



Race Equity Advisory Committee  
Regular Meeting  
Monday, September 8, 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
  - a. Accept or Modify July 14 Minutes
  - b. Accept or Modify September 9 Agenda
  - c. Conflict of Interest Disclosure
  - d. REAC Code of Conduct
  - e. Suquamish Ancestral Land Acknowledgement
3. Public Comment – 3:05 PM
  - a. Public Comment guidelines
4. Equity and Inclusion Manager's Report – 3:10 PM
  - New REAC member
  - Update on Council decision regarding residency requirements for committee members
  - Winslow Subarea Plan LU Policy related to DEIB
  - New Volunteer Handbook
  - Recent public records request

5. Regular Business – 3:30 PM
  - a. Task Force Reports
    - i. Guiding Principles
    - ii. Affordable Housing
      1. 625 Winslow current events
      2. Workforce housing survey results
      3. Upcoming public meetings
    - iii. Outreach/Community Events
      - Email list
      - Farmer’s Market – 8/16 report & 9/20
      - Indigenous People’s Day – 10/13
      - Healing Equity United Training – 11/22
  - b. City Council Meeting Report
  - c. Report Out Items for Council
  - d. Other Items
6. Good of the Order – 4:20 PM
7. Adjourn – 4:30 PM

## **COBI Race Equity Advisory Committee Minutes—July 14, 2025**

### **CALL TO ORDER**

**Members present:** Lynn Beck, Jing Fong; Olivia Hall, Caitlin Lombardi, Eric Stahl, Dashiell Tibbals

**Liaisons:** Ashley Mathews (via Zoom), Jon Quitslund

**Also present:** E&I Manager Anshu Wahi

### **MOTIONS**

Motion to accept June 9 minutes – approved unanimously

Motion to accept agenda as presented—approved unanimously

### **CONFLICT OF INTEREST DISCLOSURE**

Olivia disclosed that she is working on a city council candidate’s campaign

### **PUBLIC COMMENT**

None

### **WELCOME NEW REAC MEMBER**

New member Dashiell Tibbals was introduced.

### **REGULAR BUSINESS**

#### a. REAC Officers

Olivia was nominated as co-chair (Eric, Jing). Approved unanimously

Caitlin was nominated as co-chair (Olivia, Jing). Approved unanimously

Eric nominated and unanimously approved as secretary.

Lynn to serve as deputy secretary.

#### b. Onboarding New Members

Anshu discussed a new document created by city staff for expectations for city volunteers. Dashiell will review, and access GARE material

#### c. National Night Out

Caitlin and Eric reported on a meeting with city staff and BIPD officers regarding REAC’s potential participation at the BI National Police Night Out event August 5. The meeting focused on the need for building trust between communities and law enforcement, and what

REAC’s participation would look like. Some members expressed reservations about whether attending would be the right fit for the work we are doing. The committee did not reach a consensus on participating this year, though individual members may attend.

d. Task Force Reports

Dashiell to join the affordable housing and comp. plan task forces

i. Guiding Principles

Caitlin has continued to draft and circulate points for discussion. She and Eric will continue to work on this with an eye toward circulating to the committee in September.

ii. Affordable Housing

Lynn and Olivia discussed the proposed project at 625 Winslow Way, to be built by LIH. REAC has been invited to have input. Discussion was held around upcoming community meetings and council study sessions and project funding

iii. Zero Emissions

The City Council decided in June not to adopt the zero emissions ordinance and to “pause” further action. Mayor Matthews indicated community support was lacking due to concerns over inconvenience and economic impacts. Jing noted there had been very little outreach with affected communities. Discussion was held around the issues raise earlier in the joint REAC/CACC advisory memo; some of the recommendations were adopted, but not the key equity recommendations.

iv. Outreach/Community events

- Email list: Jing has the list; we are working on assembling a comprehensive list
- Juneteenth debrief: Anshu reported the event had a good flow, event was well received. It was good to have a single visioning meeting, and to synch with the Bremerton event.
- Pride debrief: our table received enthusiastic support. People were happy to see us there
- Farmer's Market — Olivia and Dashiell to attend August 16. We also have a table September 20
- Indigenous People's Day — This will be Oct. 13 at Woodward. Organization is already in the works. This overlaps with REAC’s October meeting, which we are rescheduling.
- Healing Equity United Training — this is moving forward Nov. 22

e. City Council Meeting Report

Lynn reported that the council's June 17 study session discussed the process for the 2026 lodging tax and for cultural funding awards, and that the scoring review for proposals for both included equity and inclusion considerations.

