

Ad-hoc Committee on African American Disparities

March 25th, 2021

Staff: Love Jones, Jodie Stanley

Council Representation: Mayor Vaughn, Councilwoman Hightower

Moment of silence:

Special Business

Love Jones began the meeting by asking members to present about the Ground Water Training that some of the committee members attended. She asked why is it valuable to have something like groundwater that presents data as it relates to ACAAD.

Justin Washington responded by saying people get comfortable even though they know the facts. It is important to remind people of the reason the work needs done because it presents critical issues. Cynthia Colman agreed. Jones stated that those who are removed from certain experiences are the importance of those issues, however it better to have facts and numbers present when speaking to those who are removed from experiences.

Zanzella stated that the facilitators did an amazing job at explaining the facts and data. They were able to make the numbers come alive. Jones stated that part of the work of ACAAD will be to make the facts and data come alive so people do not forget that these issues matter.

Mia stated she found the mention of white advantage vs. privilege interesting because anybody can be privileged. Predatory inclusion information was interesting as well. She mentioned that the system was broken, however, taking the training reminds a person how broken the system is.

Lorenzo said the training made him appreciate his parent because he grew up in a white neighborhood and now understand why people hold on to their faith. A child does not know what their parents are facing because of the system. He said some people were able to navigate the system however more acting to change the issues is needed. Jones said the Ground Water Training was designed to highlight the unique experiences of black people and the reason for ACAAD.

Felton said the members should consider reading books such as Race for Profit, and Color of Law to further continue the conversation of racial inequities. He raised the issue of the Kente Cloth design in the ACAAD logo. He asked for more design options. Jones says the logos presented were surface recommendations, however; staff is open to options although it would be up to the working group to make the final decision of the logo base on the committee's recommendation.

Councilmember Hightower stated that the working group wanted people to understand that ACAAD will focus on African Americans' unique experiences. Hightower asks if there were an alternative to the options presented, she would be willing to have that conversation. Crystal Black said the conversation of changing the design of the logo could continue within the subcommittees. Black said she is willing to have a conversation with Felton outside of the meeting time. Jones said the logo has not been used anywhere at this time, the distribution of the logo was to ACAAD and the working group.

Cynthia Coleman asked if the logo would only be used on the Human Rights Department webpage. Jones responded by saying the logo is used in all print material and presented at all events the ACAAD will participate in and on social media pages.

Council Woman Hightower informed members that the Community Engagement Subcommittee would become the Workforce Development Subcommittee. All members of ACAAD will engage in community engagement, because of that, there will not be one group focused only on community engagement. Jones stated that staff is available to assist the committee with community engagement.

Committee Report:

Crystal Black asked team leaders to present to the body what the subcommittees have been working on.

Criminal Justice - Cedric Parker reported that the group is looking at crime as the number 1 issue they want to address, the violence of crime and community mentality around crime. They discuss forms of community engagement, which will continue during the meetings. The group wants to have more discussion with residents on stop and frisk.

Housing and Health – Keayba Worthington reported that the group wants to focus on Fair Housing laws education for April. The Housing and Health subcommittee will participate in an event with the Human Rights Department on April 23rd at noon. The event is titled a Home for Everyone, which will focus on Race, Color, and disability. The group will also reach out to community support teams that assist elderly homes to better understand services provided and how to better those services. There will be a research focus on infant mortality in the black community and how it relates to housing and other public concerns. They will exam inequalities in health services, homeownership, land trust, and assess disparities regarding public housing conditions.

Education – Jasmine Getrouw-Moore reported that the education committee established monthly meetings every first Tuesday of the month at noon. Some of the areas of focus include resources and technology, lack of African American teachers, research on how to increase partnering between the city and College/Universities in the state, costs of taking tests to become teachers, and researching pathways for minorities to obtain teaching licenses. There will be multiple focuses on teaching, teachers, and education history. The group wants to work on closing the gap of African Americans not being able to become teachers.

Economic opportunity - Nikkita Greene reported that the group established a meeting time and began conversations on potential focuses of the group. 10 current priorities are interconnected, they are; exploring economic development in the black community, black representation on economic boards, Entrepreneurship/innovation, access to capital, wealth building, literacy education/investment clubs, debt/credit education, parody for black businesses, wealth building, performance indicator on economic opportunity. The next step for the group is to identify educators for the focused items for the black community.

Staff Report

Maria Hicks-Few reported that she will be working with Dr. Jones on way to assist ACAAD. She reported that nine city employees attended the Government Alliance on Race and Equity (G.A.R.E) and have been working with departments on race and equity. The GARE team will share tools the committee can use to

obtain its goals. Councilmember Hightower assured the group that staff is here to support the committee.

Jones stated that members of ACAAD can reach out to Maria regarding care but reach out to Zaynah Afada for meeting logistics. Jones reported that the Human Rights Department events volunteer bodies to co-sponsors event. There is an invitation for the Housing subcommittee to participate in the Fair Housing event and the for the education and health subcommittee to participate in a series focused on Covid -19 as it related to higher education with the Commission on the Status of Women. ACAAD members will be informed when programs are being developed for members to join the conversation. Jones informed the member that the Human rights Commission is piloting a research partnership with students from UNCG who will provide policy research support to the commission. These opportunities will be provided to members of ACAAD as well.

Jones informed members of the type of agenda that will be followed during the monthly meetings. She informed members that all meetings are recorded and available to the public. When there is a visitor they are encouraged to speak before the committee begins their discussion. The voting process is the same as Robert's Rule of Order.

New Business:

Jean workmen suggest there should be an icon attached to the logo that represents each subcommittee.

Jodie suggests including the leafy G in the logo because the committee is associated with the city.

Councilwoman Hightower and Crytal Black informed members that the working group is open to logo suggestions after the meeting.

Zanzella suggested including the mission of ACAAD on the agenda for all meetings for visitors to understand the goal of the group.

Adjournment

Ad-hoc Committee on African American disparities

April 22nd, 2021

Ad-hoc Committee on African American disparities convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Cynthia Cole, Margaret Arbuckle, Jonathan Authry, Keayba Worthington, Maseta Dorley, Lynch Hunt, Mia Ward, Niketa Greene, Sanaa Sharieff, Zanzella Savoy, Zelma Higgs, Lorenzo Hardy, Chuck Byrd, Justine Washington

Working Group: Crystal Black Josie Williams, Gene Blackmon

Council Liaison: Nancy Vaughan, Sharon Hightower

Human Rights Department Staff: Love Jones, Zaynah Afada

Visitors: Bender, March Rivera, Chris Marriott

I. Call to order

Josie Williams call the meeting to order at 6:05 pm

II. Moment of Silent Meditation

Josie Williams welcomed everyone and called for a moment of silence

III. Special Business

Williams asked committee members about the Groundwater training updates. Nikita Greene reported that she attended the Groundwater training, and is thankful for the opportunity to participate. Margret Arbuckle says she has gotten the chance to participate in the training previously and enjoyed it. She hopes the opportunity to participate in the training will be granted to the public. Councilwoman Hightower said she will reach back out to the group that made it possible for committee members to ask if they can have the training open to the public.

