



CITY OF  
BAINBRIDGE ISLAND

**Race Equity Advisory Committee**  
**Regular Meeting**  
Monday, April 14, 2025  
3:00 PM  
Chamber Conference Room, City Hall  
280 Madison Ave N  
Bainbridge Island, WA 98110

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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 – 3:00 PM**

**2. Housekeeping**

- Accept or Modify April 14 Agenda
- Conflict of Interest Disclosure
- REAC Code of Conduct
- Suquamish Ancestral Land Acknowledgement

**3. Public Comment – 3:10 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](mailto: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. Appreciation for Departing REAC Member – 3:15 PM**
- 5. Equity and Inclusion Manager Report – 3:20 PM**
  - a. Open REAC positions
    - i. Update from Council liaisons regarding expanding residential criteria
  - b. Designate a REAC member for REAC interviews
  - c. Designate a REAC member for Planning Commission interviews
  - d. Juneteenth
  - e. Farmer's Market Tabling
  - f. BARN Bazaar opportunity May 3
  - g. COBI Volunteer Appreciation Event May 7
- 6. Regular Business – 3:35 PM**
  - a. Bystander Training 1.0 debrief and 2.0 planning
  - b. Workplan approval
  - c. Task Force Reports
    - i. Comp Plan
    - ii. Guiding Principles
    - iii. Zero Emissions
    - iv. Affordable Housing
  - d. City Council Meeting Report
  - e. Report Out Items for Council
  - f. Other Items
- 7. Good of the Order – 4:20 PM**
- 8. Adjourn – 4:30 PM**



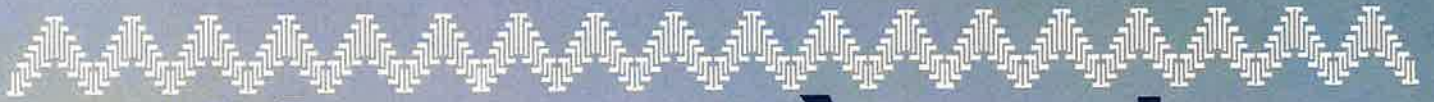
## Race Equity Advisory Committee Code of Conduct

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.



# dx<sup>w</sup>səq<sup>w</sup>əb

PLACE OF THE CLEAR SALT WATER

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## LAND ACKNOWLEDGEMENT STATEMENT

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“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<sup>w</sup>abš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq<sup>w</sup>abš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq<sup>w</sup>abš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



# SUQUAMISH TRIBE

