



**Race Equity Advisory Committee Regular Meeting
Monday, November 10, 2025**

City Hall Council Conference Room
280 Madison Ave N
Bainbridge Island, WA

and

Remote Meeting on Zoom
<https://bainbridgewa.zoom.us/j/97751595218>
or Telephone: US: +1 253 215 8782
Webinar ID: 977 5159 5218

Agenda

- 1. Call to Order / Roll Call / REAC Code of Conduct / Suquamish Ancestral Land Acknowledgement – 3:00pm**
- 2. Approval of November 10 Agenda / Conflict of Interest Disclosure**

3. Public Comment - 3:05pm

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 Committee, with no response, and the 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, on the City's website. Remote public comment is allowed with advance notice by 4:00 p.m. on the business day before the meeting by emailing 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. Regular Business – 3:10pm

4.A Approve Meeting Minutes

4.B Council election

4.C Task Force Reports

- i) Guiding Principles
 - Winslow Subarea Plan LU Policy related to DEIB update
 - Guiding Principles update
- ii) Affordable Housing
 - 625 Winslow update
- iii) Outreach/Community Events
 - Indigenous Peoples' Day report out
 - Healing Equity United Workshop – 11/22

4.D City Council Meeting Report

4.E Report Out Items for Council

4.F Other Items

5. Good of the Order – 4:00pm

6. Adjournment – 4:14pm

The City of Bainbridge Island's meetings are wheelchair accessible. The City also provides auxiliary aids and services for effective communication such as assistive listening devices, closed captioning, and print materials in digital format. For other reasonable accommodations and/or modification to programs, services, or activities, please contact the ADA Coordinator, Anshu Wahi at awahi@bainbridgewa.gov or 206-947-0803 as soon as possible, preferably at least two business days prior to the meeting.



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





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, 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.

COBI Race Equity Advisory Committee Minutes—October 9, 2025

CALL TO ORDER

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

Excused: Lynn Beck, Jon Quitslund

Liaisons: Ashley Mathews

Also present: E&I Manager Anshu Wahi

MOTIONS

Motion to accept September 8 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: Nora Kim has joined REAC.
- Potential restrictions on federal grants: Due to recent executive orders, the City may be required to agree to certain conditions in order to receive previously awarded grant funds from the US DOT (for the Sound to Olympic Trail) and FHA (for the Springbrook Creek project). Both require recipients to cooperate with and not impede federal immigration enforcement; the FHA grant also requires recipients to certify the City does not operate any DEI programs or initiatives that violate any “applicable Federal discrimination laws” (which the City does not do). The City previously accepted the grants and signed conditions required by the Biden administration. A court has enjoined the Administration from enforcing these conditions, but in a lawsuit to which the City is not a party. The City Council has not taken any action yet. Loss of the grants would impact both projects.

Discussion was held around REAC making a statement to the City Council. Eric will take the lead and circulate a draft ahead of our November meeting. Nora will assist.

- New volunteer handbook: The City handbook for volunteer committees is now ready. Anshu asks for any comments as soon as possible. It will be posted online soon.
- Indigenous Peoples Day: Event is set for October 13. REAC volunteers would be appreciated.

REGULAR BUSINESS

a. Task Force Reports

i. Guiding Principles

Caitlin reported she and Anshu presented on the Guiding Principles to the Planning Commission, which has been working on its own version and is receptive to REAC's proposal. Goal is a set of Guiding Principles that retains the emphasis on the natural environment but also centers on the sustainability and equity issues in REAC's draft.

Motion (Olivia, Nora) that REAC forward its draft Guiding Principles to the City Council for its consideration and adoption. **Approved 6-0**

Further discussion was held on the draft Planning Commission Proposed Winslow Subarea Plan Goal LU6, related to increasing diversity, equity, inclusion and belonging in the Winslow subarea. After discussion, REAC recommended the following revisions to the 7/10/25 draft Proposed WSP Goal LU6:

- (1) In the introduction, replace the first word ("Increase") with "Intentionally prioritize"
- (2) In LU6.B, switch the clauses so that it reads, "Center historically marginalized groups in current and future planning processes."
- (3) In LU6.E, use the second option in the draft (beginning with, "Use specificity in language...")

Motion (Olivia, Caitlin) that REAC recommend the above revisions for Anshu to convey to the Planning Commission. **Approved 6-0**

ii. Affordable Housing

625 Winslow updates: Dawn Janow has filed an appeal of the SEPA Determination of Non-significance. A hearing examiner will hold a hearing on this environmental impact appeal, possibly in October.

Workforce housing survey results: The survey received 206 responses, most enthusiastically from first responders and other public-sector employees but also from a variety of sectors. Takeaways include (1) a high percentage expressed an interest in being able to live where they could walk or bike to work; (2) most respondents live 10-30 miles away from their work; (3) respondents felt workers feel valued but excluded from the City. Olivia plans to follow up with active listening sessions. Jing will join. This is the start of a long process.

iii. Outreach/Community Events

Dashiell has updated our email list. It's saved in Google Sheets.

Olivia and Caitlin tabled at the Farmers Market

Healing Equity United training: Anshu, Jing and Caitlin will have a planning call next week.

b. City Council Report

New “watch” schedule has been circulated

c. Other items

December meeting canceled.

d. **Report Out Items**

- REAC to advise council on federal grant restriction issue
- REAC draft Guiding Principles to be forwarded to City Council
- REAC approved and Anshu to forward REAC’s recommendations on draft Planning Commission Proposed Winslow Subarea Plan Goal LU6

Adjourned at 4:48 pm