IV. Working Group update

Jones reported that the working group concluded that it was best for the group to the committee to have a leadership structure that'll include a Chair, Vice-chair, and Committee leaders (team leads). Team leaders will rotate quarterly more information about the timeline and elections will be given during the staff report.

V. Core Area Report

Criminal Justice and Law enforcement – Justin Washington report on behalf of the committee. Washington stated that the team invited the Greensboro police officer to a subcommittee meeting to discuss the direction the group will take. They are working to create goals to focus on.

Housing and Health- Keayba Worthington reported on behalf of the committee. She reported that they are currently working to learn more about Fair Housing because April is Fair Housing Month. The group will participate in the Facebook series a Home for Everyone with the Human Rights Department that explores housing discrimination in the seven protected classes. They hope to educate the community about local programs and resources. The event will be live on Facebook on the Human Rights Department page from noon to 1 pm on Friday, April 23rd. Katherine Faulkner and Steven Still have prepared the group for the event. Josie Williams will aid the group in creating goals for the year.

Education – Sonya Ricks reported on behalf of the committee. Ricks stated that the group has met several times and is continuing to come up with a framework on how to move forward on working with the community to better understand the difficulties African Americans face in educational opportunities and resources.

Economic Development – Niketa Greene reported on behalf of the committee. she reported that the committee has researched the following reports and documents: impact of Covid 19, African American Entrepreneurship in the piedmont NC, piedmont triad opportunity zooms, Triad navigator systems. In addition committee members surveyed organizations for minority business development and minority supply business council Restart. Some committee members have attended eventing including the anti-racism entrepreneurial training, Census Bureau philanthropic and nonprofit organizations, and remaking the economy closing the rate of the wealth gap in the case for reparations. The group engages in Restart Guilford, Forward Cities, and scale to exle program to the Greensboro Chamber of Commerce. Greene is inviting all members to attend the upcoming supplier and Networking event thought to accelerate Greensboro in May to speak to some of the long-standing African American-owned portfolio companies.

Underdevelopment began creating a list of their own triad black entrepreneurs ecosystems because of the gaps community. they will continue to research organizations and add to the list. Green informed members present the names currently on the list.

Workforce Development Gene Blackmon reported on behalf of the committee. Blackmon informed members present that the group is currently in the process of being created.

Staff Report

Love Jones reported about the leadership structure providing more information about becoming the chair or vice-chair. She informed members that the election will take place over a two-month window. From this monthly meeting to the next will be the nomination window. members will have the opportunity to nominate themselves or a committee member of their interest as chair or vice-chair. The nominees will have the opportunity to express their sentiments for their commitment to the role they have been nominated for. Zaynah Afada is the point of contact for those interested in submitting a nomination. The monition should be submitted by May 24th.

Duties and responsibilities for the chair are to serve as a point of contact and a point of reference for community partners, staff, council, and residents. Be the facilitators of meetings and help build monthly meeting agendas. The Chair is responsible for facilitating the monthly meeting.

The role of the Vice-chair is to serve as the secondary point of contact to the community and assist the chair in the items listed above.

Jones informed committee members of the logo for all committees, stating all boards and commissions in the HRD have the same logo format. The banner design is different from the logo. The Human Rights Department will send out an email to committee members and allow them to vote on which banner to add to the ACAAD website.

Councilwoman Hightower asked when the website will be launched. Jones responded stating the website is active will all of the content that was asked to include on the site.

Jones informed committee members that moving forward Zaynah Afada will send a monthly report template to team leads and ask them to submit updates of the work the group has done during the month.

VI. New Business

Crystal Black asked committee leaders to send Zaynah Afada the dates and times they meeting in their subcommittees. The Working Group will begin attending their meeting to assist in any way they can.

Josie Williams informed the Housing and Health subcommittee that she will share information to further assist the group in their work.

Councilwoman Hightower asked if the Housing and Health Committee is aware of the event the NAACP is hosting related to housing. If not she will share the information with Zaynah who will share it with the subcommittee.

Margaret Arbuckle informed members that The Greensboro Housing Coalition annual Housing Summit will take place on April 30th. And asked for that information to be distributed.

Meeting Adjournment

Motion 1st Josie Motion

Motion 2nd Crystal Second

Unanimous Approval

Ad-hoc Committee on African American disparities

May 27th, 2021

Ad-hoc Committee on African American disparities convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Cynthia Cole, Margaret Arbuckle, Jonathan Authry, Keayba Worthington, Maseta Dorley, Mia Ward, Niketa Greene, Sanaa Sharieff, Zanzella Savoy, Zelma Higgs, Lorenzo Hardy, Chuck Byrd, Justine Washington, Franca Jollah, Mervin Brandy, Jasmine Getrouw-Moore

Absent:

Working Group: Crystal Black, Gene Blackmon

Council Liaison: Sharon Hightower

Human Rights Department Staff: Love Jones, Jodie Stanley,

Visitors: Katredia Martin, Shon Smith, Bob Kollar, Sue Polinsky,

I. Call to order

Love Jones calls the meeting to order at 6:05 pm

II. Moment of Silent Meditation

Love Jones welcomed everyone and called for a moment of silence

III. Special Business

IV. Working Group update

Jones reported that the working group and the Human Rights Department discuss Critical business regarding Members of ACAAD and the work that will be done in subcommittees. Jones reported the leadership change taking internally and the opening of the city to the public. There were only Nominations for Chair and Vice-chair during May however, some removed their names because they have other commitments. Jones encouraged members to submit names for nominations for Chair and Vice-chair, The Human Rights Department encouraged members to consider scheduling time with staff to learn more about both positions as it relates to ACAAD. The nomination will be extended by 1 month.

V. Core Area Report

Criminal Justice and Law enforcement – Nothing to report

Housing and Health – Keayba Worthington reported on behalf of Housing and Health. The group dedicated their time to learning about the Fair Housing Act, and inviting housing professionals to sub-committee meetings. Attended the 2040 comprehensive plan to create more diverse housing in the Greensboro area. The Monthly meeting for Housing and Health sub-committee took place on May 5th. The team attended the NAACP Housing committee event that

took place in April over zoom. On April 28th the committee participated in the Guilford County schools Diversity Equity and Inclusion event. Participated in the May 7th housing hangout event that took place with UNCG. She announced that on June 4th UNCG Center for Housing will host an event titled Housing and Reproductive Justice.

