



**Race Equity Advisory Committee
Special Meeting**
Thursday March 6, 2025
6:00 PM
Chamber Conference Room, City Hall
280 Madison Ave N
Bainbridge Island, WA 98110

The Race Equity Advisory Committee will hold this meeting in person,
in the City Hall Council Conference Room.
Attendance may be in person or the meeting is also
accessible via the Zoom meeting platform.

Zoom Meeting
<https://bainbridgewa.zoom.us/j/97751595218>
Telephone: 1-253-215-8782
Webinar ID: 977 5159 5218

Agenda

1. Call to Order/Roll Call –6:00 PM

2. Housekeeping

- Accept or Modify February 14 Minutes
- Accept or Modify March 6 Agenda
- Conflict of Interest Disclosure
- REAC Code of Conduct
- Suquamish Ancestral Land Acknowledgement

3. Public Comment –6:10 PM

In person public comment is accepted at this time on any topic of public interest. Each commenter will have three minutes, or such amount as the meeting chair determines, to speak. Public comment is not taken on individual agenda items during the meeting. Public comment is simply received by the Race Equity Advisory Committee, with no response, and Race Equity Advisory Committee cannot deliberate on items that are not on the agenda. The lack of comment is not an endorsement or a denial of the comment.

Please refer to guidelines and instructions for public comment, including orderly behavior and civility in remarks ([LINK](#) to instructions). Remote public comment is allowed with advance notice by 4:00 p.m. on the business day before the meeting to cityadmin@bainbridgewa.gov, provided that all remote commenters shall be required to display their true name and to keep their camera turned on to show their true uncovered face while delivering their comments.

- 4. Equity and Inclusion Manager Report –6:15 PM**
 - a. Confirm new REAC meeting time
 - b. Confirm March 18 presentation of workplan
 - c. Something New VIII submissions and jury

- 5. Regular Business –6:20 PM**
 - a. Bystander Training update
 - b. Community Space at 625 Winslow
 - c. Report Out Items for Council

- 6. Good of the Order –6:25 PM**

- 7. Racial Equity Toolkit Workshop with Scott Winn – 6:30 PM**

- 8. Adjourn – 8:30 PM**

COBI Race Equity Advisory Committee Minutes—February 14, 2025

CALL TO ORDER

Members present: Lynn Beck, Renni Bispham, Olivia Hall, Caitlin Lombardi

Liaisons present: Ashley Mathews, Jon Quitslund

Equity and Inclusion Manager present: Anshu Wahi

Excused: Jing Fong, Eric Stahl

MOTIONS

January 8, 2025, minutes modified as to when other advisory committees meet.

- **Motion:** I move to approve the modified January 8, 2025, minutes.

Lynn/Olivia: The motion was approved unanimously 4-0.

- **Motion:** I move to accept the February 14, 2025, agenda.

Caitlin/Olivia: The motion was approved unanimously 4-0.

PUBLIC COMMENT

Lisa Neal raised concerns over potential residential density increases as part of the Winslow Sub-area Plan, and the insufficient affordable housing units generated by this.

Barbara Ruys spoke regarding the Race Amity Picnic in June and shared thoughts about REAC's name.

Hannah shared that she was observing and taking notes to help strategize ways to revive Bremerton's race equity initiatives, including the hiring of an equity inclusion community manager.

APPRECIATION FOR DEPARTING REAC MEMBERS

Recognition was given to Brenda Fantroy-Johnson and Raul Camacho for their service on REAC.

THE ELECTION AND REAC

Safety at Meetings – Anshu introduced the agenda item, including alternate REAC meeting times and incident training involving Chief Clark. REAC discussed the topic.

- **Motion:** I move to approve re-scheduling REAC regular meetings to either the 2nd or 4th Monday of the month starting in April. Start-time 3:00 PM.

Caitlin/Renni: The motion was approved unanimously 4-0.

“Welcoming and Inclusive City” – Anshu introduced and provided information about the agenda item. City Council has reaffirmed the “Welcoming and Inclusive City” resolution and ordinance regarding community policing. REAC discussed the topic.

Executive Orders/Potential Impacts on REAC Workplan – Anshu introduced the agenda item. REAC discussed the workplan revisions and presentation to City Council. Either Olivia or Eric will present.

- **Motion:** I move to present the edited REAC workplan to the City Council on March 18, 2025.

Olivia/Caitlin: The motion was approved unanimously 4-0.

Possible Restructuring of Task Forces – Olivia introduced the agenda item. REAC discussed, including revisiting the topic quarterly. Winslow Sub-area Plan also will include the Comp Plan. Caitlin added to Outreach/Community Events. Technology task force removed.

Report out item: Council Liaisons will report out to Council on the idea of nonresidents being able to apply and serve on REAC, which would require a code/policy change.

EQUITY AND INCLUSION MANAGER REPORT

Racial Equity Toolkit Training – Anshu introduced the agenda item. The March 6, 2025, REAC Regular Meeting will be a 2-hour training on how to operationalize the racial equity toolkit.

Nonresidents Serving on REAC – Anshu introduced and provided information about the agenda item. REAC discussed the topic.

REGULAR BUSINESS

Bystander Training Update – Anshu introduced the agenda item. Another 1.0 training will be held on March 29, 2025, and a 2.0 training will be held on April 26, 2025. REAC discussed committee participation.

Community Space at 625 Winslow – Lynn introduced and provided information about the agenda item. REAC discussed a desire to be involved with the programming of public/common area spaces and other elements, such as the naming of the building. Lynn and Olivia expressed interest in serving on a 625 Winslow task force. Lynn will send an email/letter on behalf of REAC to City Council to start the process.

