

Race Equity Advisory Committee

Annual Report and Workplan for 2025

Members

Position 1: Lynn Beck

Position 7: Jing Fong

Position 2: Eric Stahl

Position 8: Renni Bispham

Position 3: Caitlin Lombardi

Council Liaison: Ashley Mathews

Position 4: Olivia Hall

Council Liaison: Jon Quitslund

Position 5:

Staff Liaison: Anshu Wahi

Position 6:

2024 Activities

- Collaborated and communicated with COBI's Equity and Inclusion Manager
- Organized Council/REAC workshops with Scott Winn to come closer to shared understanding and vocabulary around race equity, and roles and responsibilities of REAC members
- Consulted on race equity implications of COBI's Uncrewed Aerial Systems Memorandum of Understanding
- Helped plan and support Indigenous Peoples Day Celebration
- Helped plan and support MLK Day Celebration
- Helped plan and support Juneteenth Celebration
- Provided feedback on Racial Equity Toolkit for application in city-related decision making
- Provided recommendation to City Council for Zero Emissions Hand Tools Ordinance
- Assisted in the development of equity-focused questions for, and participated in Planning Commission interview panels
- Appointed to affordable housing RFP review panel
- Gave input and guidance for Winslow Subarea Plan and Comprehensive Plan outreach and engagement process following the DEIS
- Hosted community engagement event for the DEIS

- Submitted recommendation to Council on community response to affordable housing project at 625 Winslow
- Submitted recommendation to Council on applying a racial equity lens to their discussions around affordable housing and expansion alternatives
- Organized Bystander Training attended by over 65 community members
- Assessed Guiding Principles with a racial equity lens
- Engaged with BHS youth groups
- Met regularly with City Manager and Chief of Police
- Responded to community instances of racism and bias both publicly and personally

2025 Workplan Priorities

- Respond to and initiate discussions with Council on recommendations for policy, actions, and community engagement, including issues arising on a national level
- Meet regularly with Equity and Inclusion Manager, Police Chief, and City Manager
- Collaborate with Equity and Inclusion Manager on implementing the Racial Equity Toolkit
- Schedule and participate in a Racial Equity Toolkit workshop with Scott Winn and council members.
- Encourage Council to apply a racial equity lens to policy decisions and guide them through the process
- Initiate and produce community engagement events such as bystander trainings, educational events, and events responsive to anticipated hate behavior
- Send recommendations to Council regarding revised Comprehensive Plan Guiding Principles with racial equity lens applied
- Continue to engage with youth
- Develop recommendation to update city code for who can serve on REAC to include off-island business owners and those who have significant ties to the community
- Collaborate with the Climate Change Advisory Committee on making recommendations for the Zero Emissions Hand Tool ordinance
- Continue to advise on community engagement efforts for the Comprehensive Plan and Winslow Subarea Plan
- Support Council's commitments to immigration and community safety
- Support Council's commitments to the Housing Action Plan