Education – Jasmine Getrouw-Moore reported on behalf of the group. Stating they are engaging with partners across the county. Consistently inviting Diversity Equity and including and Social-emotional Learning advisory group to create better relationships across the county and Guilford County Schools. Jones reported the CSW education series as it related to Covid and how it has affected learning loss.

Economic Development – Jonathan Autry reported on behalf of the group. The committee is gathering data and identifying economic disparities and how it affects housing and other institutions. More information and discussions have taken place in the sub-committee monthly meetings.

Workforce Development - Jones welcomes newly appointed members of the WorkForce Development group to include Merv Brandy and Franca Jalloh. Merv Brandy and Franca Jalloh introduced themselves to members present and informed members of the reason they are excited to work with the sub-committee.

Staff Report

Jones asked the team leads for each subcommittee to share with Zaynah the dates and times they will meet for June. She asked members to inform the HRD who the point person for each group is if the leads are rotating.

Jones reported on the work plan development for the coming fiscal year. All commissioners will participate in the work. Jones provided a presentation discussing the reason Goals and Measures are needed to be identified by the Committee for Fiscal years 21-22. Jones informed members the goals and measures are due on June 25th is phase 1 of the process. The retreat that will take place on July 14th and 15th from 6 – 7:30 is phase 2. Members can choose which day they want to attend the retreat. Sub-committee team leaders will report out the Goals and Measures for the Ad-hoc Committee on African American Desperaty during the retreat.

A discussion was held regarding the virtual meetings currently in place as opposed to in-person meetings. Jones states that because some restrictions have been lifted staff can create an opportunity for ACAAD to meet in person. Jones Infomerd members that there will be an opportunity for members to meet during the Human Rights celebration that will take place on June 30th at 6 pm. Invitations for the events have been shared and will be shared again.

Acceptance of Meeting Minutes

Postponed for May

VI. New Business

Meeting Adjournment by consensus

Ad-hoc Committee on African American disparities

June 24th, 2021

Ad-hoc Committee on African American disparities convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Cynthia Cole, Margaret Arbuckle, Jonathan Authry, Keayba Worthington, Mia Ward, Sanaa Sharieff, Zanzella Savoy, Justine Washington, Franca Jollah, Jasmine Getrouw-Moore, Cedric Parker,

Absent:

Working Group: Crystal Black, Josie Williams,

Council Liaison: Sharon Hightower, Nancy Vaughan

Human Rights Department Staff: Love Jones, Zaynah Afada,

Visitors: Sue Polinsky, Raleigh Stout, Morgan Woodard, Dona Hayes, Satta, Darma Satty, Shon Smith, Kentia Smith

I. Call to order

Love Jones calls the meeting to order at 6:04 pm

II. Moment of Silent Meditation

Love Jones welcomed everyone and called for a moment of silence

III. Special Business

IV. Working Group update

The working group is currently focused on the work plan and working with subcommittees to identify their goals and measures for the Fiscal year 2021-2022. Jones informed members of the monthly report and ask them to submit the report as early and often as sub-committees can.

V. Core Area Report

Criminal Justice and Law enforcement – Justin Washington reported on behalf of the committee. The group meets with Dr. Jones to get better direction on the group focus. The group is currently working on a survey to distribute to residents on National Night out. They are interested in learning more about the criminal justice system and what the group can do to better the community. The next subcommittee meeting will be shared with Human Rights Department Staff.

Housing and Health – Keayba Worthington reported on behalf of the Group. The group met with Stanly Wilson from Neighborhood Development and participate in a zoom meeting with Kathy Manning regarding housing issues. The team regularly participates in discussions on housing policy hosted by the UNCG housing committee online. They will participate in the July

housing hang-out focused on weatherization and repairs. Worthington encouraged others to attend. The group meets the first Wednesday monthly if that changes the group will inform the working group.

Education – Margaret Arbuckle reported that their work is currently in the process. Jones informed members that the Education Committee has been invited to work on creating a series with the Commission on the Status of women and the Human Rights Commission Education Commission. The team meets on the first Tuesday of the Month at noon.

Early childhood and working with GCS and

Economic Development – Jonathan Autry reported on behalf of the group. The group participated in the Chamber of Comers meeting and community partners to work on bettering the economic gap in the minority population. The team meets every Tuesday or Wednesday depending on their schedules at 12 pm.

Workforce Development – Franca Jalloh reported on behalf of the Group. Currently, the group identified its objectives, which are to promote inclusivity in the city and workforce inclusiveness. The committee hopes to examine The American Relief funds. The group meets every third Wednesday at 7:30 pm beginning July.

Staff Report

Jones discussed the work plan and stated the HRD will follow up with subcommittees on the Goals and Measures they currently have. Phase 2 of the Work plan will take place on July 14 and 15. Members are encouraged to attend one of the two dates provided.

The Human rights celebration will take place on Wednesday, June 30 at 5:30 pm to recognize the work of Human Rights Department volunteer bodies. Scholarship awards will be presented to three students from Dudley High School during the events.

Nominations for Chair and vice-chair are slim; she encourages members to submit names for nomination and schedule a date and time to meet with staff if members are interested in meeting with staff to learn more about the duties of the chair or vice-chair.

58:00 minutes

Acceptance of April and May Meeting Minutes

Postponed for July

VI. New Business

7:11 pm Meeting Adjournment by consensus



Ad-hoc Committee on African American Disparity

July 29, 2021

Zoom

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Cynthia Coleman, Jonathan Authry, Keayba Worthington, Mia Ward, Sanaa Sharieff, Zanzella Savoy, Justin Washington, Jasmine Getrouw-Moore, Cedric Parker, Zelma Higgs, Franca Jalloh, Lorenzo Hardy, Chuck Byrd, Crystal Black, Gene Blackmon, Josie Williams

Absent: Margaret Arbuckle, Maseta Dorley, Sonya Ricks, Antonia Richburg, Pamela McCormick, Niketa Greene, Omar Jones, Mervan Brandy, Lynch Hunt

Council Liaison: Sharon Hightower

Human Rights Department Staff: Love Jones, Jodie Stanley

Visitors: Raleigh Stout

I. Call to order

Crystal Black called the meeting to order at 6:12 pm

II. Moment of Silent Meditation

Black welcomed everyone and called for a moment of silence.

III. Core Area Report

Criminal Justice and Law Enforcement

Cynthia Coleman shared that she didn't have the report with her and asked if Zanzella Savoy had it, Savoy confirmed that she had a copy. Savoy shared that the committee was still working on

the community survey. She asked members to share suggested questions so that they could ensure they were included. She shared that they attended GuilfordWorks, an initiative to support youth employment, the Greensboro Pulpit Forum meeting, a Guilford County School system meeting, the Human Rights Department retreat, the Human Rights Celebration. Coleman added that she attended the Transgender Task Force meeting and was concerned to hear about the challenges that they faced. She also shared that she had been in communication with several members of the Greensboro Police Department about issues they were having in her neighborhood.

