



CITY OF
BAINBRIDGE ISLAND

Race Equity Advisory Committee
Regular Meeting
Monday, May 12, 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 March 6 Minutes
 - Accept or Modify April 14 Minutes
 - Accept or Modify May 12 Agenda
 - Conflict of Interest Disclosure
 - REAC Code of Conduct
 - Suquamish Ancestral Land Acknowledgement
- 3. Public Comment – 3:10 PM**
 - Public Comment guidelines
- 4. Equity & inclusion Manager Report – 3:15 PM**
 - Juneteenth
 - Farmer's Market Tabling

- 5. Regular Business – 3:25 PM**
 - a. Bystander Training 1.0 debrief and 2.0 planning
 - b. Task Force Reports
 - i. Comp Plan
 - ii. Guiding Principles
 - iii. Zero Emissions
 - iv. Affordable Housing
 - c. City Council Meeting Report
 - d. Report Out Items for Council
 - e. Other Items

- 6. Good of the Order – 4:10 PM**

- 7. Adjourn – 4:15 PM**

COBI Race Equity Advisory Committee Meeting Minutes—March 6, 2025

Note: The regular meeting was shortened to a half-hour due to a 2-hour training with City Council members following the meeting. Training was on how to operationalize the racial equity toolkit.

CALL TO ORDER

Members present: Lynn Beck, Renni Bispham, Olivia Hall, Caitlin Lombardi, Jing Fong

Liaisons present: Jon Quitslund

Equity and Inclusion Manager present: Anshu Wahi

Council members present: Joe Deets, Brenda Fantroy-Johnson, Leslie Schneider, Jon Quitslund

Consultant present: Scott Winn

Members excused: Eric Stahl

MOTIONS

February 14, 2025, minutes.

➤ **Motion:** I move to approve the modified February 14, 2025, minutes.

Renni/Caitlin: The motion was approved unanimously 4-0.

➤ **Motion:** I move to accept the March 6, 2025, agenda.

Jing/Renni: The motion was approved unanimously 4-0.

PUBLIC COMMENT

No public comment was given.

EQUITY & INCLUSION MANAGER'S REPORT

Note: Anshu noted that there was quorum notice for this special meeting.

New REAC meeting time. This is the last regular meeting scheduled for 6 p.m. on the second Thursday of each month. The new REAC regular meeting time will be 3 p.m. on the second Monday of each month. Next meeting is April 14. Goal is to finish the meeting by 4:45.

Presentation of REAC workplan to Council (March 18). REAC workplan is in the study session agenda packet. Time allotted is 15 minutes total: 10 minutes for presentation and 5 minutes for questions from Council. Olivia will make the presentation.

Something New: Public art submissions and jury. Arts & Humanities is looking for new submissions and jury members for its annual public arts program. There is a hope that artists from diverse backgrounds will send submit their work and that a REAC member would like to be on the jury. Deadline for artists is April 1. The jury will meet from 4 p.m. to 7 p.m., April 14. Submissions will be reviewed that weekend.

REGULAR BUSINESS

Bystander Training. Flyers and information are ready to go for the March 29 training. Training is similar to last year but comes at a more crucial time with the new administration

and change in climate. Spread the word! There will be a 2.0 training next month. Participants must have completed the 1.0 training (this year or last). It will be a smaller group and involve deeper discussion and role-play.

Letter to City Council on development of 625 Winslow Way. Lynn thanked Caitlin, Renni and Anshu for support in writing the letter on behalf of REAC to the City Council to express interest and involvement with the community space and other features of the 625 Winslow Way housing project. Affordable Housing Task Force members Lynn and Olivia would like to go on the April 1 field trip to tour some Low-Income Housing Institute (LIHI) sites in Seattle. Blair thinks that's a great opportunity for REAC.

REPORT OUT ITEM(S) FOR COUNCIL

- 1) Bystander training announcement. Please announce that training is happening on March 29 and encourage people to sign up. Space is limited. It's first-come, first-served.
- 2) Citizen Advisory Committee membership change. This is a report out item from the February REAC meeting. We asked if it was possible to expand membership and who could apply. We've had the experience where someone has deep ties to the island—their kids attend school here, they have a business here, but they don't live here - wants to be a part of REAC but can't because of the requirement they must be a Bainbridge Island resident. Can those applications be considered? REAC would like council to put this on the agenda for discussion. Timing is sensitive since committee applications will be considered in June.

GOOD OF THE ORDER

83rd Anniversary of the Day of Forced Removal. Commemoration will be 11-noon on Sunday, March 30 at the Japanese Exclusion Memorial. That same day, at 1:30 p.m. at BIMA, Densho will scan photographs and interview people who were incarcerated due to Executive Order 9066.

Bremerton pivots on decision to hire DEI officer. REAC was preparing a letter to weigh in on hiring a DEI officer. Since then, the mayor rescinded his pause and is prepared to hire an officer. This now changes the purpose of the REAC letter.

