





What's missing is that we are notable for our intentionality re growth and development and strong commitment to environment. There is some great language in the RETF member's version

Important to note "easily accessible" to Seattle to demonstrate our connection to the City

We don't have a lot of meadows. what we do have are trees, so "stands of significant trees" "wooded areas"? The RETF members offered some good language.

THE COMMUNITY

Located in the heart of Puget Sound, Bainbridge Island is a progressive, educated, prosperous, and civically-engaged community. Measuring 28 square miles and encompassing 53 miles of topographically diverse shoreline, it is accessible by taking a 35-minute ferry from downtown Seattle or from the Agate Pass bridge on the island's north end. The City of Bainbridge Island has comprised the entire island since 1991, when the City of Winslow—then the island's urban center—annexed the rest of the island to better manage growth from an island-wide perspective.

Bainbridge Island is notable for its beauty, its maritime climate, and its location between Seattle and the Olympic Peninsula. The island consists of beaches and harbors, forests and fields, trails and two-lane roads, and homes and businesses surrounded by the waters of Puget Sound.

The island has a rich natural and cultural history, including the presence of indigenous people, followed later by an influx of European and Asian immigrants, who built timber, maritime, and agricultural economies. Contemporary Bainbridge Island is home to a diverse mix of people including artists, business professionals, farmers, students, and retirees.

Cultural sites include the Bainbridge Island Museum of Art, Bainbridge Island Historical Museum, Bloedel Reserve, Islandwood, Japanese American Exclusion Memorial, and Bainbridge

Performing Arts. The combination of waterfront parks, woodland trails, varied dining and shopping choices, and miles of shoreline appeal to residents and visitors alike.

Amidst a thriving business and tourism community, the island maintains its rural feel and islanders take pride in the small farms and grassy meadows that dot the landscape. In fact, residents hold protection and conservation of the Island's natural ecosystems as a primary community value, passing bond measures to purchase hundreds of acres of forests, meadows, beaches, trails, and public farmland to ensure the sustainability of environmental protections, recreational access, and opportunities for local food sources.

Bainbridge Island is the second largest city in Kitsap County. Its population has remained relatively stable over the past two decades, following rapid growth from 1980 to 2000. In the 2010 census, the population was just over 23,000. By 2019, the estimated population had grown to more than 25,000. The majority of the population is above 45 years of age and the median age is 48.5. Islanders are well-educated—66.6 percent of the adult population hold a bachelor's degree or higher.

This feels inadequate. I love the additions proposed by the RETF members



I think reversing these would give a more accurate impression

continued

Many residents work in other parts of Kitsap County or the Seattle metropolitan area. Almost 60 percent of Bainbridge Island residents hold professional or management positions, resulting in significantly higher median household incomes than the national average. Since 2000, the proportion of Bainbridge Island households with incomes greater than \$100,000 has steadily increased. Employment on the island comes from a mixture of retail shops, service and home-based businesses, manufacturing, government, education, and healthcare.



GOVERNANCE AND ORGANIZATION

The City of Bainbridge Island is a non-charter code city with a Council-Manager form of government. The City Council consists of seven members, including two representatives from each of three wards (north, central, and south), and one member who serves the entire island on an at-large basis. Council members serve staggered four-year terms. Each year, the City Council chooses a chair, who serves as Mayor and presides at Council meetings. A Deputy Mayor is also selected and presides over City Council Study Sessions.

The City Council appoints a professional City Manager, who reports to the City Council and is responsible for the day-to-day operations of the organization. The City provides an array of municipal services including Finance and Administrative Services, Municipal Court, Planning and Community Development, Public Safety, and Public Works. Separate taxing districts provide Fire, Library, and Parks services.

The City of Bainbridge Island has 133 employees. It has an annual operating and capital budget of \$42.1 million.

CHALLENGES AND OPPORTUNITIES

These photos are not adding value IMO I'd rather see the farmers' market, or a farm. Japanese Memorial, kids doing something active...

