

Race Equity Task Force Workplan for 2020

Approvals: RETF Approved 7/23/2020

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

- **Community Outreach Events and Other Outreach Work**
 - **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.)
 - Community Academy: Training on how BI residents can engage in making change
 - **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
 - **Other Outreach Work**
 - Welcoming signs 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
- **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

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.”