Housing and Health

Keayba Worthington greeted everyone and shared that July was a light month as far as activity, but she highlighted that they were in the process of planning, in partnership with Carter Bank and Trust, to assist the public in navigating first time homeownership, with specific outreach to minority communities. In terms of community presence, Josie Williams and the Greensboro Housing Coalition and Legal Aid hosted an event focused on the eviction moratorium. She added that the Center for Housing and Community studies Housing Hangout was scheduled for Friday, August 6 from 12-2, and would focus on childhood asthma. Worthington also noted that she had also attended the Transgender Task Force and learned of challenges this community faced in changing their names. She was able to pass along information about a name change workshop to them.

Education

Jasmine Getrouw-Moore shared that they were committed to educating the community on how culturally responsive approaches were working within Guilford County Schools, raising awareness about history and understanding the difference between toxic rhetoric and what could actually be taught. She also noted the importance of gathering resources for parents and students around learning loss. She assured the committee that while their report had not been submitted, their work was robust and the committee was active. GCAE of Guilford County and Guilford For All were among the partnership groups that the committee was working with to put activism in effect. They were also standing with and for black women leadership within Guilford County Schools. She extended another apology for the lack of reporting.

Economic Development

Jonathan Autry reviewed their report, noting a quarterly outreach effort to reach entrepreneurs as well as research they had done around the executive order 13985 that was put in place in December to improve minority access. A member of their committee planned to attend a conference in Pinehurst. Lorenzo Hardy added that he had been speaking to someone who was advancing owner occupied real estate for African Americans.

Sharon Hightower asked if Autry was referring to executive order 13985. Autry confirmed that yes, that was the order he was referring to. Hightower asked how he thought that would help the Black community. Autry shared that ultimately the order would benefit minority communities and create opportunity in partnership with local government and State boards. Hightower noted

that she had recently read this order into record at a council meeting. Aury discussed that it was important to ensure that the community was informed about what was coming and they were committed to making that happen.

Workforce Development

No one from the committee was present at this time.

Staff Report

Dr. Jones shared that staff had received inquiries about the budget available to ACAAD for programming and outreach. She noted that each body with the Human Rights Department had access to \$1500. While that did not seem like a great deal, staff had developed efficient and resourceful measures to stretch the money. She clarified that all HRD volunteer bodies with a focused housing subcommittee would receive \$300 of HUD funding to go towards this work.

Jones noted that funds could go towards food and refreshments or an honorarium, or, during this season of virtual programming, printed and promotional materials.

Jones also added that staff would begin to meet with commissioners to develop programming in the next few months. Committees would meet with staff together, for staff capacity reasons, and because we wanted to hear from everyone at the same time. Jones asked if there were any questions about staff support for program development.

Jones shared that Covid infection rates were increasing again, likely due to the dropping of mask requirements. She highlighted that bodies would need to think carefully about how to model their outreach efforts, reducing contact as much as possible. Should infection rates go down, programs could take place inside and in person.

The next item on the agenda was nominations and the leadership structure of the body. Jones noted that there were three people that were nominated, and commissioners would vote electronically between this meeting and the next. She invited nominees to share their perspective and desire to serve in a leadership role. Installation of leadership would take place at the next meeting. Sanaa Sherrief and Crystal Black were nominated for the chair position, and Gene Blackmon was nominated for vice chair. Jones noted that there had been discussion about a secretary role, which would be fulfilled in partnership with staff, however they had not received any nominations for that position.

Jones invited Sharrief to introduce herself and share. Sharrief shared that she had not served in a leadership role with a group this large. She stated that she had self-nominated to learn more about what ACAAD had to offer, and to also serve in a leadership position to build better partnerships in the community.

Jones invited Crystal Black to introduce herself and share. Black shared that she had first met the previous summer with Council Member Hightower and other members of the working group to find ways to better serve the black community in Greensboro. She said she was committed to follow-through, that it was so important not just to talk about the work, but to carry it through to fruition. It was important to her to serve in a leadership position as a means of follow through.

Jones observed that Gene Blackmon was not present, but she invited members to reach out to him to learn more about his vision for the group.

Jones added once more that a link would be sent out for all to take part in the virtual election, adding that staff was looking forward to working with leadership members.

Jones' final reminder was about the importance of reporting. The initial model that was adopted was that there were rotating point persons of subcommittees who were responsible for reporting. While this was a progressive idea, it was proving to be a challenging process. She deferred to Black for additional comments on this particular issue.

Black agreed, citing the biggest challenge was depending on the one point person in the group. If she was elected chair, she wanted the ability to engage with one point person for connection and background. If they decided to keep rotating point persons, perhaps it could be a more regimented process. At the moment it seemed that there was confusion between the person assigned to write the report, and the person assigned to give the report.

Jones highlighted that it also had to do with public facing service. If a program was announced by a particular person, they become the face of the program and if they're unavailable, or not the point person the following quarter, they ran the risk of losing connection and traction with the public. She said the question was whether the committee felt that it could sharpen the current process, or if they felt they needed a different process altogether.

Hightower asked if Jones was saying she needed a point person. Jones stated that it was a question for the subcommittee, whether they felt they could sharpen the current process or perhaps move to a more traditional model with just one chair per subcommittee. Hightower asked if they thought it was too burdensome to have one person shoulder the responsibility, adding her concern that the entire subcommittee should know what's going on. Jones replied saying no, the standard model in other commissions was that one person shouldered the responsibility of chairing the committee.

Coleman shared her opinion that there was a lack of communication, and that was the primary issue. Hightower asked if the reports were sent to all before the meeting, and Coleman said yes. Hightower said that was very important, that as long as the report was sent to all, someone could read the report at the meeting, but it needed to be consistent. Black agreed, saying that consistency is what they were trying to achieve in getting one person to report. If committee members felt that the responsibility would be too much to carry, they should share their thoughts on that.

Jones stressed again that the front-facing piece was critical. If a member of the community wanted to contact a particular committee, it was more efficient and effective to provide one contact person. Savoy said she could understand both perspectives, how frustrating it must be for leadership to know who to contact. Sometimes people kept their screens dark in Zoom meetings so she didn't even know if they were there. She agreed that it might be nice to have one consistent person, because as soon as you get used to one person and their leadership style, it would switch to a new person. She acknowledged that it could be a burden if someone had too

much going on, but for those that had the time, selecting one person seemed like a reasonable solution. She highlighted that it was about respect in communication and leadership and time management.

Savoy added that she didn't know how committed some people were – out of a group of 23 people, only 17 were in this meeting, and some of them were staff. Hightower agreed. Black noted that they had previously discussed keeping cameras on at all times during meetings to ensure that they were present and actively engaged, that leaders would be selected from those who were showing commitment to meeting and staying engaged. Black stated again that her desire was to support the members and ensure that they had the tools necessary to be successful.

