



Meeting Minutes

January 27, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:05 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Eugene Blackmon, Cedric Parker, Sanna Sharrief, Aurthur Durham, Chuck Byrd, Margaret Arbuckle, Jasmine Getrouw

Visitors: Kimberly Nelson, Saket McConnell, Kaitlin Graham

Council Liaison : Sharon Hightower

HRD Staff: Dr. Love Jones, Liz Lennon

Absent: Justin Washington, Lynch Hunt, Zanzella Savoy, Niketa Greene, Jonathan Autry, Lorenzo Hardy, Pamela McCormick, Masetta Dorley, Sonya Ricks, Franca Jalloh, Mervan Brandy, Omar Jones, Mia Ward, Zelma Higgs

Call to Order

Chair Crystal Black called the meeting to order at 6:05 pm.

II. **Moment of Silent Meditation**

Chair Black mentioned the passing of community leaders Timothy Vincent and Commissioner Carolyn Coleman. She then asked for Councilwoman Hightower to offer reflection on their impact within the community before the moment of silent meditation. Councilwoman Hightower expressed the longevity of Commissioner Coleman's work and how she served as a mentor to her. She also mentioned the great work of Tim Duncan through youth coaching and serving as a community advocate. Chair Black asked committee member Eugene Blackman if he wanted to share any reflections and he reiterated on their impact towards the community and prayer for their families. Chair Black then proceeded with the moment of silent meditation.

III. **Introduction of Visitors:**

Chair Black opened the floor for visitors. Visitors included Kimberly Nelson from Global Impact of Charlotte, NC introduced herself and expressed interest in learning more regarding ACAAD. She currently served as Vice Chair for the 12th Congressional district and served on the Chamber of Commerce as Legislative Chair and passionate about quality education. Saket McConnell who is a



resident of Greensboro and interested in the Health and Housing committee. Kaitlin Graham also a visitor who is a community advocate interested in learning more about ACAAD.

Chair Report

Chair Black mentioned sending a preliminary email during the holidays to the committee and mentioned the report basically initiated moving forward in 2022. Excited about the new ideas and the discussions with Dr. Love and Liz Lennon regarding the next steps for ACAAD. She also mentioned discussing in the last meeting not to spend a lot of time reading reports verbatim and reading the ones submitted.

Housing and Health Report

Committee member Keayba Worthington first expressed condolences to Commissioner Coleman and Timothy Duncan and then proceeded to discuss the new research resources both affiliated with the Greensboro Health Disparities Collaborative that focuses on outreach programs. The topics with the most inquiries and a tentative agenda are “Emergency Transitional Housing” and “Health Equity”. The committee is also working on the “Housing Hang Out” on February 4 on Managing Equitable Communities as a topic.

Work Force Development Group

Committee member Sanaa Sharrief reports on a having a workable survey and making connections with the NC works and serves as a liaison for certain individuals of certain populations. Also discussed building more strategies for the survey. The goal is to have a hundred surveys completed by June

Education Committee

Committee member Jasmine Getrouw-Moore mentioned being very busy working with the community regarding voting in the spring and working towards Guilford County school bond and assuring people are positioned to speak on educating residents on wearing mask. Working on a “Teach in Session” on February 10 and 24 to prepare individuals on voting in the spring. Visitor Margaret Arbuckle spoke on the Pre-K initiative called “Ready Ready” which focuses on assistance for parents with small children in the community. She mentioned sharing the information with Chair Black for those who are interested.

Staff Report

Chair Black asked Dr. Love to blend the Economic Development and Criminal Justice committee with the staff report. Dr. Love agreed and proceeded to discuss the impact both committees are capable of making for this upcoming year. She also mentioned the deliverable actions on the table from the October meeting regarding the feedback for the ACAAD survey that is being developed. Dr. Love mentioned the foot print that the ACCAD committee could establish with this survey being placed in the hands of the community versus the police department. She then shared a power point presentation of the CSW Women’s Survey 2022 and the steps taken to make the survey development a success. Dr. Love navigated through each step of the survey process providing tips on how to create the survey, and the timeline



development for the survey. She also mentioned Liz Lennon as the point of contact for members regarding questions and guidance. Dr. Love also discussed the Economic development subcommittee goals and that is to create a 3 tier incubator effort for black business starting with process of ideation start up and flourishing for business. This will be a great opportunity for black businesses.

Lastly, Dr. Love introduced Liz Lennon as the Commissions Administrator. Liz spoke on the excitement and looking forward to working with everyone.

Other Business

Chair Black opened the floor for other committee members. No other business was presented.