The City of Bainbridge Island works hard to serve the critical needs and priorities identified as integral to the community's goals. Residents understand that it will take a proactive approach to maintain, restore, and enhance the condition of the island so they can continue to enjoy its bounty. Islanders balance personal interests with concern for the community and the environment. As the population increases, innovative strategies and planning processes will be necessary to manage the island's lands and waters thoughtfully.

The City's Comprehensive Plan, last updated in 2017, is a visionary document that presents an ambitious long-range plan to support a sustainable, healthy, and thriving community in Bainbridge Island. It encapsulates the extensive efforts undertaken to determine how the City will bring about its future vision and includes a set of action priorities in each element to direct future City works.

Needs to highlight environment, climate, affordable housing, diversity

As of year-end 2019, City departments had made notable progress towards responding to the implementing actions identified in the Comprehensive Plan and continuing this progress will be a top priority for the next City Manager.

Residents look forward to the challenges of the future, and will actively participate in shaping a joyful, stable, and sustainable community. Where's the actively engaged, ready to roll up sleeves and tackle climate and racial equity?



Not convinced we need seasoned over other traits. I would prefer "innovative" as a primary descriptor.

THE IDEAL CANDIDATE

The City of Bainbridge Island is a unique, multi-faceted community seeking a **seasoned** and inclusive City Manager who possesses extraordinary interpersonal, operational, and leadership skills. The selected candidate will have the opportunity to work collaboratively with well-informed, engaged citizens to address the needs and growth of the Island.



This whole section is pretty broad and bland

While technical proficiency in delivering City services is essential, the successful candidate must also demonstrate a capacity for adaptive leadership in working with the City Council to address the complex problems that must be faced in the struggle to develop a sustainable community within the contexts of rapid climate, societal, and economic changes. The next City Manager must be able to garner the trust and support of the community, advise the City Council on the best paths to develop its objectives and achieve its vision, and lead the organization in planning and execution of those strategies. Accessibility and accountability to the public is highly valued and the successful candidate must be a strong advocate for implementation of the Comprehensive Plan.

The City Council values diversity and places a high priority on selecting a candidate with a demonstrated ability and commitment to increasing racial diversity.

Attributes of the successful candidate include:

This doesn't mean much without some reference to planning for climate change and environmental sustainability

