

RACIAL EQUITY COMMISSION
Meeting Agenda

DATE: Thursday, March 6th, 2025
TIME: 5:00pm
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 seven. Four voting members needed for quorum.

Commissioners

Leticia Albarran
Jackie Barber
Keshia Hamilton
David Hammontree
Vacant

Ex-Officio - Appointed

Freddie Dancy, Vice Mayor & Ward 2 Council Member
Daveda Quinn, NAACP Delegate
John Willis, Chief Equity Officer

Ex-Officio - Statutory

Vacant
Vacant
Vacant

Active committee Members (non voting)

Inali Hathaway
Chris Heydenburg
Ai Yoshida

Staff

Katima Dickenson

- III. Reading of Land & Labor Acknowledgement
- IV. Adoption of the Agenda
- V. Community Liaison Police Officer Report
- VI. Citizen Comments (3-Minute Limit)
- VII. Approval of December-2024/January-2025 Minutes
- VIII. Unfinished Business / Working Items
 - A. Audit Update
 - B. 2025 Community Engagement Event
 - C. Promotional video follow-up
 - D. Meeting times/day
 - E. Equity Seal Work
 - F. Board development trip
 - G. Strategic Planning 2025 Follow Up
- IX. New Business
- X. City/Community Updates
 - A. City Council
 - B. MLK/CIA
 - C. JPS
 - D. NAACP
 - E. JHC
 - F. CPOC
 - G. Other Updates
- XI. Committee Reports
 - A. Board Development Committee (Barber, Hamilton, Dancy, *Heydenburg*)
 - B. Grants/Education Committee (Albarran, Barber, Hamilton, Inosencio, Willis)
 - C. Policy and Procedure Committee (Hammontree, Dancy, Hamilton, Willis, *Hathaway*)
 - D. Public Equity Committee (Dickenson, Hamilton, Quinn, *Heydenburg*)
 - E. Nominations (Hamilton, Dancy, Hammontree)
- XII. Review of Action Items for next meeting
- XIII. Commissioner Comments
- XIV. Adjournment

Next Meeting scheduled for Thursday, April 3rd, 2025 at 5pm.

RACIAL EQUITY COMMISSION
Meeting Minutes

DATE: 10 December 2024
TIME: 4:00 p.m. – 5:30 p.m.
LOCATION: City Hall, 10th Floor City Council Chambers
161 W. Michigan Avenue, Jackson, MI 49201

- I. Call to Order – by Chair Hamilton at 4:07 pm
- II. Roll Call – current membership is at Nine. Five members needed for quorum.

Commissioners

Leticia Albarran
Keshia Hamilton (Chair)
David Hammontree (Vice Chair, Minutes)
Jackie Barber (Secretary, **Absent**)
Jacob Inosencio (**Absent**)

Ex-Officio - Appointed

Freddie Dancy, Vice Mayor & Ward 2 Council Member
Daveda Quinn, NAACP Delegate (**Absent**)
John Willis, Chief Equity Officer (**Absent**)

Ex-Officio - Statutory

Katima Dickenson

Active Committee Members (non-voting)

Inali Hathaway (**Absent**)
Ai Yoshida (**Absent**)
Chris Heydenburg

- III. Reading of Land & Labor Acknowledgement by Chair Hamilton
- IV. Adoption of the Agenda ***Motion by Hammontree, Dickenson supports. Passes unanimously***
- V. Citizen Comments (3-Minute Limit)

- VI. Approval of November 2024 Minutes ***Motion by Willis, Dancy Support. Passes unanimously***
- VII. Community Liaison Police Officer Report
 - A. Deputy Chief Garcia updated the commission on staffing, recruitment, the CNA audit, workplace training, in-service training, community outreach, November officer involved shooting.
 - B. Questions and discussion about Lifeways clinician working with JPD.
- VIII. Committee Reports (no reports this month)
 - A. Board Development Committee (Barber, Hamilton, Dancy, Heydenburg)
 - B. Grants/Education Committee (Albarran, Barber, Hamilton, Inosencio, Willis)
 - C. Policy and Procedure Committee (Hammontree, Dancy, Hamilton, Willis, Hathaway)
 - D. Public Equity Committee (Dickenson, Hamilton, Quinn, Heydenburg)
 - E. Nominations (Hamilton, Dancy, Hammontree)
- IX. City/Community Updates
 - A. City Council – Vice Mayor Dancy gives updates.
 - B. MLK/CIA- Commissioner Willis gives updates.
 - C. JPS – Chair Hamilton gives updates.
 - D. NAACP - January MLK Event promotion.
 - E. JHC - no updates
 - F. CPOC – Vice Chair Hammontree gives updates.
- X. Unfinished Business / Working Items
 - A. REC participation and sponsorship in Community MLK Events
 - 1. **Motion by Willis to ask for funding, sponsorship, and marketing for REC participation in January MLK Events, should the budget support it. Support by Hammontree Passes unanimously**
 - B. January Community Engagement Event
 - 1. Update by Commissioner Albarran. Postpone planning until January.
 - C. Equity Seal Work – 2025 Conversation – on hold
 - D. Promotional video follow-up – on hold until January
 - E. Facing Race – Post Follow up
 - 1. Discussion and overview by Willis, Albarran, Dickenson, Quinn
 - F. 2025 Meeting Days and Times
 - 1. First Thursday monthly at 5pm except for meetings on Tuesday 7 January, and 10 July.
 - G. Strategic Planning Meeting 2025
 - 1. Scheduled for 11 January 9am – 1pm
 - H. Audit Update – by Commission Willis.
 - I. Discussion about GEAR.
- XI. New Business
 - A. End of Year Event Wed Dec. 18th. 5pm
 - B. Appointments that need to be renewed

- XII. Review of Action Items from meeting
- XIII. Commissioner Comments
- XIV. Adjournment

Next Meeting scheduled for January 7, 2025. 5pm.