Mia Ward shared that she was anxious to hear from other groups, because she knew that her committee's work would overlap with other committees' work. It was important to see this as a collaboration between all members, she signed up because she was committed, and she wanted to see the same commitment from others. She stated that her small group met and talked outside of their meetings and they were communicating well.

Zelma Higgs agreed, saying that her team was excellent about communicating, noting that she was sometimes not available to attend meetings because she was caring for her aging mom. She appreciated the ability to join virtually as well as turning her camera off at times so that she could take care of things at home the way she needed to. She affirmed her commitment to the group and her desire to see the work of this group come to fruition.

Jones shared that the group had the option to delay the vote until the next meeting should they choose. Hightower said it would be nice to deal with it now and asked if they had the opportunity to vote on Zoom, and not delay it until the next meeting. Hightower stated that each committee had the capacity to choose one person on their committee to submit reports, she stated that they could wait but sometimes a decision needed to be made instead of delaying. Jones agreed that it was up to the members to make a decision.

Black shared that she agreed with Hightower, but was concerned that many members were not present and she wanted to offer them an opportunity to speak to this particular issue. She invited subcommittees to have these conversations among themselves and approach either herself or Jones before the next meeting to let them know what they decided.

Jones shared Stanley's recommendation that it could be included on the election survey that was already being sent out. Black and Hightower agreed. Coleman asked what they should do if they'd tried to identify a leader for a quarter, but it didn't work. Jones confirmed that they would then opt to select one member as a more permanent leader.

Jones shared that this concluded staff report, but she took the opportunity to commend all members for harnessing all opportunities at their disposal to do the work.

Coleman asked if they should include all events they attended, or only events that were relevant to their committee work. Jones stated that they should cite all events that were relevant to their committee as well as the larger body.

Motion to Approve June Meeting Minutes

1st Cynthia Coleman

2nd Chuck Byrd

Unanimous approval.

Before they moved to new business, Black invited Gene Blackmon to introduce himself and share his vision should he be elected as vice chair. Blackmon shared that he believed in this committee, and that if all of them worked together, they would be able to move things in the right direction for their community. He stated that he was committed to supporting this commission.

Motion to Approve April and May Meeting Minutes

1st Cynthia Coleman

2nd Keayba Worthington

Unanimous approval.

IV. New Business

Black invited members to share new business. Black asked Blackmon if he had a report from Workforce Development. Blackmon stated that he did not.

Black stated that quality was more important than quantity, that she was aware of difficulties and challenges that some members were facing. Her goal was to build, and the conversation around attendance was an important one. Attendance had not been consistent since the group started in April, and it was important to know who was really committed and who was not. She even expressed her willingness to attend subcommittee meetings.

Black noted Higgs' previous comment that certainly there would be times when they had to mute their screens and take care of other things, however it was important to engage with the committee and show their commitment to the entire group. Attendance would be monitored more closely from this time forward.

Hightower asked staff to let Franca Jalloh in, she was in the waiting room. Staff confirmed that they didn't have anyone in the waiting room, so she had possibly accessed a different meeting link. They offered to follow up with Jalloh if she wanted to know about the meeting.

Black extended an invitation to talk with her if anyone had questions about expectations or commitment, in case anyone had concerns. Sharrief noted that she had several other commitments during the time that her group met. Black acknowledged that, stating that it was

important to assess one's availability and determine whether they could adequately manage all of their commitments

Josie Williams shared that grace was always needed, especially in the world of Zoom. Williams stressed that they valued the members work and commitment, and was thankful for the people that were in the meeting. She invited members to share concerns and connect with leadership and staff if they had any questions. This didn't mean that they would not be holding people accountable, but it was important to give people space and room. Regarding absences, Williams shared her experience after contracting Covid, she was out of work for several months. She noted that most of the members had kids and family to care for, and full time jobs that they were coming from. If members were absent for any period of time, or seemed quiet, she encouraged members to reach out to each other to make sure they were ok. She thanked all for showing up, she knew that they were committed.

Chuck Byrd added that the previous month he was traveling and his ability to response was limited. If members were made to feel uncomfortable because their video was off, he would not have shown up at the meeting tonight. Zoom meetings were positive, in that people could attend and listen in when they were en route somewhere or traveling or otherwise engaged.

Worthington added her support for Williams' and Byrd's comments. Byrd suggested that the agenda not be shared on the screen for the entire meeting, that way they could see each other during the meeting. All agreed.

Black thanked everyone for their comments and feedback, noting that this evening was the first time they'd been able to approve the meeting minutes because they'd never had quorum before. She encouraged subcommittees to discuss solutions to address the issues they were facing.

Hightower noted that Franca Jalloh had joined the meeting. Black asked if Jalloh had a copy of the report. Jalloh noted that she was driving, all encouraged that she needed to be safe, that they could read the report later. Jalloh noted that they'd nominated Merv Brandy as their point person, Tuesday at 7 pm, they stated their desire to keep the team small, but effective. If at any point they needed to include more members, they would do that. Their discussion in their small group centered on identifying barriers to workforce development and how they might work to overcome those challenges. The subcommittee had also discussed creating a Google doc so that they could share their ideas and exchange information. She stated her team's commitment to the overall vision of ACAAD.

Hightower stated that she'd attended their subcommittee, affirming that it was a productive meeting and they hit the ground running.

Motion to Adjourn

1st Zanzella Savoy

2nd Cynthia Coleman

Unanimous approval.



Ad-hoc Committee on African American Disparity

July 29, 2021

Zoom

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Chair Crystal Black, Vice Chair Gene Blackmon, Cynthia Coleman, Margaret Arbuckle, Niketa Greene, Sonya Ricks, Keayba Worthington, Mia Ward, Sanaa Sharieff, Zanzella Savoy, Justin Washington, Jasmine Getrouw-Moore, Cedric Parker, Zelma Higgs, Chuck Byrd, Crystal Black, Gene Blackmon, Josie Williams

Absent: Pamela McCormick, Lynch Hunt, Mervin Brandy, Franca Jalloh, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry

Council Liaison: Sharon Hightower

Human Rights Department Staff: Jodie Stanley

Visitors: Becky Phillips

I. Call to order

Crystal Black called the meeting to order at 6:03 pm

II. Moment of Silent Meditation

Black welcomed everyone and called for a moment of silence.

Black welcomed visitors. Becky Phillips with the MWBE Advisory Board shared that she was in attendance to support, learn and partner.

III. Core Area Report

Criminal Justice and Law Enforcement

Justin Washington shared that they had submitted questions for a community survey to Human Rights staff, and the goal was to circulate these questions and the survey model to other members of leadership to inform and gain buy in. Washington shared that he'd attended a community event, as well as National Night Out to make connections and meet people. The subcommittee had met on August 10, and the focus was on measurable goals. On August 13, Washington met with Dr. Love Jones and Jodie Stanley to talk about how to achieve their goal to assess policing disparities.