Motion to Accept October 2021 Meeting Minutes as Amended

Motion 1 Chair Crystal Black

Motion 2 Committee Member Cedric Parker

Unanimous approval

Motion to Adjourn Meeting

Unanimous approval by consensus

Chair Black adjourned the meeting at 7:12pm.

Approved: _____

Chairperson

Ad hoc Committee on African American Disparity

Date



Meeting Minutes

February 24, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Gene Blackman, Chuck Byrd, Margaret Arbuckle, Arthur Durham, Cedric Parker, Sonya Ricks, Jasmine Getrouw

Visitors: Carla Coate, Andrew Kuo, Tiana cross, Caitlin Graham, Hugh Holston, Sue Polinsky

Council Liaison: Sharon Hightower (absent)

HRD Staff: Dr. Love, Liz Lennon

Absent: Mervan Brandy, Franca Jalloh, Jonathan Autry, Lorenzo Hardy, Pamela McCormick, Omar Jones, Mia Ward, Antonia Richburgh, Josie Williams, Keayba Worthington

Call to Order

Chair Crystal Black called the meeting to order at 6:01 pm and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence for those who have passed.

III. Introduction of Visitors:

Acknowledged Co-chair Blackman of the ADCAAD committee and asked if he had any words. Chair Black proceeded to recognize visitors. Commissioner Sue Polinsky of the Human Rights Commission and interim Dr. Carla Coates of NCAT of the Criminal Justice department thanked the committee for the welcome. Chair Black then introduced the featured visitor for the meeting Professor Andrew Kuo from NCAT and thanked him for attending and allotted him time to share information regarding the police survey that the committee is working on.

Professor Kuo introduced himself and mentioned meeting with the committee regarding the survey and after reviewing the questions submitted, has already seen some room for improvement. He also mentioned sharing information with undergrad students who has expressed interest in partnering with the survey and design part. Moving forward he will remain in contact and meet with committee members on how to move forward with the survey.



Chair Black mentioned stepping out of order with the agenda and addressing the committee reports first and the chair report last so that sub chair Cedric Parker and Arthur Durham of the Criminal Justice committee can speak more in detail on the survey.

Criminal Justice

Committee Chair Cedric Parker mentioned meeting with the ACAAD committee and being very excited about the survey and working with everyone. He also mentioned reaching out to the community regarding thoughts on the police and gathering data to build a survey and analysis of how law enforcement reacts with the community.

Committee member Arthur Durham mentioned as the overseer of the program he desires to get a more qualitative approach and data on community engagement towards the survey.

Housing and Health

Committee member Zelma Higgs reported for Committee Chair Keayba Worthington In her absence. She shared that the committee met on February 15 and the involvement regarding the planning of the Fair Housing luncheon as well as future “Hot Topics”. The committee is also looking into assessment tools to engage better with the community.

Education Committee

Chair Black confirmed if committee chair Jasmine Getrouw-Moore was present to share the education report and proceeded to move on after no response. Due to this, there was no information to report.

Economic Development

Committee Chair Chuck Byrd mentioned that he does not have a report. He also shared that he does not like not having anything to report however he has spoken to Gene regarding the committee but will be working on the incubator process.

Workforce Development

Chair Black mentioned the absence of Committee Chair Sanaa Sherrieff and asked if anyone was able to present on her behalf. Chair Black mentioned that the group has been meeting and if he gets connection with his phone he will be able to present later. Chair Black revisited this committee before proceeding with the staff report and Co-chair Blackman was able to share information in the chat regarding the group that read “Workforce Development met last week. We have put together a survey around employment”.



Chair Report

Chair Black mentioned she did not have much to report however happy to see the committee is moving forward with the process and appreciate everyone who is involved. She also revisited recognition of visitors to recognize Councilman Hugh Holston.

Councilman Holston thanked Chair Black for the invite and mentioned leaving early due to another meeting. He expressed being very excited about the survey and thinks it will be of great help to the African American community. Councilman Hugh Holston mentioned being thankful to Chair Black and encouraged members to reach out at any time.

Chair Black also mentioned that the survey date has been pushed back and thinks this is best so that the committee may gather all of the information needed for the survey's success.

Staff Report

Dr. Love, director of the Human Rights Department thanked everyone for attending and mentioned tag-teaming with Commission Administrator Liz Lennon to present some information regarding quarterly engagement but will begin first with some critical announcements.

