



**RACIAL EQUITY AND SOCIAL JUSTICE ADVISORY COMMITTEE
WEDNESDAY, APRIL 27, 2022 (6:00PM)
MEETING MINUTES**

ATTENDEES:

Committee Members: Izola (Zola) Shaw (Chair), Shane Lloyd (Vice Chair), Sonia Canzater, Isaac Cudjoe, Jared Hautamaki, Shuo Huang, Tasnuva Khan, Betty Lam, Jordan Neal, Willie Parker Loan, Jim Stowe, Gustavo Torres, Partap Verma, Pat Grant

Office of Racial Equity and Social Justice Staff: Tiffany Ward

Absent: Selena Mendy Singleton (Parliamentarian), Sylvia Hernandez

CALL TO ORDER

The meeting was called to order at 6:12pm by Chair Shaw.

AGENDA

No objections or additions.

MINUTES

No objections or additions.

- March 16 meeting minutes approved.

SUBCOMMITTEE REPORT OUT

- Jordan Neal – Health, Public Safety, and Immigration Subcommittee
 - No meeting in March
 - Jordan and Shuo are working together to determine a new time and date for the subcommittee meetings, so more members are available to attend.
- Zola Shaw – Reparations Subcommittee
 - The reparations subcommittee is learning more about the county’s history with reparations. They are collecting actions and approaches taken by other jurisdictions regarding reparations. In addition, the subcommittee is looking to find a clear definition for reparations.
- Isaac Cudjoe – Communications and Outreach Subcommittee
 - RESJAC plans to have a booth at this year’s Juneteenth event. In addition, the subcommittee plans to give \$2,500 in funding for the event that the Office of Racial Equity and Social Justice will match for a total of \$5,000.
 - RESJAC plans to have flyers at the booth and will use the opportunity to promote the Community Forum that is scheduled to take place a week later on June 26.

- There were no objections to the request for \$2,500 by Isaac Cudjoe. This motion passed.

NEW BUSINESS

Item: Community Forum Planning

Discussion Highlights:

- The 2022 RESJAC Community Forum will take place on Sunday, June 26. Isaac Cudjoe will send out a calendar hold to RESJAC members after this meeting.
- There will be a special community session on reparations facilitated by Dr. William “Sandy” Darity and Ms. Kirsten Mullen. The special session will be followed by the three breakout sessions. Isaac proposed spending \$6,000 from the RESJAC budget to pay for the national speakers.
 - There were no objections to the \$6,000 fee suggested by Isaac Cudjoe. This motion passed.
- Confirmed speakers for the Community Forum breakout sessions.
 - Combatting Food Insecurity: Jackie DeCarlo, Manna Food, CEO
 - Health Justice: Dr. Michelle LaRue, CASA and Ms. Beatrice Miller, African American Health Program
- Isaac Cudjoe met with Zola Shaw and Tiffany Ward to discuss promotional efforts for the Community Forum
 - Tiffany Ward will work with the Public Information Office to develop graphics, social media content and to determine if we can use their mailing lists to promote the event.
- Director Jim Stowe will provide Tiffany Ward with a point of contact at the Montgomery County Media for potential promotion of the community event.
- Zola Shaw asked that RESJAC let the communications and outreach subcommittee know if you have any ideas regarding promotional efforts for the event and to share information regarding this event with your networks.

Item: RESJAC Retreat II

Discussion Highlights:

- Shane Lloyd and Zola Shaw shared that the next RESJAC retreat will take place on Saturday, May 21. The upcoming RESJAC retreat will be a continuation of the conversation started at the first retreat. The retreat will also be an opportunity to reflect on the groups progress to date and to take a look at activities we can engage in moving forward.

Item: GARE Conference Debrief

Discussion Highlights:

- Several RESJAC members attended the 2022 GARE Conference and shared some memorable moments from the event include:
 - The Community Benefits Agreement session outline a process in which community members meet with potential developers and come up with agreements that can better meet community needs in terms of job, economic, and workforce development, and environmental needs.
 - Federal members who participated in the panel discussions talked about the implementation and navigating bureaucracy while doing racial equity work.

- The conference covered the importance of integrating racial equity into the budget.
- Tiffany Ward will share a link to some of the federal action plans that have been developed.

ANNOUNCEMENTS

- Betty Lam shared that HHS’s implicit bias workshop has been approved by the State among a list of trainings that social workers and nurses can take when they renew their licenses.
- John Landesman shared that MCPS has been engaged in a yearlong anti-racist audit. The Mid-Atlantic Equity Consortium has been studying 6 different areas of MCPS gathering data on policies, documents, and previous reports. The Consortium then worked with MCPS leadership to develop an equity survey where they gave perceptions and opinions surrounding policies and practices related to equity within MCPS. In March 2022, parents and students from grades 4-12 participated in the survey where they were asked to detail their experiences with race and racism in MCPS. MCPS is now engaged in focus groups to take a deeper dive into the results and will develop a report this summer.
- Future RESJAC meeting agenda items:
 - May – Budget presentation from Tiffany and discussion of the MCPS anti-racist audit from John.
- **Upcoming Events:**
 - Asian American and Pacific Islander Heritage Month Event – May 22
 - Full day event sponsored by the Asian American Health Initiative and County Executive Community Partnership Group.
 - Location: New Wheaton Plaza
 - Betty Lam will send a flyer when it is available.
 - African American Health Program Community Day – May 7
 - Pat Grant will send the group a flyer.
 - Juneteenth – June 19
 - Beginning in 2022, Juneteenth will officially be a paid holiday in Montgomery County.
 - Rare Essence and an Earth, Wind, and Fire tribute band are confirmed to perform at the event.
 - The Human Rights Commission will sponsor a Civil Rights Tour – Friday, April 29

CONVERSATION WITH COUNTY EXECUTIVE MARC ELRICH

Discussion Highlights:

- County Executive Marc Elrich thanked RESJAC for the work the group has been doing in the community.
- C.E. Elrich expressed that during the COVID-19 pandemic his team learned how impactful community leadership was. His team relied heavily on community and non-profit leadership to improve COVID vaccination rates and to disseminate information related to food, clothing, housing, etc. and to report back on what they were hearing within the community.

- C.E. Elrich and his team are continuing to work with non-profits to improve housing in Montgomery County with an emphasis on ownership.
- C.E. Elrich also discussed an upcoming report on the Montgomery County police department. The report will be used to make changes to current practices and procedures that police officers are legally allowed to engage in. This report will also be an introduction to discipline matrices and will increase police accountability.
- C.E. Elrich also discussed his upcoming plans and budget that includes funding for minority health initiatives, abolishing fees for all jail training programs, reinstating a successful jail baking program, increased funding for early childhood education, affordable childcare, plans to preserve affordable housing, increasing health funding, and implementing local mental health clinics.
- C.E. Elrich also discussed his climate action plan which is his goal to tackle climate change without displacing people since energy efficient housing is typically very expensive.
- The C.E. shared that the county budget allocates \$40 million to preserve existing affordable housing and the C.E. is requesting proposals to build more affordable housing.
- The C.E. expressed that our current housing policies and systems are rooted in racism and not designed to serve those with the greatest need. He is advocating for building more housing for those making an income of \$30,000 and he is working with nonprofits to expand home ownership. The C.E. is also working with the Housing Opportunities Commission to create and implement more tools to help people with financing. He mentioned his support for rent control noted it would prevent the loss of several homes. The C.E. commented that Missing Middle housing is not about affordable housing.

ADJOURN

The meeting was adjourned at 8:29pm by Chair Shaw.