



RACIAL EQUITY AND SOCIAL JUSTICE ADVISORY COMMITTEE
WEDNESDAY, December 20, 2023 (6:30 P.M.)
MEETING MINUTES

I. ATTENDEES:

Checked boxes indicate present. Unchecked boxes indicate absence.

Community Members:

Shane Lloyd (Chair) Jared Hautamaki (Vice Chair) Sonia Canzater Isaac Cudjoe Pat Grant Tasnuva Khan Gustavo Torres

County Staff Members:

Selena Mendy Singleton (Parliamentarian) Anthony R Alston Shawn Bartley
 Betty Lam Willie Parker Loan James Stowe Aisha Williams (Botten)

Office of Racial Equity and Social Justice Staff:

Tiffany Ward

II. CALL TO ORDER

Shane Lloyd called the meeting to order at 6:33 p.m.

III. AGENDA

- No objections. The agenda was adopted.

IV. MINUTES

- The November 15, 2023, minutes were approved.

V. AGENDA ITEM 1

Item: RESJAC members discussed the following questions related to the results of the Operations Survey.

- What insights stood out to you most?
- What can we do to enable higher performance from fellow committee members?
- How can we address expressed concerns?
- The RESJAC members had robust discussions about some of the themes that surfaced in the Operations Survey—namely, the desire for more community engagement, aligning on

the number of meetings to advance the work, identifying a pathway to determine RESJAC's major priorities, and distributing the labor more equitably across the committee membership.

- Members discussed the uniqueness of the racial equity focus of the committee's work compared to other BCCs, which may have some overlap but do not hold a primary focus on racial equity followed by social justice.
- RESJAC chair shared that while that's true, other boards, committees, and commissions overlap with the work of advancing racial equity. As a committee, we should determine where we wish to take the lead and where we wish to partner and amplify the work of other BCCs.
- RESJAC faces a critical point of tension between the availability of committee members, the breadth of the work outlined in the enabling legislation, and conflicting goals among members. To reconcile the tension, RESJAC needs to make essential tradeoffs.
- Chair Lloyd made a point to share that while the committee's work is ambitious, the current group dynamics result in a small number of committee members carrying the workload and fomenting resentment and burnout.
- RESJAC members Tasnuva Khan and Sonia Canzater noted that if there were fewer meetings, RESJAC members could engage the community more actively between meetings.
- RESJAC member Jared Hautamaki shared his belief that RESJAC members should be more available to the public and that reducing the number of meetings could impact community engagement.
- Members agreed to continue this conversation during the RESJAC retreat.

VI. AGENDA ITEM 2

Item: RESJAC members held the elections for the committee leadership.

- Chair Election
 - Chair Lloyd nominated Pat Grant, PhD, to serve in the role as the Chair and then motioned to vote on the nomination. Sonia Canzater seconded. The committee unanimously approved Pat Grant as chair.
- Vice Chair Election
 - Chair Lloyd nominated James Stowe to serve as Vice Chair and then motioned to approve James Stowe as Vice Chair. Gustavo Torres seconded the motion. The committee unanimously approved James Stowe as Vice Chair.
- Second Vice Chair Election

- Chair Lloyd nominated Sonia Canzater as the Second Vice Chair. Gustavo Torres seconded the motion. The committee unanimously approved Sonia Canzater as the Second Vice Chair.
- Parliamentarian Election
 - Pat Grant nominated Selena Mendy Singleton as Parliamentarian and then motioned to approve the nomination. Gustavo Torres seconded the motion. The committee unanimously approved Selena Mendy Singleton as a Parliamentarian.

VII. AGENDA ITEM 3

Item: Discussion of retreat agenda and scheduling

- Since only three members responded to the Doodle poll to schedule the retreat, the group opted to reschedule. Tiffany Ward and the team will work on rescheduling the RESJAC treat.
- RESJAC members affirmed the content on the draft agenda.

VIII. AGENDA ITEM 4

Item: Announcements

- RESJAC member Selena Mendy Singleton shared two topics worth RESJAC’s consideration and attention—the vacancies in the Community Liaison roles, namely the African American Community liaison, which has been unfilled and designated as a part-time role compared to other liaison roles, and the strategy and approach to creating gender-neutral bathrooms in County buildings.
- The proposal was for RESJAC to follow up on these topics through a formal letter. While the committee did not decide on sending a letter, there was a discussion on what was within or out of the committee's scope and whether this was a county process matter or an opportunity for advocacy on the part of RESJAC where the committee could add its voice.

IX. AGENDA ITEM 5

Item: Reading of the Certificates of Appreciation

- Tiffany Ward, director of the Racial Equity and Social Justice Office of Montgomery County, read Certificates of Appreciation for the committee members who cycled off: Khalid Afzal, Zola Shaw, and Shuo Huang. Outgoing committee members, including Jordan Neal and Sylvia Hernandez, will receive a copy of the certificate in the mail.
- Committee members heard brief remarks from each of the outgoing committee members and sang the praises of each person.
- Committee members praised the outgoing executive committee members – Shane Lloyd and Jared Hautamaki.

X. SUBCOMMITTEE UPDATES

- No updates were shared during this meeting.

XI. OLD AND NEW BUSINESS

- None.

XII. ANNOUNCEMENTS AND UPDATES

- No announcements were made.

XIII. ADJOURN

- The meeting was adjourned at 8:30 pm by Shane Lloyd.