



Racial Equity and Social Justice Action Team

February 12, 2020 12:30 P.M.

Minutes

Attendees: Melissa Forde, M Raeford, Derrick Byrd, Jodi DeJoseph (on call), Crystal Wynne-Lewis, Carlos Moses, Geraldine Alshamy, Yolanda Speed, Bage Shade, Michael Ballen, Nikki Lyons, Melanie Hemphill

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

SPACES -Carlos Moses

- Carlos explained that there will be a SPACES II program.
- Charlenzo Belcher is currently writing the grant for the expansion request.
- Some of the children involved in the current SPACES program are involved in foster care and kinship care.
- Pre-Links is a club or group of teens in foster care to work on life skills, employment skills, attitude and mindset and meets once a month. Any youth in Wake County can attend.
- Geraldine Alshamy asked if there is a way for schools to refer troubled youth to community agents? The SPACES program can be court mandated or on a voluntary basis. Any youth wanting to engage are encouraged to attend the 10-week session.
- I want to create a network of clubs around the county based on age and interests to be able to refer kids.
- Nikki suggested we do a continuation of the equity training. Our next session will be opened to community members. RESJ will define their definition of equity and how it relates to the mission and goals of Social and Economic Vitality. Geraldine Alshamy added that it is important to define equity so we can work to address it.
- The group revisited the three definitions of equity from the initial training (attached).
 1. Radical redistribution of power and privilege
 2. Removal of systemic barriers and addition of systemic processes that produce impartial results
 3. The act of being or providing a fair, just, and impartial delivery of resources- according to the needs of each individual so that opportunities afforded are truly equal and without bias.
 - A group member pointed out that some may not be able to understand the definitions unless they are written in plain language.
 - Verna Best said that systems are made up of people, to address systems we must also address people.
 - Derrick Byrd added that this is true, but there are people in the system that create policies and procedures that create inequity; when you are addressing a system, you are addressing the power.
 - Geraldine Alshamy says that you can change the system; when people are empowered to address the people, who have the power. This is especially true

in schools as parents don't always know of choices and parents are educated about navigating school processes.

- Melanie pointed out that education is key but how do we identify the people in power?
- Crystal Lewis said that it would be impossible to address all systems; it would be better to identify areas that RESJ can work on-that can be just as powerful as the system.
- Geraldine Alshamy added that coalitions already address all the systems-we need to home in on the exact problems. The problem is working in isolation.
- Michael Ballen concluded that it seems equity is a two headed beast. Just like the body, they are all different parts, but they all work together.
- The group decided to continue the equity workshop at next month's meeting. All community residents are invited. Please share this information with all your networks.

Adjourn.

Next Meeting: March 11, 2020 12:30 PM