She asked to familiarize everyone with the ACAAD trajectory and that is once the committee was established and got the ball rolling that there would be a two-year evaluation period and up for evaluation in 2023. The committee is continuing to establish a body of work so they may be considered as a commission. Dr. Love also mentioned that each received an invitation from Liz Lennon for subcommittee engagement for planning purposes with the goal of every subcommittee feeling invested. She reminded everyone to please make sure that as a member you accept the invitation. Please submit your reports due to this being a way for other committees to remain informed about each committee and its activities. If you're having issues with your reports please let us know.

Dr. Love also mentioned the developing planning which has two phases which are the departmental plan and planning through retreats. This year we have presented an all-call and that is inviting chairs and sub-chairs to discuss planning that will fit their needs. She also mentioned providing written reports from staff starting in March and will insert them into the monthly reminder before the meeting so that you may see what staff is presenting. Lastly, the presentation on the quarterly meeting options for commissions and boards moving forward,

Quarterly meeting options;

1. All boards and commissions attend one quarterly meeting in person as a collective in place of the regularly scheduled virtual monthly meeting (no individual body meeting).



2. All boards and commissions attend one meeting in person AND one virtually within the same month on a quarterly basis (just two meetings in one month).
3. All boards and commissions meet in person in **their individual monthly meetings** once per quarter (one meeting).

Dr. Love then proceeded to open the floor for questions and comments regarding the quarterly meeting presentation.

Committee member Chuck Byrd mentioned that he would like to select the one that has fewer meeting dates.

Chair Black mentioned she was in favor of the third option and desires to gather for a more collaborative effort.

Dr. Love also reiterated that for those who opt-out and are not able to meet to send an ambassador as a representation so that information will not be missed.

Chair Black asked for a motion to approve meeting minutes.

Motion to Accept October 2021 Meeting Minutes as Amended

Motion 1 Chuck Byrd

Motion 2 Cedric Parker

Unanimous approval

New Business

Dr. Love mentioned Professor Kuo remained in the meeting so that committee members may ask questions and discuss more structural and what the trajectory looks like timeline-wise.

Professor Kuo discussed how youth could possibly be involved through contact with school resource officers and could possibly have a subsection on the survey to address questions for them.

Dr. Love shared that the survey is going out to everyone meaning different ethnicities however due to ACAAD holding the survey proceeded to ask Professor Kuo how important it is even though we're focusing on one population how important it is to address others as well. Professor Kuo mentioned it is important to include different demographics so that it may capture all points of view so that it may be a comparison.



Dr. Love also asked Professor Kuo how important the timeline is to be extended. Professor Kuo shared that it's important so that a double-check can be done and you can add different elements such as focus groups so that we may create solid questions from people who are a part of the population we're surveying.

Committee members Chuck Byrd and Commissioner Sue Polinsky asked questions regarding online surveys and the estimated time it will take for individuals to take the survey.

Chair Black mentioned Jodie Stanley will be responsible for the marketing aspect of it and thanked Professor Kuo for attending and asked for him to give final remarks.

Dr. Love also asked members to make sure names are being inputted in the chat due to the recordings not displaying names and being difficult for the staff to retrieve for attendance.

Motion to Adjourn Meeting

Unanimous approval

Unanimous approval by consensus

Chair Black adjourned the meeting at pm.

Approved: _____ Date _____
Chairperson
Ad hoc Committee on African American Disparity



Meeting Minutes

March 24, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Sonya Ricks, Jasmine Getrouw, Shalee Forney, Keayba Worthington, Josie Williams, Sanaa Sharrieff, Mia Ward

Visitors: Greta Doedderlien, Ayana Reader, JoAnn Foster, Traci Powell, Alvin Powell, Caitlin Graham, Councilman Hugh Holston, Sue Polinsky

Council Liaison: Sharon Hightower (absent)

HRD Staff: Liz Lennon

Absent: Gene Blackman, Chuck Byrd, Margaret Arbuckle, Arthur Durham, Cedric Parker, Mervan Brandy, Franca Jalloh, Jonathan Autry, Lorenzo Hardy, Pamela McCormick, Omar Jones, Antonia Richburgh, Niketa Greene, Zelma Higgs,

Call to Order

Chair Crystal Black called the meeting to order at 6:02 pm and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence.

III. Introduction of Visitors:

Acknowledged all visitors and allotted them space to introduce themselves.

Chair Report

Chair Black recapped on the Police Survey and the focus being community engagement and the police department and partnering so that the responses can be taken and used to produce helpful data. Mentioned partnering with NCAT Criminal Justice department and Professor Kuo who will assist in developing the survey.

Chair Black mentioned a documentary called “On these Grounds” which is an incident regarding a young lady and an SRO officer. She would like the Education Committee to host an event for viewing this documentary possibly at the Civil Rights Museum. She will follow up with this project and encouraged those who are interesting in the planning phase to please reach out to her.



