

RACIAL EQUITY COMMISSION
Meeting Agenda

DATE: 9 April 2024 (Meeting dates for 2024 will be each 2nd Tuesday at 4pm)
TIME: 4:00 p.m.
LOCATION: City Hall, 10th Floor City Council Chambers
161 W. Michigan Avenue, Jackson, MI 49201

AGENDA ITEMS:

- I. Call to Order -
- II. Roll Call – current membership is at Ten. Six members needed for quorum.

- III. Reading of Land & Labor Acknowledgement
- IV. Adoption of the Agenda
- V. Citizen Comments (3-Minute Limit)
- VI. Approval of the Previous Meeting Minutes
- VII. Community Liaison Police Officer Report
- VIII. Committee Reports
 - A. Board Development Committee
 - B. Grants/Education Committee
 - C. Policy, Procedure, and Communications Committee
 - D. Public Equity Committee
 - E. Nominations
- IX. City/Community Liaison Updates
 - A. City Council
 - B. MLK/CIA
 - C. Environmental Commission
 - D. HRC
 - E. JPS
 - F. NAACP
 - G. JHC
 - H. CPOC

RACIAL EQUITY COMMISSION
Meeting Agenda

DATE: Tuesday, March 12th, 2024
TIME: 4:00 p.m.
LOCATION: City Hall, 10th Floor City Council Chambers
161 W. Michigan Avenue, Jackson, MI 49201

AGENDA ITEMS:

- I. Call to Order – By Chair Kesha Hamilton at 4:01 pm
- II. Roll Call – **Kesha Hamilton, Jacqueline Barber, Freddie Dancy, Jacob Inosencio, David Hammontree, Katima Dickenson, Bikash Jha, John Willis**
Absent: **Davenda Quinn, Leticia Albarran Rodriguez,**
- III. Reading of Land & Labor Acknowledgement – Chris Heyderburg
- IV. Adoption of the Agenda – Motion by, David Hammontree, supported by, Katima Dickenson, motion carried.
- V. Citizen Comments (3-Minute Limit) - none
- VI. Approval of the Previous Meeting Minutes – Motion by, David Hammontree, supported by, Bikash Jha, motion carried.
- VII. Community Liaison Police Officer Report – Deputy Chief Garcia, Flock cameras, 10 are mounted throughout the city of Jackson. These camera's store license plates database for 30 days. Cameras have been in place over a year. Locally it was used on Lansing Ave. where suspects were arrested. Organized crime coming to Jackson, license plate readers assist with arresting suspects. Other townships and businesses are purchasing them. Businesses can purchase them through the Flock network. Flock has been around for some time.
- VIII. Committee Reports
 - A. Board Development/Grants/Education Committee – Chair - Jackie Barber, John Willis, Kesha Hamilton, Jacob Inosencio, Jerry Ross, Thomas Burke, Patricia, Chris Heyderburg Freundl, Leticia Albarran. Kesha is currently working on the board development trip report. Currently looking for a trip for one day. Expanding the culture within our committee.

- B. Policy and Procedure Committee, Public Communications – Chair -David Hammontree, Kesha Hamilton, Freddie Dancy, John Willis, Bikash Jha
- C. Public Equity Committee
 - 1. Housing and Mobility Committee
 - 2. Racial Equity Concerns Procedure – Chair Katima Dickenson, Daveda Quinn Chris Heyderburg, Kesha Hamilton
- D. Nominations – Chair – Kesha Hamilton, Freddie Dancy, David Hammontree, Bikash Jha - 5 interviews took place on February 28. 3 are promising for the commission. Recommending for commission Ai Yoshdia motion by, Bikash Jha, supported by David Hammontree, motion carried.

Motion to combine some of the committees, by David Hammontree, support by, Katima Dickenson, motion carried.

Committees will schedule meetings and provide a schedule to the Chair (Kesha)

IX. City/Community Liaison Updates

- A. City Council
- B. MLK/CIA
- C. Environmental Commission
- D. HRC
- E. JPS
- F. NAACP
- G. JHC
- H. CPOC

X. New Business

XI. Unfinished Business / Working Items

- A. Strategic Planning Action Items (handout) Letter to be submitted for financial support MLK/CIA to purchase church on Franklin St. around \$130k. City inspectors will do an inspection next week.
- B. Audit Update – Meeting is scheduled for March 15th to review our original RFP, at 3:30 pm. Calendar invites will be sent out for this meeting.
- C. 2024 Items
 - 1. Promotional Outreach – promotional video for JTV, news etc. talk about who we are. Have the filming by May of this year. Schedule dates with Aaron.
 - 2. Next Community Outreach event – Planning an event, need to come up with a date and title “Getting Beyond DEI” “Going beyond DEI efforts” “Are we missing the Mark?” We will want a letter to seek sponsors for this event. Format: An evening engagement event. Possible Thursday October 10. 5:00-8:00 pm. Committee for planning, Jackie Barber, Katima Dickenson, Kesha Hamilton, Chris Heyderburg

3. REC at Ward meetings – Attend Ward meetings in partnership with the Wards. A communication will be sent to the wards.
4. 2023 Annual Report – David Hammontree and Kesha Hamilton will review prior to sending it out.
5. Committee Engagement – If you know anyone interested in this work, have them apply.