Task Force Reports

Guiding Principles – Caitlin introduced the agenda item. REAC will review the memo drafted by Caitlin on guiding principles recommendations. REAC will discuss at the April regular meeting.

Zero Emissions – Lynn introduced and provided information about the agenda item.

- **Motion:** I move to accept the Climate Change Advisory Committee (CCAC) recommendation memo regarding the draft Zero Emission Landscaping Ordinance. The memo will be sent to City Council as a collaborative effort between REAC and CCAC.

Olivia/Renni: The motion was approved unanimously 4-0.

GOOD OF THE ORDER

Olivia introduced authoring a letter from REAC to Bremerton’s Mayor and City Council in solidarity and support of their DEI efforts in hiring an equity inclusion community manager.

- **Motion:** I move to approve a letter to be sent by REAC to Bremerton’s Mayor and City Council.

Renni/Lynn: The motion was approved unanimously 4-0.

ADJOURNMENT

The meeting was adjourned at 1230 PM.



Race Equity Advisory Committee Code of Conduct

The Bainbridge Island Race Equity Advisory Committee encourages community attendance and participation. We are committed to providing a safe environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and inclusion and to conduct themselves in a manner consistent with these values. Please be prepared to participate in courageous conversation. Stay engaged. Agree to experience discomfort. Feel welcome to speak your truth. Expect and accept non-closure.

The Race Equity Advisory Committee has assigned two designees as the first point of contact for anyone who thinks that they have experienced discrimination, harassing or otherwise unacceptable behavior during this meeting. Please contact a designee if you have any concerns.

Today's designees are the REAC Co-chairs.



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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 ancestral 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





Public Comment

Members of the public are encouraged to submit public comment to the City Advisory Committees. Interested parties may provide comment by:

- Emailing the [committee members](#). This comment may be submitted at any time.
- Providing in-person comment at a meeting.
- Providing comment at a meeting via Zoom, in accordance with the advance notice and camera requirements.

Members of the public who wish to provide public comment in-person at a meeting should sign up to speak on the sign-in sheet. The Chair will call the people signed up on the sign-in sheet, and speakers will have three minutes (or such other time set by the Chair) to speak. The Chair or a designee will indicate when the time has elapsed.

Remote public comment is allowed with advance notice to the City by 4:00 p.m. on the business day before the meeting at cityadmin@bainbridgewa.gov, provided that all remote commenters shall be required to display their true name and to keep their camera turned on to show their true uncovered face while delivering their comments.

Guidelines for public comment are below. These guidelines were established for and approved by the City Council and also apply to all advisory boards, committees and commissions of the City Council.

Excerpts from the Governance Manual regarding public comment:

5.6 Respect and Decorum

It is the duty of the Presiding Officer and Councilmembers to maintain dignity and respect for their offices, City staff, and the public. While the Council is in session, the Councilmembers shall preserve civility, order and decorum. No member of the public shall, by conversation or otherwise, delay, disrupt, or interrupt the proceedings of the Council, nor engage in any of the prohibited behavior described below. Councilmembers and the public shall obey the proper orders of the Presiding Officer of the meeting.

5.6.1 Orderly Behavior and Civility in Remarks

Any person disrupting the business of the Council, either while addressing the Council or attending the proceedings, shall be asked to leave, or be removed from the meeting. Continued disruptions may result in a point of order by the Presiding Officer or a Councilmember pursuant to the Council's parliamentary rules, or a recess, forced removal, or adjournment as described elsewhere in this manual. Disruptive behavior includes, but is not limited to, the following:

1. Speaking without being recognized by the Presiding Officer.
2. Continuing to speak after the allotted time has expired.

3. Speaking on an item at a time not designated for discussion by the public of that item, such as speaking on a quasi-judicial item at a time other than during a public hearing or closed record proceeding on the matter.
4. Throwing objects.
5. Speaking on an issue that is not a public topic, in violation of Section 9.12.2.
6. Speaking in favor of or in opposition to a ballot proposition or a candidate for public office, provided that public comment is allowed when the City Council is considering taking a collective position in favor of or opposition to a ballot proposition as authorized in RCW 42.17A.555.
7. Impersonating a City Councilmember or a member of the City staff.
8. Shouting or otherwise engaging in loud or boisterous behavior.
9. Continuing to make repetitive remarks after being requested not to do so by the Presiding Officer or a majority of the City Council.
10. Attempting to engage the audience rather than the Council, e.g., asking audience members to stand, clap, boo or otherwise express collective support or opposition to any matter.
11. Booing, hissing, or otherwise disrupting the comments of another speaker.
12. Using racial slurs or other slurs directed at the color, creed, religion, ancestry, gender, sexual orientation, gender expression or identity, national origin, citizenship or immigration status, or mental, physical, or sensory disability of any individual or group, under circumstances where such words constitute “fighting words” under constitutional law.
13. Refusing to modify conduct after being advised by the Presiding Officer that the conduct is disrupting the meeting or disobeying any other lawful order of the Presiding Officer or a majority of the City Council.

5.6.2 Permission Required to Address the Council

Persons other than Councilmembers and Administration shall be permitted to address the Council only upon recognition and introduction by the Presiding Officer of the meeting.

9.12.2 Subjects – Whether or Not on the Current Agenda

Public comments received during the public comment period may be on any public topic, whether on the agenda, but a comment on the subject that is covered by a public hearing at that meeting must be made during the period of the public hearing. All public comments shall be made consistent with Section 5.6.

9.12.3 Use of Microphones

Comments shall be made directly into the microphone, as it is necessary for the public record and for the audience to hear all proceedings. No comments shall be made from any other location.