



Race Equity Advisory Committee
Special Meeting
Thursday, October 9, 2025 at 3:00 PM
Engineering 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 Engineering 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 September 8 Minutes
 - b. Accept or Modify October 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. Welcome New REAC Member – 3:10 PM
5. Equity and Inclusion Manager’s Report – 3:15 PM
 - a. New Volunteer Handbook
 - b. Indigenous Peoples Day 10/13
 - c. Task Force Review
 - i. Comp Plan, Guiding Principles, Affordable Housing, Zero Emissions, Outreach/Community Events

6. Regular Business – 3:30 PM
 - a. Task Force Reports
 - i. Guiding Principles
 1. Winslow Subarea Plan LU Policy related to DEIB
 - ii. Affordable Housing
 1. 625 Winslow updates
 2. Workforce housing survey results
 - iii. Outreach/Community Events
 - Email list
 - Farmer’s Market – 9/20 report
 - Healing Equity United Training – 11/22
 - b. City Council Meeting Report
 - c. Report Out Items for Council
 - d. Other Items
7. Good of the Order – 4:20 PM
8. Adjourn – 4:30 PM

COBI Race Equity Advisory Committee Minutes—September 8, 2025

CALL TO ORDER

Members present: Jing Fong, Olivia Hall (via Zoom), Caitlin Lombardi, Eric Stahl, Dashiell Tibbals

Excused: Lynn Beck

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

Also present: E&I Manager Anshu Wahi

MOTIONS

Motion to accept July 14 Minutes unanimously approved

Motion to accept agenda as presented unanimously approved

CONFLICT OF INTEREST DISCLOSURE

None

PUBLIC COMMENT

None

EQUITY AND INCLUSION MANAGER'S REPORT

- New REAC member: Council is expected to confirm Nora Kim ahead of next month's REAC meeting.
- Update on Council decision regarding residency requirements: After much discussion, the council declined to alter the residency requirement for all volunteer committees i.e. members must be Bainbridge Island residents. Mayor Mathews indicated the requirement could be revisited in the future.
- Winslow Subarea Plan: Anshu circulated Draft Land Use Goals/Policies for the Winslow Subarea Plan for "Increas[ing] diversity, equity, inclusion, and belonging in the Winslow subarea through the built environment. This was presented by Planning staff to the Planning Commission, which is asking for REAC's feedback. REAC members asked to email Anshu with any comments by Sept. 22
- New Volunteer Handbook: City has emailed this to all volunteers for review and any feedback. This restates and revises policies for all advisory committees. It will take effect in October. REAC members asked to send any comments/suggestions to Anshu and Ellen Schroer

- Public records request: City has received a Public Records Act request related to certain work. Members were advised to review the email from the City regarding their response obligations for any records not on City servers.

REGULAR BUSINESS

a. Task Force Reports

i. Guiding Principles

Caitlin reported this is still in draft form (current draft in meeting packet), awaiting feedback, which we are seeking proactively. Some concerns expressed about the length of the document. Anshu stated the Planning Commission will be discussing the draft at a meeting in October. Council Member Quitslund suggested adding an express reference to housing.

ii. Affordable Housing

- 625 Winslow update

Caitlin reported on robust public discussions around the 625 Winslow plans. Upcoming meetings where public comment can be made include the Sept. 9 Council meeting and Sept. 11 Planning Commission meeting, which may address whether to recommend a zoning change necessary to permit the project.

Discussion held about prior REAC actions on 625 Winslow: Last fall's resolution advising the Council that the project was in alignment with City housing and other goals, and Lynn's letter requesting community engagement and REAC input in the design process.

Motion: to re-send to Council REAC's prior recommendations on 625 Winslow, with a statement reaffirming our support for the project (Olivia, Dashiell): Unanimously passed.

Caitlin to send the approved communications.

- Workforce housing survey results

Olivia reported we received about 200 responses to the workforce housing survey. The survey generated very candid comments, with many expressing frustration about the current housing situation on Bainbridge. Olivia and Dashiell will compile and circulate survey results.

iii. Outreach/Community events

- Email lists: Dashiell has compiled the lists gathered from event sign-ups, tabling, bystander training events.
- Farmer's Market: Dashiell and Olivia tabled at the market August 16. We also will be at the market on September 20.
- Indigenous People's Day: This is October 13 at Woodward Middle School. REAC's regular meeting falls on that day but has been reschedule to October 9 in the City Hall Map Room.
- ■Healing Equity United Training: This is scheduled for November 22. Anshu reconnecting with the organizers regarding topics. It may be more topical rather than a bystander training.

b. Report Out Items

Motion approved to re-send to Council REAC's prior recommendations on 625 Winslow, with a statement reaffirming our support for the project. Caitlin is handling the communication.

d. Other Items

Regular October meeting has been rescheduled for October 9 in the Map Room.

December 8 meeting may be canceled depending on availability.



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^wsəq^wəb

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:

- 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.

INDIGENOUS PEOPLES DAY

JOIN US FOR THESE ACTIVITIES:

- 3:30–3:40 Welcome Song
- 3:40–4:30 Potluck & Vendors
 - Weavers, jewelry, crafts and more!
- 4:30–5:30 Presentation by Danielle Morsette

ABOUT DANIELLE MORSETTE

Suquamish weaver Danielle Morsette is recognized for her exceptional skill in Coast Salish weaving. She's had a solo exhibit at the Suquamish Museum, her work is featured in the Seattle and Portland Art Museums and recently helped design the popular Salish Sea Kit for the Seattle Sounders!



EVENT DETAILS

OCTOBER 13, 2025

AT WOODWARD MIDDLE SCHOOL – 3:30 – 5:30 PM

9125 SPORTSMAN CLUB RD NE, BAINBRIDGE ISLAND, WA 98110

BROUGHT TO YOU IN
PARTNERSHIP BY:



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.

DRAFT

DRAFT Land Use Goals/Policies for the Winslow Subarea Plan
(through July 10, 2025 Planning Commission meeting)

NEW Proposed WSP Goal LU 6: Increase diversity, equity, inclusion, and belonging in the Winslow subarea through the built environment.

Policy LU 6.A Actively work to understand and remedy the lasting impacts of past exclusionary policies and practices such as the internment of Japanese Americans during WWII, racial housing covenants, and home financing practices that blocked some groups from home ownership and wealth-building on Bainbridge Island.

Policy LU 6.B In partnership with the Race Equity Advisory Committee, center historically marginalized groups in current and future planning processes.

Policy LU 6.C Encourage affordable housing development throughout Winslow utilizing all tools available such that people of all income levels have options for housing in our downtown core.

Policy LU 6.D Foster a variety of housing types in residential and mixed-use areas which accommodate diverse needs and demographics, welcome new residents, and supply housing for generations to come, including options for both renting and home ownership.

Policy LU 6.E To avoid subjective or biased interpretation, and to encourage a Winslow that reflects and invites a multicultural community, use specificity in language when considering desired attributes such as, and related to "character," "atmosphere," "feel," or "function".

OR

Use specificity in language when considering desired attributes such as and related to "character," "atmosphere," "feel," or "function" to avoid subjective or biased interpretation, and to encourage a Winslow that reflects and invites a multicultural community.