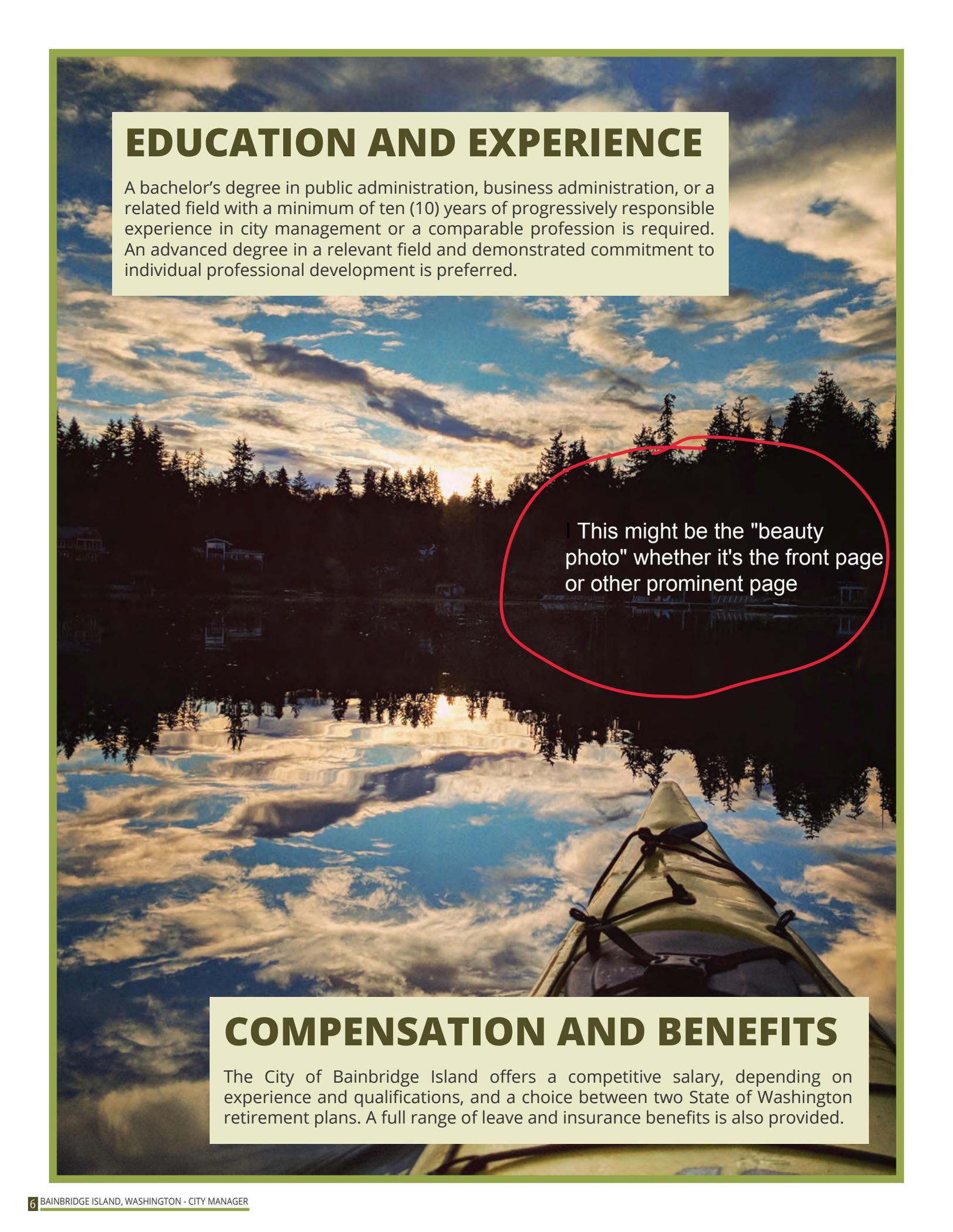
- A deep understanding of **land use planning** and the knowledge and experience of working with the departmental operations of a high-demand, high-performance municipal organization.
- An inclusive, collaborative leadership style and an engaging, confident interpersonal style that acknowledges and respects the roles of all stakeholders—from the general public to the City Council, as well as city staff, local business and tourism sectors, and regional and state partners.
- A strategic thinker and creative problem solver with the ability to identify objectives, determine plans to meet those objectives, and lead the organization in executing the operations that will achieve those objectives.
- A high degree of political sensitivity in all matters, including the ability to help the City Council navigate the decision-making process of serving the varied needs and expectations of the Bainbridge Island community. (why not reference high level of community involvement here?)
- Strong communication skills to listen and absorb information, coupled with the skills to inform, educate, and inspire at every level of the organization and throughout every sector of the community. This includes a commitment to embracing and advocating for a high level of public participation in the decision-making process to ensure inclusivity, openness, and transparency.
- A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.

I agree with the RETF members that we need to add experience with race equity. I think we could lose some of the world salad stuff that would make my eyes glaze over if I were a candidate.

- A strong focus on innovation and healthy governance with leading edge thinking on how to run a small and unique city.

This should be much more prominent





EDUCATION AND EXPERIENCE

A bachelor's degree in public administration, business administration, or a related field with a minimum of ten (10) years of progressively responsible experience in city management or a comparable profession is required. An advanced degree in a relevant field and demonstrated commitment to individual professional development is preferred.

This might be the "beauty photo" whether it's the front page or other prominent page

COMPENSATION AND BENEFITS

The City of Bainbridge Island offers a competitive salary, depending on experience and qualifications, and a choice between two State of Washington retirement plans. A full range of leave and insurance benefits is also provided.