Chair Black also mentioned she has been communicating with Max Carter with Guilford College and has invited the ACAAD committees to attend a tour of the Underground Railroad on campus. Chair Black thinks it will be a great idea and will connect with Liz to set up a good time and date.

Criminal Justice and Police Accountability

Chair Black elaborated on the Police survey in the chair report on behalf of Cedric Parker.

Workforce

Committee Chair Sanaa Sherrieff mentioned meeting with Commissions Administrator Liz Lennon regarding the upcoming goals and projects including working on job fairs. She is hopeful that Liz can connect the committee with other HRD workforce subcommittee's so that they may partner and be of assistance with their future projects

Housing and Health Disparities

Committee Chair Keyba Worthington highlighted supporting the department's Fair Housing Luncheon. She shared how the committee is wrapping up planning for the event and looks forward to residents within the community benefiting from this luncheon. The committee is also planning for upcoming events with the commission's administrator for the 2022-23 years.

Education Committee

Committee Chair Jasmine Getrouw-Moore shared on behalf of the committee the school bond being placed on the ballots on May 17 and has shared frequently asked questions and encouraged those who may not have kids to still know the importance of the school bond. She also shared an upcoming forum regarding the school bond and mentioned emailing it to Liz the Commissions Administrator before the meeting

Committee member Sonya Ricks shared NCAT is conducting a series of research on retention of students in certain diverse areas and what types of barriers make learning difficult and how to resolve them.

Economic Development

No members were in attendance and no report was given.

Councilman Hugh asked to speak and Chair Black recognized and allotted time. Councilman Hugh shared with everyone the 500 job initiative on behalf of the police department for our youth. Its initiative is to help youth gain employment during the summer months. He shared the link in the chat for those interested. Councilman Hugh also shared on the standpoint of racial equity and inclusion, council will be investing more in these areas and considers it as good news and look forward to the benefits it will bring.

Chair Black also shared there is another candidate form on April 7 for districts 1, 2, 3, and 5, and the at Large Council will be in attendance. Chair Black mentioned sharing the information and will send the information via email.



Staff Report

Commissions Administrator Liz Lennon informed members that Dr. Love, director of the Human Rights Department was unable to attend and would be sharing the staff report. Liz mentioned that the deadline for all programs and events for the 2022-2023 calendar is due by June 30. She also shared that all ACAAD subcommittee’s initial meetings were conducted the previous week and all groups are making progress. Liz also reminded sub chairs to inform members that are active in the subcommittee meeting but unable to make the monthly to please keep up with attendance and inform staff so that they can remain on the roster.

Chair Black asked for a motion to approve meeting minutes.

Motion to Accept February Meeting Minutes as Amended

Motion 1

Motion 2

No one motioned/minutes tabled

New Business

No new business was reported.

Motion to Adjourn Meeting

Unanimous approval by consensus

Chair Black adjourned the meeting at 6:41 pm.

Approved: _____

Chairperson

Ad hoc Committee on African American Disparity

Date





Meeting Minutes

April 28, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Shalee Forney, Gene Blackmon,

Visitors: Jose Oliva, Kendrick Alston, Eunika Smalls, Sue Polinsky

Council Liaison: Sharon Hightower (absent)

HRD Staff: Liz Lennon, Love Jones

Absent: Keayba Worthington, Cedric Parker, Arthur Durham, Sanaa Sharrief, Franca Jalloh, Mervan Brandy, Jonathon Autry, Lorenzo, Mia Ward, Zelma Higgs, Josie Williams, Margaret Arbuckle,

Call to Order

Chair Crystal Black called the meeting to order at **6:05 pm** and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence. Welcomed featured visitors Jose Oliva and Kendrick Alston

III. Introduction of Visitors:

Chair Black and vice-chair Blackmon welcomed featured visitors, Jose Oliva and Kendrick Alston of Guilford County schools.

Chair Report

Criminal Justice and Police Accountability met to come up with a series of dates for the police survey which may change due to the police chief leaving but still excited and ready to move forward.

Criminal Justice and Police Accountability

Chair Black elaborated on the Police survey in the chair report on behalf of Cedric Parker in his absences.

Economic Development

Chair Black shared the committees have been working on a mix and mingle that will take place on **June 14** for black business owners to network and learn how to access local resources. She shared information on behalf of the chairs' absences.



Workforce

The subcommittee chair was absent and no report was shared.