D. Equity Seal work for 2024 – Reviewed the Pan-African Flag document.

E. Board Development Report

- XII. Review of Action Items from meeting -Letter for MLK/CIA purchase, Dates for video, Letter for new commissioners, research board development trips. Equity Seal review. Board chairs schedule meetings. Jackie will send Kesha the list of committees and members.
- XIII. Commissioner Comments
- XIV. Adjournment – Motion by, Freddie Dancy, supported by, David Hammontree, motion carried.

Next Meeting scheduled for Tuesday, April 9th @ 4pm.

Racial Equity Promotional Script: once we establish a finished script, I will work to get each part on a large poster board so we don't have to memorize.

Remember we did a short video the first time – this time we decided to do a longer script – think of this as a very mini-mini movie, at the minimum about 5 to 7 minutes. We are NOT staying under 2 minutes with this script.

We have enough commissioners and committee members that we will not look to add anyone outside of this team to this video.

Part A: *(all commissioners and subcommittee members – professional attire?)*

We are the City of Jackson and the State Of Michigan's first Racial Equity Commission! Established in September of 2021.

Part B: *(a commissioner, maybe a handshake between a couple of visually diverse commissioners)*

Our purpose is - ~~There is hereby created a racial equity commission~~ to foster equity, inclusion, and racial conciliation. ~~which shall be an official agency of local government,~~

Part C: *(maybe us as a group looking over papers in our room – could be a still image or a clip of us in a meeting with our books open)*

We're responsible for reviewing city policies, practices, budgets and other matters ~~that we determine to be appropriate~~ related to addressing racism and racial inequities.

Part D: *(maybe a still picture of city council and/or one where one of us are addressing city council (myself, daveda, jacob, Katima, have all addressed city council))*

We also make recommendations to the city manager, the mayor and city council on ways to promote ~~racial justice and~~ racial equity in the city.

Part E: *(maybe a visual with this definition on a poster board held by one of the commissioners)*

So What is Racial Equity ... Racial equity is a process of eliminating racial disparities ~~created and embedded in legislation, best practice, and policy~~ thereby improving outcomes for everyone.

Part F: *(maybe another shot of the us as a group in a meeting – this time smiling at each other (kinda cheesy but could work? LOL, I'm serious))*

The implementation of racial equity improves outcomes for everyone – not just Black people and other people of color.

Part G: *(I can see graphs, data, a person of color being given keys, a blue collar worker signing a contract, a training session – not quite sure here but that's where my mind is)*

Racial Equity is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color. *(Race Forward)*

Part H: *(commissioner, commissioner, commissioner, etc.)*

Speaker 1: So what exactly do we do?

Speaker 2: I'm glad you asked.

Speaker 3: Aside from meeting on the second Tuesday of each month at 4pm in City Hall – we organize Racial Equity and Diversity, Equity and Inclusion conferences for our local area,

Speaker 4: We participate in city government by weighing in on ~~issues cutting to the heart of the issues~~ and offering professional and expert feedback.

Speaker 5: *(this can be a visual with a voice over with pics of our trip to Montgomery, images from johns presentation, pics of our trip to Facing Race, an image of Bryan Stephenson's Just Mercy, an image of our resource page)*

We intentionally and continuously educate ourselves on the history of race in America and in Jackson such as participating in civil rights conferences, presentations on history (john's presentation), and other ways of learning such as reading books, watching movies and visiting museums.

~~Our primary responsibility is the detailed work of reviewing city policies and practices offering suggestions and edits that make them racially equitable – such as our most recent review of the city purchasing and vendor policies.~~

Part I: *(this can be an overview ... pictures, videos of the city of jackson, citizens during council meetings, pics from our meet and greet and our one day event)*

So exactly what does that mean for the citizens of Jackson and the Jackson city government – our work is mostly internal but will be felt in the transformed atmosphere at city council, it will be seen in new rules and policies particularly with purchasing and vendors, as an employee at city hall you have noticed the new department of diversity, equity and inclusion and you've taken trainings designed to help you explore for example implicit bias.

~~when you attempt to become a purchaser or vendor with the city or will be felt as an employee as you begin to see city hall transformed related to race, diversity, equity and inclusion.~~

Part J: *(not sure on this visual)*

What we don't do – we don't review complaints though we do have a Public Equity committee that can provide direction

We don't provide police oversight – but there is another commission that does.

We do culture shifting work, the hard work of transforming mindsets through policy, relationships, and conversations.

Part K: *(Commissioner holding poster board with this written on it?)*

Just as the embedding of **racial inequity** did not happen overnight in our city, state and country– it will take time to dismantle it and embed **racial equity**.

Part L: *(all commissioners and committee members)*

The Racial Equity Commission is committed to doing our part to embed the principles of racial equity, conciliation, and belonging into this great city we call Jackson and home – won't you join us!