RACIAL EQUITY COMMISSION
Meeting Minutes

DATE: 6 February 2025
TIME: 5:00pm
LOCATION: City Hall, 10th Floor City Council Chambers
161 W. Michigan Avenue, Jackson, MI 49201

AGENDA ITEMS:

- I. Call to Order - by Commissioner Hamilton at 5:17pm
- II. Roll Call – current membership is at seven. Four voting members needed for quorum.

Commissioners

Leticia Albarran (**absent**)

Jackie Barber (**absent**)

Kesha Hamilton

David Hammontree

Vacant

Ex-Officio - Appointed

Freddie Dancy, Vice Mayor & Ward 2 Council Member

Daveda Quinn, NAACP Delegate (left meeting at 6pm).

John Willis, Chief Equity Officer (**absent**)

Ex-Officio - Statutory

Vacant

Vacant

Vacant

Active committee Members (non voting)

Inali Hathaway

Chris Heydenburg (**absent**)

Ai Yoshida

Staff

Katima Dickenson

- III. Reading of Land & Labor Acknowledgement**
 - A. Read by Vice Mayor Dancy.
- IV. Adoption of Agenda**
 - A. Motion by Hammontree. Support by Dancy. Agenda passes
- V. Community Liaison Police Officer Report**
 - A. None.
- VI. Citizen Comments (3-Minute Limit)**
 - A. None.
- VII. Selection of Officers for 2025**
 - A. **Chair:** Kesha Hamilton
 - 1. Nominated by Dancy, Support by Quinn. Vote passes unanimously.
 - B. **Vice Chair:** David Hammontree
 - 1. Nominated by Quinn, Support by Dancy. Vote passes unanimously.
 - C. **Secretary:** Jackie Barber
 - 1. Nominated by Dancy, Support by Quinn. Vote passes unanimously.
- VIII. Finalizing Meeting Schedule and Times for 2025**
 - A. Discussion for the year's schedule postponed until next meeting. Next meeting scheduled for Thursday, March 6 at 5pm.
 - 1. Motion by Hammontree, Support by Quinn. Vote passes unanimously.
- IX. Approval of December 2024 Minutes**
 - A. Postponed for next meeting.
- X. Unfinished Business / Working Items**
 - A. **Audit Update:** City Manager is reviewing Phase I findings. Recommendations for Phase II public outreach discussed.
 - B. **2025 Community Engagement Events:**
 - 1. Commissioners should contact Katima Dickenson 45 days before community events or have the yearly events ready. Check requests need to be submitted to accounting.
 - C. **Promotional Video Follow-up.**
 - 1. In process.
 - D. **Equity Seal Work:** Conversation postponed for future meeting.
- XI. New Business**
 - A. **Strategic Planning Meeting 2025 Follow-up**
 - 1. More details during future meetings.
 - B. **Website Development.** Community resources.
 - C. **Board Development Trip.** Grand Rapids and/or Chicago discussed.
- XII. Committee Reports (Discussion postponed for this meeting)**
 - A. **Board Development Committee:** Barber, Hamilton, Dancy, Heydenburg.
 - B. **Grants/Education Committee:** Albarran, Barber, Hamilton, Inosencio, Willis.
 - C. **Policy and Procedure Committee:** Hammontree, Dancy, Hamilton, Willis, Hathaway – see audit.
 - D. **Public Equity Committee:** Dickenson, Hamilton, Quinn, Heydenburg.

- E. **Nominations Committee:** Hamilton, Dancy, Hammontree.
- XIII. **City/Community Updates**
 - A. **City Council:** Meets on Feb 11. Swearing in of new Police Chief.
 - B. **MLK/CIA:** In strategic planning.
 - C. **JPS:** Budget shortfall issues discussed.
 - D. **NAACP:** Encouraging community and member participation.
 - E. **JHC:** No updates this month.
 - F. **CPOC:** Complaint Review Committee is meeting this month. Looking for new commissioners.
 - G. **Youth Council:** Working to find ways to send students to state level events. Organizing a leadership conference. Various community scholarships available. Open house plans in the works.
 - H. **Other Updates:** TA Wilson purchase discussed.
- XIV. **Review of Action Items for Next Meeting**
 - A. Meeting agenda and minutes to staff needed 8 days before scheduled meeting.
- XV. **Commissioner Comments**
 - A. **Dancy:**
 - 1. Feb 15th event at Lilly Missionary.
 - 2. Happy with feedback from the audit.
 - a) Thanks to Kat Dickenson for her promotion at the city/staff level.
 - b) Cautious about the next steps. Phase II is important for a complete picture of the culture of the city.
 - c) Encouraged with support from City Manager and Police Chief.
 - B. **Hammontree**
 - 1. Stresses the importance of engagement with divisive issues.
 - C. **Hamilton:**
 - 1. Discusses the challenges ahead with an emphasis on a proactive approach.
- XVI. **Staff Comments**
 - A. Reminder of **Black History Month Brunch** scheduled for Feb 22, 10-2, C-Store Deli.
- XVII. **Adjournment**
 - A. Meeting adjourned at 6:23 pm.
- XVIII. **Next Meeting:**
 - A. Scheduled for Thursday, March 6 at 5pm – 6:30pm.