Winslow Shuttle. Councilmembers Schneider, Hytopoulos, and Mathews are hosting a "collaboration café" around the idea of a Winslow shuttle. It'll be on March 17 at the Rowing Center. Hoping for 50 people and looking forward to hosting this style of community engagement.

Proclamation for Women's History Month. On March 11, West Sound Soccer Academy will receive the proclamation. Anshu especially liked the soccer club's broad and inclusionary definition of girlhood.

ADJOURNMENT

The regular meeting was adjourned at 6:24 p.m.

COBI Race Equity Advisory Committee Minutes—April 14, 2025

CALL TO ORDER

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

Excused: Jing Fong

Liaisons: Ashley Mathews, Jon Quitslund

Also present: E&I Manager Anshu Wahi

MOTIONS

Motion to accept agenda as presented. Approved 5-0

REPORT OUT

- Mayor Mathews to put on the Council's April 22 agenda the issue of loosening the residency requirement for advisory committee membership.
- Manager Wahi to discuss with City Manager assuring that the race equity tool kit is applied to the ongoing Comp Plan discussion about creating an affordable housing overlay zone.
- Manager Wahi to report to City Manager REAC recommendations regarding the "Guiding Principles" for the Comp Plan and general City use.

PUBLIC COMMENT

None

APPRECIATION FOR DEPARTING REAC MEMBER

REAC Co-chair Renni Bispham announced this would be his last meeting.

EQUITY AND INCLUSION MANAGER REPORT

a. Open REAC positions

With Renni's departure, REAC has three open positions. Applications are due April 25.

Discussion was held around prior proposal to loosen the requirement that committee members must be COBI residents, and to accept applications from interested persons who live

outside the city. This would require a code change, which requires a public hearing and council approval.

Mayor Mathews will put the matter to the Council at its April 22 meeting.

Eric will be the REAC member for to participate in REAC candidate interviews, to be held in early May.

b. Planning Commission interviews

Olivia will be the REAC member to participate in interviewing Planning Commission candidates.

c. Juneteenth

This year's event will be at BPA. The date is to be determined but space is reserved for June 13, 15 or 19. Anshu and Mayor Mathews have met with BPA. One or two visioning meetings are being planned to invite community input. First one is April 28. Caitlin will participate.

d. Farmer's Market Tabling

REAC plans to table April 19. Discussed tabling at one other date by end of July.

e. Other events

REAC has been invited to participate in the BARN Bazaar May 3

COBI Volunteer Appreciation Event is May 7

REGULAR BUSINESS

a. Bystander Training

Caitlin reported that 30 people attended the Bystander 1.0 training. Planning for the 2.0 session, scheduled for April 26, is underway. Need help with outreach and sign-ups.

b. Workplan approval

Olivia reported that the plan was presented to and approved by Council. Several members expressed enthusiasm for implementing the equity tool kit.

c. Task Force Reports

i. Comp Plan

Olivia reported that an "affordable housing overlay zone" is being considered. Council Member Quitslund reported on an upzoning proposal.

Discussion was held around applying the race equity tool kit to the overlay zoning proposal. One concern with overlay zoning is that historically it was used as a tool for redlining or entrenching strata of wealth. Anshu to discuss implementation with the City Manager.

ii. Guiding Principles

Caitlin reported out the memo previously discussed by REAC recommending practices the City should consider in preparing and updating the "guiding principles" for the Comp Plan and general City use. Anshu to report the recommendation to the City Manager.

iii. Zero Emissions

Lynn reported that the joint proposal with Climate Change Action Committee was sent to a City Council study session.

iv. Affordable Housing

Lynn reported that REAC's letter to the City Council was presented, asking for REAC to be involved in the 625 Winslow project (including around shaping community spaces, commercial space, art, and naming). On April 1 Mayor Mathews, Olivia, Lynn and others toured two properties in Seattle that might be models.

Discussion was held around next steps and further engaging Council.

d. City Council Meeting Report

Eric to update the Council Watch schedule.

e. Other Items

Brief report on last month's training with Scott Winn.

Anshu reported the race equity toolkit is seeping into the City's culture, and that City departments have identified 6 or 7 pilot projects to use with the kit.

Adjourn — 4:30 PM



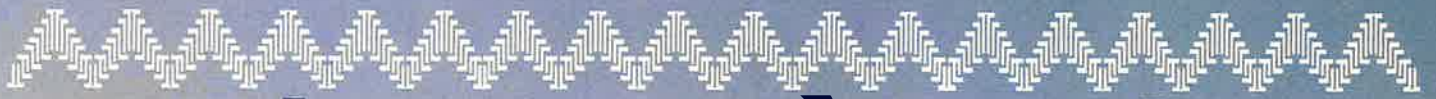
Race Equity Advisory Committee Code of Conduct

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.



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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





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.