Housing and Health

Keayba Worthington greeted everyone and shared they were looking at research by Dr. Stephen Sills done last year on affordable housing, which was one of the goals within their core area. They were also in process of planning their first outreach program focused on raising awareness about first-time home ownership, they planned to partner with Carter Bank and Trust and other agencies to make this possible. She attended a free virtual name-change clinic, offering assistance to domestic violence victims and transgender residents. Worthington also met with Jodie Stanley in the past month to discuss outreach efforts.

She shared that Friday, September 3 was Housing Hangouts event, Housing and Education. Registration was required to attend. Jodie Stanley left a link to more information in the chat.

Education

Sonya Ricks shared that they were focusing on ongoing research regarding HB324 ensuring dignity and non-discrimination in schools. The bill deputized teachers to report students who were representing themselves as different than the gender they were assigned at birth. Jasmine Getrouw-Moore partnered with Freedom Hill Coalition and other agencies to teach a two part series, available on Guilford Education Alliance website and other sites that addressed white supremacy within the school system. Margaret Arbuckle was providing ongoing insight and Ricks shared that she'd attended a session recently that gave her insight into disparities within the education system, especially for African American in higher education.

Arbuckle shared that she was responsible for early childhood education in their group, so she was closely monitoring policies and legislature that addressed early childhood care. NC Public Forum was hosting its annual "Color of Ed" summit, it was virtual and would be held over the course of 2 days in October. She would share the information with Jodie Stanley to distribute to all.

Sharon Hightower asked if they'd identified any disparities that Black children were facing, especially during Covid. Arbuckle shared that the Commission on the Status of Women was hosting an event, and that one obvious issue was lack of broadband access. Getrouw-Moore agreed that broadband access was definitely an issue, and noted that existing issues were exacerbated by Covid. Even adequate knowledge of how to use of device for educational purposes was a challenge for many. Much of the focus was on the student, while parents were often left with little support in knowing.

Getrouw-Moore also noted that social and emotional health was an added challenge for many students who already faced varied needs. Hightower thanked them for sharing, noting that the City was aware of broadband access and was working to make it accessible for all.

Cynthia Coleman shared that she knew there were many disparities in the area of education, and asked ACAAD members to plead with Guilford County Schools to provide the tools necessary to support the students. She'd worked with one student that day, a 3rd grader who didn't know her alphabet.

Stanley shared about the upcoming CSW event on Tuesday, September 28 that would focus on Learning Loss and Recovery featuring school administrative staff, teachers, parents and students. Whitney Oakley would present information on learning loss and GCS' plan to address it.

Economic Development

Niketa Greene shared that Jonathan Autry, representing First National Bank, had met with several businesses to learn what they were doing to address access to capital, opportunity zones, creating wealth and more. In terms of ongoing efforts, they'd discussed quarterly meetings, creating space for entrepreneurial access to opportunity. There was a need for a strong Black-owned business network. They looked forward to meeting with Stanley to discuss their future plans. They'd also reviewed the minority owned business data from the City to assess how best to approach barriers to access. She noted that they were learning from and making connections to important organizations that were working to address the same issues they were concerned about.

Chuck Byrd shared that one discussion they'd had within their committee, as they determined how best to approach this work, was whether there were any resources available to them as they structured their community engagement. Stanley shared \$1200 across 4 groups, \$300 of HUD funds were allocated for work involving housing. Black shared that perhaps they needed to advocate for more funding, Hightower agreed.

Byrd shared that they were looking at the American Rescue Act plan money, they were still unsure about the committee's next steps but they agreed that the funding was to be allocated to address inequalities and small businesses impacted by Covid. Byrd shared that he was doing work with the City of Winston Salem and they received about 50 million for the City, and he didn't know how much the City of Greensboro received. He believed that it was important for this committee to receive the resources necessary to complete their mission. Most ARP funds were to last for 5 years, so it was important for communities to reimagine how they were going to solve the problems, with Federal guidelines.

Hightower shared that the County had received 104 million, Greensboro received 59.4 million. The first half was received in May. She invited all to share their thoughts on how they believed the money should be spent by going to the City's website. An executive order signed by Biden addressed racial inequities and disparities, minority led nonprofits and minority led small businesses. They did plan to support minority owned businesses, the Mayor suggested 1 million, Hightower suggested 5 million, they'd likely settle somewhere in the middle. The goal was to

use those funds to undergird minority owned businesses and nonprofits. She highlighted that it was important for community members to give their opinions on how the funds should be spent.

Some needs, like housing and transportation, were being addressed by other funding sources. She believed they planned to host a public information session and invited all to participate in the community session.

Byrd shared that he would be deeply disappointed if the City didn't believe that this Commission was important, but not important enough to fund and make decisions. It was a matter of the City putting their money where their mouth was, and if they believed in the power of this group to address disparities in Greensboro. In his mind, the funding might be a once in a lifetime opportunity to make decisions, and if they let this window pass, he'd be deeply disappointed.

Hightower shared that they had to report all spending to the Federal government and couldn't just hand out the money. If there was a mistake in the spending the City would have to pay it back. She assured Byrd that the City was supportive of the committee's efforts. She encouraged Byrd to come up with things that the committee wanted to address, and to make their voice heard. She also invited them to speak to the Budget director if they wanted more information on the spending.

Black shared her agreement that it was important to get financial support from the City.

Workforce Development

Sanaa Sharrieff shared that they'd be developing a Google doc to share information with each other, and would work to identify trends in employment. They planned to partner with NC Works and Ready for School, Ready for Life. They planned to review research and other cities who were impacted by poverty. They were still in the formative stages of their survey and wanted to partner with local agencies to get extensive feedback. They did not have any events planned at this time.

Staff Report

Stanley offered a reminder to all that it was important to reach out to staff with their outreach plans, they had met with two groups and looked forward to hearing from the remaining three.

Motion to Approve July Meeting Minutes

1st Cynthia Coleman

2nd Keayba Worthington

Unanimous approval.

Black reviewed the results of the subcommittee leadership survey, noting that the majority of individuals were in favor of assigning one person to lead.

IV. New Business

Black noted that there wasn't new business.

Absences: Pamela McCormick, Lynch Hunt, Mervin Brandy, Franca Jalloh, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry

Hightower asked members again if they could think about how much funding they felt they needed to accomplish their goals, and they would work to make that happen.

Black welcomed Josie Williams to the meeting and asked if there was anything else she wanted to share. Williams reiterated Byrd's previous comments, noting the irony of a committee who was tasked with addressing barriers, and they were having to advocate for funding for this work. She expressed her willingness to go before any group necessary to advocate for funding to do their work, especially considering all that their community had endured. It didn't have to be millions, but it should be equitable, \$2-3000 per committee or whatever was necessary.

