



CITY OF
BAINBRIDGE ISLAND

Race Equity Advisory Committee
Regular Meeting
Monday, July 14, 2025
3:00 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 – 3:00 PM**
- 2. Housekeeping**
 - Accept or Modify June 9 Minutes
 - Accept or Modify July 14 Agenda
 - Conflict of Interest Disclosure
 - REAC Code of Conduct
 - Suquamish Ancestral Land Acknowledgement
- 3. Public Comment – 3:05 PM**
 - Public Comment guidelines
- 4. Welcome new REAC member – 3:10 PM**
 - New member Dashiell Tibbals

5. Regular Business – 3:15 PM

- REAC Officers
- Onboarding New Members
- National Night Out
- Task Force Reports
- Guiding Principles
- Affordable Housing
- Zero Emissions
- Outreach/Community Events
- Email list
- Juneteenth debrief
- Pride debrief
- Farmer's Market – 8/16 & 9/20
- Indigenous People's Day – 10/13
- Healing Equity United Training – 11/22
- City Council Meeting Report
- Report Out Items for Council
- Other Items

6. Equity and Inclusion Manager's Report – 4:15 PM

7. Good of the Order – 4:20 PM

7. Adjourn – 4:30 PM

**Race Equity Advisory Committee
Regular Meeting Minutes
City Hall Council Conference Room
June 9, 2025**

CALL TO ORDER – 3:00 PM

Members present: Lynn Beck, Olivia Hall, Caitlin Lombardi, Eric Stahl

Liaisons present: Ashley Mathews

Equity and Inclusion Manager Present: Anshu Wahi

Excused: Jing Fong, Jon Quitslund

MOTIONS

May 12, 2025, Minutes

- **Motion:** I move to approve the May 12, 2025, minutes.
Caitlin/Lynn: The motion was approved unanimously 4-0.

June 9, 2025, Agenda, modified to add Zero Emissions to Regular Business, Task Force Reports.

- **Motion:** I move to approve the modified June 9, 2025, agenda.
Caitlin/Olivia: The motion was approved unanimously 4-0.

PUBLIC COMMENT

No public comment.

EQUITY AND INCLUSION MANAGER REPORT (Anshu Wahi)

COBI Juneteenth event – The day-1 event is being held on June 13, 2025, from 5:00-8:00 PM, featuring music, food, art and education, at Town Square and Bainbridge Performing Arts. A Bingo/passport was created to help people connect with each other.

- **Action Item:** Lynn to post Juneteenth flyer at Bainbridge ferry terminal.
- **Action Item:** Olivia and Lynn will help set-up, starting at 4:00 PM.
- **Action Item:** Caitlin will be at a table discussing reparations.

Day-2 of Juneteenth is June 14 in Bremerton, starting at 10:00 AM, with a People’s March and followed by the Kitsap Juneteenth Freedom Festival at Evergreen Rotary Park.

BI Pride Fest – The event is being held on June 21, 2025, from 12 Noon-8:00 PM. There is a tabling opportunity for REAC. Discussion took place that it is a great opportunity to onboard new committee members.

- **Action Item:** Eric will be the lead to determine tabling participation at the event.

National Night Out – The event is being held on August 5, 2025. REAC has been invited to have a table in the past, but has declined. REAC discussed participating this year.

- **Action Item:** Anshu will email Joe Fastaia and Shannon Hays to start a conversation about REAC’s possible participation. Olivia, Eric and Caitlin will be part of the conversation.

June 10 Council meeting –

Olivia will be nominated to serve another 3-year REAC term, along with 2 other new committee members.

- **Action Item:** After the approved nominations, Anshu will send a welcome email, including everyone on REAC.

Two proclamations will be made: one declaring June 19, 2025, as the “Day to Celebrate Juneteenth 2025,” and declaring June 2025, as Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Plus (LGBTQI+) Pride Month.

Anshu presented the recommendations of a diverse community working group for potential modifications to the Council Chambers Timeline Art. The equity toolkit was used throughout the process. The final recommendation may appear on the June 10 consent agenda.

Onboarding for new REAC members was discussed.

- **Action Item:** Olivia will review and update the onboarding document located on SharePoint.
- **Action Item:** Anshu will look into why the SharePoint link is not working and resend link when it is fixed.

The next Bystander Training is scheduled on Saturday, November 22, 2025. Healing Equity United will be back to conduct the training.

- **Action Item:** Caitlin will send a save-the-date email to all those who have attended the trainings in the past.

The Map Room art in a City meeting space is in need of a refresh. Staff wants to be inclusive in their planning process.

- **Action Item:** Anshu will reach out to Jing to see if she has any interest in getting involved with the process.

Discussion took place about the upcoming REAC meetings.

- **Action Item:** REAC will meet on July 14, the August 11 meeting will be cancelled.

REGULAR BUSINESS

Chair(s) position in REAC – Olivia introduced the agenda item. Historically there have been 2 committee members serving as Co-chairs. REAC discussed the topic, including less hierarchical ideas.

- **Action Item:** Olivia will do more research and discuss at the July REAC meeting when elections take place.
- **Action Item:** Committee members are asked to submit any REAC regular meeting agenda topics at least a week in advance to Anshu and Olivia.

BIMA “One Family in Gaza” play cancellation – Olivia introduced the agenda item involving BIMA and the Kitsap Palestine Solidarity Coalition. It was good awareness for REAC and a discussion followed. It was an important reminder for REAC to stay connected with the community and provide support where needed.

TASK FORCE REPORTS

Comp Plan – Olivia introduced the agenda item. REAC discussed the topic. Concern was expressed over the lack of momentum, varying approaches to affordable housing and density areas. Olivia asked committee members to present at Planning Commission meetings in favor of affordable housing.

- **Action Item:** Olivia to present at June 12 meeting; Lynn to present at June 26 meeting, and Caitlin at July 10 meeting.

Guiding Principles – The current REAC work group includes Eric, Caitlin and Jing. City Manager Blair King invited REAC’s work group to move forward with a draft for the Comp Plan.

- **Action Item:** Eric, Caitlin and Jing will work on this and determine next steps.

Affordable Housing – Lynn introduced the agenda item, including takeaways from the 625 Winslow Listening Session hosted by Low Income Housing Institute on May 29, 2025. REAC discussed the topic, suggesting a webinar format for the next community outreach event which would be more inclusive and diverse in its reach.

- **Action Item:** Lynn will reach out to Marta Kidane, LIHI’s community engagement manager.

Outreach/Community Events – Caitlin introduced the agenda item. REAC will have a table at the Farmer’s Markets on August 16 and September 20.

- **Action Item:** Caitlin will send an email promoting the Juneteenth event using the Bystander Training email list. Anshu will research other email lists for future use.

Zero Emissions – Lynn introduced the agenda item, referencing the May 27 City Council meeting where the gas-powered leaf blower ordinance was introduced to Council. Concern was expressed over the lack of equity considerations, particularly more public outreach to affected communities like BIPOC independent landscapers. The ordinance proceeds to a Council vote on June 10.

City Council Meeting Report – See Zero Omissions update.

Report Out Items for Council

- **Action Item:** Mayor Mathews to promote Juneteenth events, and mention REAC’s disappointment that more public outreach to affected communities did not occur during the development of the ordinance prohibiting the use of gas-powered leaf blowers.

GOOD OF THE ORDER

No items shared.

ADJOURNMENT

The meeting was adjourned at 4:35 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

