



Racial Equity and Social Justice Action Team

March 11, 2020 12:30 P.M.

Minutes

Attendees: Lonnie Ervin, Derrick Byrd, Carlos Moses, Monique Raeford, Kristin Feierabend, Bailey Caudle, Nicole Lambert, Geraldine Alshamy, Frances Bisby, Verna Best, Vielka Gabriel, Quanta Edwards, Melissa Forde, Nikki Lyons, Yolanda Speed, Paula Norris, Laura Harris, Dauline Singletary, Cindy Sink, Michael Ballen

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

- [View the PowerPoint Presentation here.](#)
- Racial Equity involves fair treatment and exists when you cannot predict an outcome based on race. There is a difference between equity and equality.
 - REI conducted a study that determined that African Americans are 5x more likely to experience negative outcomes in all areas such as health, education, achievement, economic, etc. Thus, the question if this is an issue of the fish or the lake?
- The concept of equity is about fairness and justice. Race based problems can't be solved with neutral solutions. Education and income are not ways to relieve inequity. A study found that even African Americans on the same economic level with Caucasian counterparts were still 5x more likely to have a negative outcome.
- Equity involves addressing all systems to be truly sustainable. It must be something that continually evolves. To achieve equity, power must be addressed as well.
- An organization must be willing to apply and implement these types of changes for equity to occur. In order to change methods of inequity we need to understand what the old method is. We must be willing to be uncomfortable. We must be willing to commit ourselves. The importance of how we got to where we are today. Who really has the power?
- A group member asked how to let people know how important it is to participate in the Census? Explaining to community members that the Census helps determine where funds will be allocated is not impactful. Most local community members don't believe money will be spent in their community, so they don't feel the dire need to participate.
- Francis Bisby asked the group how we help the system understand.
- Someone on the phone asked: when you talked about how to engage people, who may be resisting? Is there a way to make people be open? How do you make people be open to equity? Mr Byrd responded that you cannot make anyone be open to anything. You must be careful about what organization you're dealing with. We must be very cognizant of our role.
- The committee broke into groups to decide upon definitions of equity:
 1. Radical Redistribution of Power and Privilege
 2. Open Opportunities That Lead to the Removal of Systemic Barriers
 3. Open Opportunities That Lead to The Revolutionary Redistribution of Power and Privilege
 4. Removal of Systemic Barriers and Addition of Systemic Processes That Produce Impartial Results
 5. Removal of System Barriers and Addition of Systemic Processes That Produce Impartial Results

6. 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
 7. The Act of Changing Systems and Services so that They're Fair, Just and Impartial Delivery of Resources According to the Needs of Each Individual so that Opportunities Afforded are Truly and Without Bias
 8. Act of Providing Resources and Services to Disrupt and Destroy the Accumulation of Disadvantage for Affected Groups and Individuals.
 9. Delivering Resources According to the Needs of Each Individual so that Opportunities Afforded are Truly Equal and Without Bias
 10. The Act of Being Impartial Delivering Resources According to the Needs of All Individuals
 11. The Act of Being or Providing A Fair, Just and Impartial Delivery of Resources According to the Self-identified Needs of Each Individual and Community so that Opportunities Afforded are Truly Equal and Without Bias
 12. State of Fair, Just, and Impartial outcomes Achieved Through the Radical Redistribution of Power and Privilege
 13. The Goal is fair, just impartial delivery. The objective is revolutionary redistribution.
- Thank you to Mr. Byrd, at the next meeting we will come to a consensus on the definition of equity.

Adjourn.

Next Meeting: April 8, 2020 12:30 PM