Hightower and others agreed. Black noted that there was even frustration in having to ask.

Hightower said she would approach City leadership and staff to assess funds. While it was customary for committees to operate on minimal budgets and expressed her agreement that the committee should be supported.

Coleman asked Stanley to call her after the meeting. Hightower noted the importance of community feedback, highlighting the City's support of their work and that it was important to allocate appropriate funds where possible.

Motion to Adjourn

1st Sanaa Sharrieff

2nd Mia Ward

Unanimous approval.

The meeting was adjourned at 7:12 pm.



Ad-hoc Committee on African American Disparity

September 23, 2021

Zoom

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Chair Crystal Black, Vice Chair Gene Blackmon, Cynthia Coleman, Keayba Worthington, Mia, Sanaa Sharrieff, Justin Washington, Jasmine Getrouw-Moore, Cedric Parker, Zelma Higgs, Chuck Byrd, Gene Blackmon, Josie Williams

Absent: Pamela McCormick, Lynch Hunt, Mervin Brandy, Franca Jalloh, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry, Margaret Arbuckle, Niketa Greene, Sonya Ricks, Mia Ward

Council Liaison: Sharon Hightower

Human Rights Department Staff: Love Jones

Visitors: n/a

I. Call to order

Gene Blackmon called the meeting to order at 6:08 pm.

II. Moment of Silent Meditation

Blackmon welcomed everyone and called for a moment of silence.

Blackmon called for the acknowledgement of visitors, and seeing there were, none, proceeded with the call for Core Area/Committee Reports.

III. Core Area Report

Criminal Justice and Law Enforcement

Cedric Parker acknowledged himself as the core area lead for the quarter. Parker shared the continued goal to survey the residents of Greensboro in reference to their experience with officers of the Greensboro Police Department. He shared that the questions were still being reviewed by City Staff. Parker reported that members of the committee attended the monthly Greensboro Criminal Justice Advisory Committee (GCJAC) in order to exchange updates about the work between the committees on September 16, 2021.

Dr. Love Jones requested clarification regarding whether or not the committee received support to collaborate in the development of the survey, since GCJAC had a survey link on their site that asked questions that were somewhat different in nature than those that the CJLE committee wanted to ask in the survey they designed. Parker confirmed that the initial attendance at the GCJAC monthly meeting was to introduce their survey plans, and that a follow up at the next monthly meeting would be where the decision was made about collaborating or maintaining separate surveys. Parker deferred to Cynthia Coleman to share updates about the opportunity to address certain concerns with officers during the NC Folk Festival. Coleman shared that she discussed topics such as youth engagement with officers in schools as well as the safety of panhandlers on medians in the highway.

Housing and Health

Keayba Worthington greeted everyone and shared that for Breast Cancer Awareness month they were bridging the matters of housing and health by looking at Breast Cancer disparities for African American women, specifically as it related to diagnosis and treatment outcomes. In regards to housing specifically, their goal was to develop program efforts to better equip African American populations to navigate the home purchasing process, and access affordable housing. No specific dates were available for the program at this time, but would be shared upon further collaboration with staff. She further shared that the members of the committee would participate in the Housing Hangout on Friday, October 1, 2021, hosted by the UNCG Center for Housing and Community Studies. The focus of the hangout is a "Report Card on Housing Policy."

Education

Jasmine Getrouw-Moore acknowledged her role as the lead for the present quarter. She reported on the initiatives out of the Diversity Equity and Inclusion Office for Guilford County Schools to include the hosting of think tank meetings at the middle and high school level to get information from DEI as well as receive cultural sensitivity training. In addition, there was a focus on diversifying teacher education by way of partnership with UNCG and A&T to provide coaching strategies that address deans and staff at both institutions. She also highlighted that GCS a community partnership with to conduct focus groups at community spaces in the city to look closer at education disparities. Getrouw-Moore also highlighted participation on panels hosted by

Freedom Hill of the Piedmont Triad, facilitated by the Beloved Community Center, to address education disparity. Getrow Moore also encouraged the membership to participate in a host of upcoming events as outlined in the monthly report.

Love Jones inquired about ACAAD's participation in the the upcoming CSW event on Tuesday, September 28 that would focus on Learning Loss and Recovery featuring school administrative staff, teachers, parents and students. Getrouw-Moore articulated a need for additional support in meeting the expectations for collaboration because some of the planning meetings for the event series overlapped with work commitments. Vice Chair Blackmon asked if some additional support from members of ACAAD would be helpful to which confirmed that additional support would be helpful. Dr. Jones confirmed that staff would continue to serve as support and offer ways to help bridge the information between the two bodies for the sake of collaboration.

Economic Development

Chuck Byrd reported on behalf of the ED committee. He shared that the committee met with Dr. Love Jones and Jodie Stanley on September 8, 2021 to help develop ways to address disparity within Black business communities, and solicited the assistance of Dr. Love Jones in reviewing the notes from that meeting. Dr. Love Jones shared that during the meeting, the committee made plans to examine the different stages of business development to include; conceptualization, start-up, accelerated, and mature businesses. It was shared that the committee was working with staff to plan four education/networking opportunities that would address the four stages of business development. The sessions would include education about the specific barriers/challenges that black business developers face in Greensboro ranging from being "bankable" to qualifying as sub and eventually prime contractors for MWBE (where eligible).

Workforce Development

Sanaa Sharrieff shared that she would be serving as the lead for the quarter in place of Mervin Brandy, who served the previous quarter. She reiterated the plan to partner with NC Works and Ready for School, Ready for Life. The committee was working on survey development to assess employability challenges as well as language access. Sharrieff further articulated plans to collaborate with NC Works and Guilford PLA. They did not have any events planned at this time.

Staff Report

Dr. Jones provided four items for staff report; the importance of committee report submission, reiteration of ACAAD focus on African American needs, and the update on the budget inquiry from the August meeting.

Dr. Jones shared that the importance of written committee report submissions was that it allowed the body to remain informed of the committee activity, even in the absence of someone being available to report out during the meeting. She also emphasized that the written report was a mechanism for record-keeping for staff and leadership. She advised the body to remain committed to designated someone each month to draft the report and submit it in a timely fashion for meeting packet preparation purposes.

Dr. Jones reiterated to the body that while looking at the committee-driven topics through the general lens of disparity was good, that the actual mission of ACAAD was to examine issues through the lens of *African American* disparity. She further stated that the fulfillment of that mission impacted the likelihood of ACAAD evolving into a permanent body. Therefore it was important that any efforts create information/data the spoke to unique barriers for African Americans, and that staff would be glad to help with honing in on topics toward that goal.

