

Racial Equity & Social Justice Committee  
Meeting Minutes (December 16, 2020)

**Attendees:** Shane Lloyd, Partap Verma, Sylvia Hernandez, Selena Singleton, Gustavo Torres, Willie Parker-Loan, Izola Shaw, Betty Lam, Jared Hautamaki, Pat Grant, Jim Stowe, Troy Boddy, Sonia Canzater, Gimari Jones, Tiffany Ward.

**Not in Attendance:**

1. Tiffany began the meeting at 6.30 p.m.
2. Question about County Executive: County Executive can address the group sparingly during committee meetings. That will usually happen at the top of the meeting, and then the committee can convene with committee business after he exits the meeting.
3. Check-in (10 minutes) – What are you looking forward to in 2021?
4. 2020- Report recap (30 minutes)
  - Report was submitted on-time
  - Everyone should have a final version of the report
  - The committee will have a conversation around norms when doing reports like this for future reports
  - Partap called everyone regarding the report to get feedback, and group came to consensus on a good direction
  - Tiffany has yet to receive feedback on the report from the Council
  - The report will be on the RESJ website, and linked to the Boards and Commission site.
  - One thing that was revealed during the drafting of the report is that the group needs norms, roles, etc.
5. Discussion of RESJ Group Norms (e.g., respect + trust, meeting discussion, decision-making, encouraging dissent and innovation, feedback + reporting, and conflict resolution) (30 minutes)
  - The group would like some norms, roles, etc., and would like to set that up.
  - Questions: What would be the roles of the subcommittees? How should the committees operate? When would they meet? These are norms the group would iron out.
6. Norms Discussion: Led by Shane
  - The group reviewed committee norms/rules of conduct by Harvard Business Review. Shane suggests using this a foundation for the group's norms, with some revisions/customization.
  - Committee member question from Zola: How can we still show up as ourselves, in authentic ways, to advance equity in a way that establishes and affirms our values, and that will foster this work in our culture (outside of white-dominant norms)?

**Next Steps:**

- o Zola agreed to facilitate a conversation around how the committee can deepen in this area, as norms are established.
- o Zola will offer some insight from her organization to help facilitate this

**Action:**

- o Committee members will review the rules of conduct proposed by Shane and will respond with any changes and/or suggestions – will circle back during the next meeting.

7. Setting Our Priorities (30 minutes)

- Question for Tiffany about open meetings requirements: How will that apply to subcommittees?
- Answer: the open meetings requirement will also apply to subcommittees

8. Priorities for 2021

- Committee agrees to focus priorities on responses from the community conversations, using the Community Conversations Report
- A suggestion to update based on Covid-19
- There are four areas highlighted in the report: education, housing, criminal justice, and employment.
- Some committee members want health to be added, because of COVID-19.
- Some committee members believe there are too many topics
- Tiffany suggests the sub-committees be organized around issue areas, and focused on doing the homework outside the larger group in sub-committee meetings
- Shane suggests opening a handful of these meetings to the public to get live community input – both from experts and those with experience. Will give us a little more insight and information as we steer the work of the committee.
- Meetings would have to be posted in advance, so some coordination would need to happen from the RESJ team – Tiffany will handle as long as she has agendas and dates ahead of time.
- Tiffany will send out some guidance around developing and implementing by-laws for the committee.
- Shane suggests staying abreast on the issues Council is addressing, so that we are not doing anything duplicative.
  - o Having vast government representation with varying expertise on the sub-committees with insight would be helpful.
  - o A pairing of government and community members on each subcommittee would be helpful.
- Jim Stowe brought up the fact that black and brown kids are disproportionately being served, which was backed up by data. He suggests keeping data at the center of what the committee focuses on, to ensure action and solutions.
- Partap suggests creating a Google doc to house all the materials, data, etc. that can be open to the public as well.
- Group wants to decide on priorities; however, it was brought up that the committee has yet to discuss the Community Conversation report. It's very important to do this right – to be in lockstep with the purpose.

- Suggestion (Jim Stowe): The committee should read the Community Conversations report and discuss it as a group before deciding on priorities.
- Committee agrees and comes to a consensus that reading the Community Conversations report is an essential next step to decide on priorities for the committee and for subcommittee development.

**Action:**

- Each committee member will review the Community Conversations report, then will discuss at the next meeting, which will guide the priority setting process.

9. Governance (30 minutes)

- Document approval process – TBD – did not discuss
- subcommittee creation – TBD - will revisit after reviewing and discussing Community Conversations, and other OLO reports, as mentioned above

10. Next steps (10 minutes)

- Tiffany is going to resend all the reports/documents
- Committee will spend the next month reviewing reports, with a particular deep dive into the Community Conversations Report
- Zola will send over information on how to develop authentic, culturally adept norms and practices, and will facilitate that discussion with the committee.

11. Housekeeping:

- Moving forward, meetings will be held for 2 hours - 6:30 - 8:30 p.m. on the third Wednesday of every month.