APPLICATION PROCESS

Please apply online at: <http://bit.ly/SGROpenRecruitments>

For more information on this position contact:

Ron Holifield, Chief Executive Officer

Ron@GovernmentResource.com

214-676-1691

The City of Bainbridge Island is an Equal Opportunity Employer. Applicants selected as finalists for this position will be subject to a comprehensive background check.

RESOURCES

CITY OF BAINBRIDGE ISLAND

bainbridgewa.gov

BAINBRIDGE ISLAND CHAMBER OF COMMERCE

bainbridgechamber.com

KITSAP ECONOMIC DEVELOPMENT ALLIANCE

kitsapeda.org

VISIT BAINBRIDGE ISLAND

bainbridgeisland.com

visitkitsap.com

BAINBRIDGE ISLAND SCHOOL DISTRICT

bisd303.org

BAINBRIDGE ISLAND DOWNTOWN ASSOCIATION

bainbridgedowntown.org

BAINBRIDGE ISLAND SOCIAL MEDIA AND COMMUNICATIONS

CITY MANAGER'S REPORT

bainbridgewa.gov/500/City-Managers-Report

COBI CONNECTS

bainbridgewa.gov/1151/COBI-Connects



From: [Ron Holifield](#)
To: [Morgan Smith](#); [Christine Brown](#)
Subject: FW: Feedback on City Manager profile
Date: Wednesday, September 2, 2020 2:41:12 PM

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"Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders"

From: Leslie Schneider <LSchneider@bainbridgewa.gov>

Sent: Tuesday, September 1, 2020 4:31 PM

To: Ron Holifield <ron@governmentresource.com>

Subject: Feedback on City Manager profile

Hi Ron,

The draft city manager profile looks great and reads well. I have a few suggestions. Generally, there should be a strong(er) focus on the candidate showing understanding--and ideally implementation of--diversity, equity, and inclusion. And, in the bullet points below, I feel that they mix a couple of distinct concepts:

As is:

- Strong communication skills to listen and absorb information, coupled with the skills to inform, educate, and inspire at every level of the organization and throughout every sector of the community. This includes a commitment to embracing and advocating for a high level of public participation in the decision-making process to ensure inclusivity, openness, and transparency.
- A successful record supervising and mentoring staff and teams, including professional and leadership development, to encourage public service and community engagement to build credibility.
- A strong focus on innovation and healthy governance with leading edge thinking on how to run a small and unique city.

I would suggest something like:

- Strong communication skills to listen and absorb information, coupled with the skills to inform, educate, and inspire at every level of the organization and throughout every sector of the community.
- A successful record supervising and mentoring staff and teams, including professional and leadership development; specifically, nurturing staff with a culture of of encouraging diversity, equity, and inclusion, and of promoting the Comprehensive Plan at all levels of government.
- To encourage public service and community engagement, demonstrate a commitment to embracing and advocating for a high level of public participation in the decision-making process. Ensure inclusivity, openness, and transparency to build credibility in this area.
- A strong focus on innovation and healthy governance with leading edge thinking on how to run a small and unique city.

thank you so much!

Leslie

From: [Ron Holifield](#)
To: [Christine Brown](#)
Subject: FW: Manager brochure
Date: Tuesday, September 15, 2020 11:46:11 AM
Attachments: [image001.jpg](#)

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Also just making sure I had sent this to you for inclusion in the packet of comments that we said we would make available to the candidates

Ron Holifield

Chief Executive Officer

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“Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders”

From: Christy Carr <ccarr@bainbridgewa.gov>
Sent: Wednesday, September 2, 2020 8:25 PM
To: Ron Holifield <Ron@governmentresource.com>
Subject: RE: Manager brochure

Hi Ron.

I have some comments on the brochure for your consideration. They range from the nit-picky to the philosophical, so take or leave whatever.