Dr. Jones reiterated that there were several ways to do the work of ACAAD. While community presence (in conversation with leaders, police officers, serving on panels, etc.) was ideal, she also shared that there were other ways to serve to include: community polling, policy review/research, etc. She stated that it was important to be diverse in the type of work done by the body because each version of work contributed to the overall brand of ACAAD.

Finally, Dr. Jones gave feedback on the August meeting inquiry regarding the budget. She recalled that there were concerns about the currently designated \$1500 per board/commission. She highlighted that while the amount was standard, that the staff was well-versed in the establishment of partnerships that helped to build programs that well exceeded the designated limit for each body.

Additionally, after having a conversation with members of City leadership to include Interim City Manager Chris Wilson, and Assistant City Manager, Trey Davis, ACAAD received a commitment to support any critical efforts that exceeded the standard budget. Dr. Jones emphasized that financial support could only be approved and administered once thorough details were developed with support of staff.

Motion to Approve July Meeting Minutes

1st Justin Washington

2nd Sanaa Sharrieff

Unanimous approval.

IV. New Business

Blackmon noted that there wasn't new business.

Absences: Pamela McCormick, Lynch Hunt, Mervin Brandy, Franca Jalloh, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry, Margret Arbuckle, Mia Ward

Motion to Adjourn

1st Sanaa Sharrieff

2nd Cynthia Coleman

Unanimous approval.

The meeting was adjourned at 7:10 pm.



Ad-hoc Committee on African American Disparity

October 28, 2021

Zoom

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date on zoom.

Present: Chair Crystal Black, Vice Chair Gene Blackmon, Cynthia Coleman, Keayba Worthington, Mia Ward, Justin Washington, Cedric Parker, Zelma Higgs, Chuck Byrd, Franca Jalloh, Sonya Ricks, Jasmine Getrouw-Moore, Sanaa Sharrieff, Margaret Arbuckle,

Absent: Pamela McCormick, Lynch Hunt, Mervin Brandy, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry, Niketa Greene, Josie Williams

Council Liaison: Sharon Hightower (absent)

Human Rights Department Staff: Love Jones, Jodie Stanley

Visitors: Skylar Mearing (Commission on the Status of Women)

I. Call to order

Chair Crystal Black called the meeting to order at 6:07 pm.

II. Moment of Silent Meditation

Black invited Skylar Mearing to introduce herself. Mearing share that she represented the CSW and if time allowed, would be sharing about a survey initiative to poll women in Greensboro.

Black noted that Sharon Hightower was absent because she was hosting a town hall meeting.

Black asked those sharing committee reports to share a high level summary, no more than 3-4 sentences, and to allow time for more focused discussion around issues and challenges. She asked for feedback on this new format. Blackmon expressed support.

Margaret Arbuckle asked if the idea was for each committee to bring forward ideas or suggestions for approval from the group and City Council. Black said yes, the idea was to bring ideas forward, but it was also to encourage people to dialogue within the meeting, and to ensure that they were actually submitting reports.

III. Core Area Report

Housing and Health

Keayba Worthington noted that Josie Williams wasn't able to join the meeting, but noted that there was a townhall on October 15 regarding affordable housing and hosted in partnership with many agencies and universities. The event addressed rising evictions exacerbated by Covid. The committee was committed to getting involved and presenting opportunities to engage in conversations around affordable housing.

Workforce Development

Sanaa Sharrieff shared that they had the sample survey together and planned to circulate it as soon as it was ready.

Criminal Justice and Law Enforcement

Cedric Parker shared that they were also working on a survey designed to gather information about policing from the community. They were talking about the best way to distribute the survey. He invited Justin Washington and Cynthia Coleman to also share. Coleman shared that she attended an event where community members shared their experiences with GPD. She shared information with them about the Greensboro Justice Advisory Committee. The same group planned to host a follow up session, part two.

Education

Margaret Arbuckle shared that their committee had not found a time to meet since the last meeting. She noted that the General Assembly had not yet passed the budget, and this had a negative effect on teachers and administrators. She encouraged all to advocate legislators to pass the budget.

Economic Development

Chuck Byrd shared that he was the only committee member present, but he was not prepared to report as he had been engaged with family emergency issues this past month.

Staff Report

Dr. Jones shared that she followed up with Chief James, as was promised at the last meeting. A meeting was scheduled with Chief James to discuss the survey, as well as further partnership with GCJAC and a conversation with Assistant City Manager Trey Davis.

She again shared that staff was always ready and willing to support.

Coleman asked if committee members could also meet with Chief James, and Dr. Jones affirmed that yes, any committee members interested in attending would be more than welcome to attend.

Motion to Approve September Meeting Minutes

1st Justin Washington

2nd Cynthia Coleman

Unanimous approval.

IV. City Hot Topics

Gene Blackmon shared that the goal of this new agenda item was to identify issues that committees could really sink their teeth into. Black added that it was important to identify topics that were specifically connected to the City.

Sharrieff noted her support for the idea, highlighting the importance of collaboration. Chuck Byrd noted the importance of data to inform which direction they should take and asked for help from others and the City to identify important data sources that could expose disparities.

Dr. Jones shared that other committees had a similar model and sometimes they even hosted guest speakers invited to share at monthly meeting to discuss hot topics. Keayba Worthington shared her support, pointing out that until this point, meetings were primarily for ACAAD members but she felt they were ready to move into the community and offer the opportunity for people to give feedback. She highlighted her experience with CSW's recent event, "Learning Loss and Recovery," which was held during their monthly meeting. Coleman shared a model in Louisiana where men were going into schools to support, and it was successful. Black shared that if she wanted to do that, it would be important to contact the principal of the school that might be involved. Jasmine Geutrow-Moore added that the PTA might be a good contact for this as well.

There was additional discussion about the potential format of the City Hot Topics. Chair Black encouraged everyone to submit a report if they had not yet, and she asked each committee to come to next month's meeting prepared to discuss two relevant topics for each subcommittee.

V. New Business

Chair Black invited Skylar Mearing to share information about the survey that CSW was working on. She shared that the CSW Balance and Health Committee was committed to understanding the experiences of women in Greensboro. They planned to collect feedback across many communities in Greensboro. They would use the data to inform policy and use of City funds, to provide direction for leadership and to give guidance to CSW on future projects and outreach. They planned to cover a host of topics from transportation to health and safety to

childcare. Mearing invited all to share their feedback on the survey's development, and that they would need community partners to share the survey once it was completed.

Absences: Pamela McCormick, Mervin Brandy, Omar Jones, Antonia Richburg, Lorenzo Hardy, Jonathan Autry, Niketa Greene, Josie Williams

Motion to Adjourn

1st Gene Blackmon

2nd Keayba Worthington

Unanimous approval.

The meeting was adjourned at 7:10 pm.