Council's ongoing discussion of the residency requirement for volunteer board members was discussed.

f. Report Out Items

None.

**EQUITY AND INCLUSION MANAGER'S REPORT**

August meeting to be canceled. October meeting will be rescheduled due to Indigenous People's Day.

City is conducting an ADA assessment plan. Anshu asked for help distributing the survey

Discussion was held around BIMC provision requiring on-duty law enforcement personnel to be identified

**GOOD OF THE ORDER**

Olivia reminded members, in light of pending political season, that REAC members can endorse candidates only in their individual capacity, not as a member of REAC.

Olivia raised that we should discuss at future meetings how to report out/communicate with Council.



## 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





CITY OF  
BAINBRIDGE ISLAND

## 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](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.

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:

- a) Speaking without being recognized by the Presiding Officer.
- b) Continuing to speak after the allotted time has expired.

- c) 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.
- d) Throwing objects.
- e) Speaking on an issue that is not a public topic, in violation of Section 9.12.2.
- f) 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 in opposition to a ballot proposition as authorized in RCW 42.17A.555.
- g) Impersonating a City Councilmember or a member of the City staff.
- h) Shouting or otherwise engaging in loud or boisterous behavior.
- i) Continuing to make repetitive remarks after being requested not to do so by the Presiding Officer or a majority of the City Council.
- j) 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.
- k) Booing, hissing, or otherwise disrupting the comments of another speaker.
- l) 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.
- m) 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 or not 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.

## DRAFT Guiding Principles for Outreach & Review

As stewards of Bainbridge Island, past, present and future, the members of this Council agree to:

- Uphold and balance the three pillars of a sustainable community – environment, economy, and social equity – in our decision-making.
- Seek comprehensive community input. Recognizing our decisions impact different people in different ways, we must invite and hear as many perspectives as possible, even when it is difficult.
- Steward the immense resources of Bainbridge Island, including the natural environment, public spaces, local economy, and people who live, work, and visit our community, for current and future generations.
- Preserve and enrich a strong sense of community on Bainbridge Island; where people care about and help one another, have their basic needs met, and are drawn to gather in their neighborhoods, at local events, and in a downtown core that is inviting, accessible, and serves a variety of needs and interests for residents and visitors alike.
- Honor the island's natural and aesthetic attributes, including scenic winding roads and neighborhood pathways, extensive forested areas, meadows, farms, marine views, waterfront parks, historic buildings, and a timeless, pedestrian-friendly downtown with local businesses and a small town scale.
- Proactively pursue health and safety measures reflecting our population's size and diversity, island geography, and limited infrastructure and exits.
- Make Bainbridge Island accessible and welcoming to all people, regardless of economic, racial, physical, or social attributes. We recognize that past laws, policies, and culture intentionally and unintentionally excluded certain groups from life and prosperity on Bainbridge Island, such as the Treaty of Point Elliot that relegated the original stewards of Bainbridge Island to reservations, racial housing covenants that created "whites only" neighborhoods (Rockaway Beach and Lytle Beach, for example), and the internment of Japanese Americans during WWII, as well as the increasingly high cost of housing today that excludes many middle- and low-income earners from living on Bainbridge. We seek to create policies and culture that invite diversity and actively remedy the lasting results of exclusion.
- Act on climate change while recognizing that our natural resources are abundant *and* finite. We acknowledge that these resources have been diminished since colonial settlers displaced Indigenous Coast Salish People of the Water and brought extractive practices. We are committed to sustainably manage land, water, air, wildlife, and natural resources while ensuring environmental costs and benefits are shared equitably among all people on Bainbridge and our neighbors.

- Honor our island's rich, complex, and multicultural history and uplift historically silenced stories with vital present-day lessons, like our treasured Japanese Exclusion Memorial's reminder: "Nidoto Nai Yoni" —"Let it Not Happen Again."
- Conduct ourselves, individually and as a body, with integrity, honor, and respect for the City of Bainbridge Island, our colleagues on the Council, and all constituents.