



social +
economic
vitality

Racial Equity and Social Justice Action Team

May 13, 2020

11:30 AM

Meeting Minutes

Attendees: 19 attendees via Zom conferencing

Welcome & Approval of Minutes & Acknowledgement of Members Present

- Geraldine Alshamy suggests dispersing Wake County Public School information to families during food distribution. We would also like to distribute this information to faith communities.
- Verna Best is requesting educational materials be distributed from the Crosby Center along with PPE and other items. Crosby would like to be a distribution site if approved by the County.
- Frances B noted that the state department used utility bills to disperse information to families, this may be something SEV can explore to help market. CarePoints can help SEV connect with the homeless population.

Discussion: Equity

- Derrick Byrd briefly re-iterated the goal to define equity and how it relates to the work that the Racial Equity and Social Justice Action team is doing. The definition should be easy to understand. The definition of equity has been decided by many other institutes doing this work- there is already a definition of racial equity. Our definition needs to address how SEV will do equity.
- Verna B stated that we have an opportunity to establish what the foundation will be.
- Frances B said that the definition should be engaging and not offensive. The definition should include elements of change. Perhaps some in a leadership position would not understand “the radical redistribution of power” as a definition and may find it offensive. She also noted the importance of mentioning systems in our definition.
- Geraldine Alshamy stated these fears need to be addressed. We should not be afraid-that is what is causing the problem to not be addressed. Also, in order to address racial equity in our definition then we should include “changing systems”.
- Melanie Hemphill said that including race and equity in the definition is crucial in defining racial equity. “Changing systems” can be included in our mission statement and goal but not included in the definition of equity.
- Michael Ballen frankly stated that “radical redistribution of power and privilege” may be seen by white Americans as offensive.
- Geraldine Alshamy suggested including “closing the gaps” in our definition.
- Michael Ballen suggested including “removal and replacement or reformation of systems”. If you remove something, you must replace it with something better.
- Monique suggested adding “correct or amending” to the definition.

- Denise Spaugh suggested including who you want these systemic barriers to address. Could we include people of color to the definition? Another member agreed that addressing poor people in the definition may be beneficial.
- The group voted on which definition they believe defined equity as it pertains to the SEV RESJ action team. Equity as it relates to Social and Economic Vitality is “to reform systems in order to provide a fair, just and partial delivery of resources so that opportunities afforded are truly equitable and without bias”.
- At the next meeting we can define more goals and missions around our vision.
- Thank you to Mr. Byrd for facilitating. The Training for Upward Mobility Action Team wants to connect with RESJ about issues relating to workforce development month in September. Please address how you will contribute to September WFD at the next meeting.

Adjourn.

Next Meeting: June 10, 2020