



social +
economic
vitality

Racial Equity and Social Justice Action Team

December 11th, 2019 12:30 P.M.

Minutes

Attendees: Clif Lavenhouse, Deidre McCullers, Nikki Lyons, Michael Ballen, Derrick W. Byrd, Verna Best, Frances Bisby, Yvonne Liqueet, Nicola Davis, Tysha Harris-Fall, Derrick Byrd, Kay Canter, Crystal Wynne Lewis, Melanie Hemphill, Lori Krzeszewski, Richard Moore, Denise Spaugh, Melvin Jackson, Melissa Forde, Kristin Feierabend, Vielka Maria Gabriel, Bage Shade, Sheri Bedsole, Gretchel Carter-Hinton, Felise Knight, Geraldine Alshamy, Valerie Hough

Welcome, Introductions-Nikki Lyons and Michael Ballen, Co-chairs

EQUITY: [View PowerPoint attached.](#)

- Most of the information included in this presentation comes from materials from the Racial Equity Institute.
- Groundwater approach defines the way many lakes and tributaries are fed from a larger lake. 90-100% of contamination comes from the groundwater.
- Racial inequity looks similar across all systems. Income and education are not a strategy to achieving equity.
- Racial equity is not the absence of discrimination, but it is also the presence of values and systems that ensure fairness and justice.
- Racial equity results when you cannot predict an outcome by race.
- If you want to bring everyone the same opportunity, you will have to meet them where they are.
- Implicit bias is systemic. It becomes ingrained in the policies that govern and becomes the norm.
- Mr. Byrd pointed out that when discussing equity, we must be honest. Who is the “they” that make the rules?
- Internalized oppression is one way that racism contributes to inequity.
- Equality vs. Equity vs. Justice.
- Equity must address race.
- Kristin added that RESJ can define equity and align this with the goals of the committee. If equity needs to be included in goals, we can recommend that those goals shift.

Adjourn

Next Meeting: January 8th, 2020