Page 1/paragraph 1: “better manage growth” doesn’t sit quite right. The Home Rule Committee was about a lot more than managing growth – it was about home rule. This is a part of the genesis of “we are different” or “we aren’t like the rest of the county.” I think it’s important to reflect the City’s beginning accurately. Additionally, it’s worth pointing out that we are a young city – people forget this – especially with a change in government since becoming a city. Truly still very much a work in progress in terms of governance.

Page 1/paragraph 5:

- “thriving business and tourism community..” Not now, and not for the foreseeable future. This is a challenge the island is facing like many other small cities/towns.
- Bond measures should be singular – there was only one
- “sustainability of environmental protections” – I don’t know what this means (and I am an environmental planner), and regulations/protections have nothing to do with the open space bond

Page 3/paragraph 1 – doesn't the CC chose a mayor who serves as chair? The current text is reverse. Is the term and role of the deputy mayor important to note?

Page 3/paragraph 2 – does the CC really “appoint” the City Manager? Or is this a hire?

Is it important to note that the City operates water and sewer utilities? I think the city manager spends a lot of time on this.

Page 4 – Challenges and Opportunities

I suggest reversing the words – lead with the positive! I don't read any actual challenges on this page. I think it is very important to be upfront about the challenges our community and city administration face. What makes our city unique in terms of governance? There are many things. We operate more like a county. We have a lot of road miles to maintain. We don't have a park district. I understand this is a marketing brochure, but we shouldn't sugar coat it. And, a savvy city manager would know that the types of challenges we have here are actually opportunities. I liked doing planning work for the City because it is unique – and it is hard! There really are no models – and professionally, that is a huge positive.

Page 5

- I am not looking for a “seasoned” city manager, please delete
- “extraordinary” seems a bit hyperbolic, and what does it even mean?
- “...will have the opportunity to..” needs to say “will be required to...” or something to that effect. It's not an option.
- Sustainable is overused

From the public comments, I would like these points to be incorporated:

- Climate change leader
- Can we mention our major City initiatives? Sustainable Transportation Plan, Climate Action Plan, Green Building Task Force, Race Equity Task Force?
- Non-motorized/multi-modal planning experience
- Public facing/genuine interest in public participation in city governance
- Familiarity with island – I would love a local or at least Pacific Northwest candidate
- The nature of Bainbridge Island – all island city; very different feel and planning needs than other “cities” (one of the positive challenges)

In terms of race equity comments, the brochure should be strengthened to reflect the City's commitment to this work. That said, race equity is only one of the City Council's priorities, and I don't think the brochure should highlight it more than other priorities. I can't say for sure, but I think the City is unique in its formation of a race equity task force – that's worth noting. It also has an environmental technical advisory committee, climate change advisory committee, sustainable transportation task force, green building task force, ... the list goes on. Frankly, the challenge for the city manager is balancing all of this.

Overall, the brochure needs to be “more Bainbridge.” Much of the language is pretty generic and

doesn't tell the story about why it would be amazing to be the city manager.

Thank you for considering my input.
christy

From: Ron Holifield <Ron@governmentresource.com>
Sent: Wednesday, September 2, 2020 5:32 PM
To: Christine Brown <cbrown@bainbridgewa.gov>; City Council Distribution Group <CityCouncilDistributionGroup@bainbridgewa.gov>
Cc: Morgan Smith <msmith@bainbridgewa.gov>
Subject: RE: Manager brochure

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Thanks!

Ron Holifield

Chief Executive Officer

Strategic Government Resources

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"Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders"

From: Christine Brown <cbrown@bainbridgewa.gov>
Sent: Wednesday, September 2, 2020 5:33 PM
To: Ron Holifield <ron@governmentresource.com>; City Council Distribution Group <CityCouncilDistributionGroup@bainbridgewa.gov>
Cc: Morgan Smith <msmith@bainbridgewa.gov>
Subject: FW: Manager brochure

Please see additional comment below.

