

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

Signed by:
Caitlin Lombardi 13-Nov-25
AB38A6F23AB14F4...
Caitlin Lombardi, Co-Chair Date

Signed by:
Olivia Hall 17-Nov-25
BA58E60170D942B...
Olivia Hall, Co-Chair Date