Best regards,

COBI email



CHRISTINE BROWN, CMC

City Clerk

www.bainbridgewa.gov

facebook.com/citybainbridgeisland/

206.780.8618

From: [Ron Holifield](#)
To: [Christine Brown](#)
Subject: FW: Councilmembers Comments on City Manager Search
Date: Tuesday, September 15, 2020 11:17:09 AM
Attachments: [image001.jpg](#)
[Joe Deets Op-Ed on Protests, Race & Equity.pdf](#)

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Just making sure I sent you this for the packet of CC comments.

Ron Holifield

Chief Executive Officer

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"Recruiting, Assessing, and Developing Innovative, Collaborative, Authentic Leaders"

From: Joe Deets <jdeets@bainbridgewa.gov>
Sent: Thursday, September 3, 2020 2:25 PM
To: Ron Holifield <Ron@governmentresource.com>
Subject: Councilmembers Comments on City Manager Search

Hi Ron,

As part of the process for providing comments on the City Manager search, I decided to provide my comments in a slightly different way. Attached is a short article I wrote titled "Peaceful Protests Compel Change on Bainbridge Island". It was submitted to the local papers two days ago, and is a brief reflection of race & equity coming from this white person who happens to also be a City Councilmember.

Best regards,

Joe

Joe Deets
Bainbridge Island City Council, District 7, North Ward
E-mail: jdeets@bainbridgewa.gov
Mobile: 206-473-1864

From: Ron Holifield <Ron@governmentresource.com>
Sent: Wednesday, September 2, 2020 5:32 PM
To: Christine Brown <cbrown@bainbridgewa.gov>; City Council Distribution Group

Peaceful Protests Compel Change on Bainbridge Island

By Joe Deets, September 1, 2020

One of the protest leaders leveled his gaze and asked a direct question, “Are you with us”? Answering an affirmative I joined James Friday, Chairperson of the City’s Race Equity Task Force, and well over a thousand fellow protesters in peacefully marching down Winslow Way to City Hall. The June 4th, 2020 Black Lives Matter-led event in Winslow was probably the largest mass protest to have occurred on Bainbridge Island. And it was followed just two days later by a similarly well-attended student-led protest. That these historic events brought me to my feet is a testament to the organizers. But as a privileged white male it is not nearly enough to counter racism and inequity. I believe a moral obligation exists to do much more.

Racism, as defined by the writer Ijeoma Oluo “is any prejudice against someone because of their race, when those views are reinforced by systems of power” (*So You Want to Talk About Race*, pages 26-27). To go about reversing it we must address the social and economic system that produces it. If that sounds like a tall order, it is. Government clearly has a role to play and as a member of the City Council our first steps make me hopeful, creating the Race Equity Task Force (soon to become the Race Equity Advisory Committee), becoming a member of the Government Alliance for Race and Equity (commonly referred by the acronym GARE), and participating in the trainings that will follow for staff, Councilmembers and Committee members. This is not going to be easy, as conversations are going to happen that will make most privileged people uncomfortable. Being like most people, I anticipate making mistakes, exposing my ignorance. But enduring some discomfort will be a bargain if it helps to move the needle, by any measure.

Looking further still, we have hard, important work ahead of us to bring true equity to Bainbridge Island. Decisions that will test our resolve because they affect our privilege, the advantages that we have that others do not. But there is no better time than now to do this. On virtually every level, health, education and economics, the COVID-19 pandemic has been devastating - and reveal the system’s inequities. As we start to rebuild, let us make a point of doing better this time, by prioritizing those areas that lead to long-term equitable outcomes for all. We need to turn the rusty wheel of the system and finally meet the housing needs of our workers and most vulnerable, the needs of our small businesses and the children of essential workers. And not least, to acknowledge those oppressed by the justice system, by exploring means to bring a different kind of policing to the Island. These efforts will undoubtedly be challenged as they will make some people unhappy (see above comment on privilege). But those all too familiar obstacles serve the inequitable status quo, and what compels me are the voices I heard at those peaceful June protests, with one in particular, “Are you with us?” resonating.