Housing and Health Disparities

Chair Black shared on behalf of the committee chair's absence that the committee worked with the Fair Housing Luncheon and appreciated learning about different housing issues and being interested in learning more. She was thankful the committee was able to participate

Education Committee-

Chair Black shared on behalf of the committee chair's absence that We have not there has not been a lot of depth conversation and mentioned them partnering with the survey and watching on these grounds and hoping to have good dialogue

Staff Report

Dr. Love thanked Chair Black and those who participated in the Fair Housing Luncheon. She shared that the HRD commissions are in the last phases of wrapping up programs and as of now would like all committees to focus on the upcoming 2022-23 years. All commissions are to make sure they attend the subcommittee meetings scheduled for May and will receive a worksheet to flush out ideas so that when the June retreat takes place the committees will meet, network, and then collaborate. Dr. Love, however, mentioned that this is just the first half of the work planning and the commissions have until **June 30** to complete. The goal of this process is to set the calendar for the year.

Dr. Love shared that the deadline for the Morning Side Awards is **May 15** and staff along with the ACAAD committee will pull from applicants to vet and select applicants for the award by **June 16th**. The HRD staff will send out the application criteria so committees may review them.

Chair Black asked Dr. Love about the status of the application submissions. Loved mentioned working with Lise McLaughlin the principal of Dudley High School regarding the process.

Enuika Smalls (visitor) shared being the former PTSA and will have a meeting soon with Principal McLaughlin and will mention the awards process in hopes of more applicants.

Presentation of Guilford County School Bond 2022.

Guest Speaker- Jose Oliva GCS Deputy Chief of Staff and Principal Kendrick Alston of Shadybrook Elementary of Guilford County Schools.

Motion to Accept February Meeting Minutes as Amended

No quorum and unable to vote.



New Business

No new business was reported.

Motion to Adjourn Meeting

Chair Black adjourned the meeting at **7:12 pm.**

No quorum and unable to vote.

Approved: _____

Chairperson

Ad hoc Committee on African American Disparity

Date



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

ACAAD Meeting Minutes
Zoom
May 26, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Sanaa Sharrieff, Gene Blackmon, Keayba Worthington, Cedric Parker, Zelma Higgs, Jasmine Getraux, Sonya Ricks, Shaylee Forney, Margaret Arbuckle,

Visitors: Andrea Jones, Raleigh Stout, Sue Polinsky

Council Liaison: Sharon Hightower

HRD Staff: Liz Lennon, Love Jones, Allen Hunt, Elizabeth Thomas

Absent: Arthur Durham, Jonathon Autry, Lorenzo Hardy, Mia Ward, Josie Williams,

Call to Order

Chair Crystal Black called the meeting to order at **6:03 pm** and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence and meditation.

III. Introduction of Visitors:

Chair Black welcomed visitors and featured visitor, Andrea Jones of Keller Williams One Real Estate.

Chair Report

Chair Black mentioned the last couple of committee reports have been compiled from all subcommittee reports and have been successful and will continue.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

Criminal Justice and Police Accountability

The committee has been working diligently on a police survey and continues to partner with professor Andrew Kuo of North Carolina A & T to develop the survey. The committee will continue to conduct focus group meetings to move forward toward the final draft of the survey.

Workforce

Sub-committee chair Sanaa Sharrieff mentioned that she has begun to recruit members for their involvement in the sample survey and has been attending the police survey focus group meetings. She also shared that she and vice-chair Blackmon are the only ones attending the subcommittee and will take a break for the month of June and will reconvene in July with the hopes of completing the work survey.

Economic Development

Chair Black shared the committees continue to prepare for the Black-Owned Business Mix and Mingle that will take place on June 14 for black business owners to network and learn how to access local resources. She shared that the event is sold out but hoping some more space can be made available for other small businesses to attend.

Housing and Health Disparities

Sub-committee chair Keayba Worthington continues the focal area of being the voice of housing advocacy and home buying. The committee has added a new focal area of environmental justice and currently reviewing research in hopes of gathering community voices and their experiences through a documentary.

Chair Worthington also mentioned the UNCG “Housing Hang Out” has returned and will begin the first Friday in June and will focus on home ownership.

Education Committee

The committee had no report to share.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

Staff Report

Director Love Jones of the Human Rights department mentioned sharing reminders from the previous month's staff report regarding the HRD commission planning for 2022-23. The committees should be currently working on programs and events that have already been submitted for the upcoming year and will have until June 30 to complete the work plan. She expressed how important it is to attend the scheduled subcommittee meetings with Commission Administrator Liz Lennon to remain on track with the planning phase as well as using the ideation grid template created to assist with the process. It was also shared that the deadline for the Morning Side Awards is past due and encouraged the Education Committee to review all applicants and complete the scoring link survey.

Dr. Love introduced Allan Hunt, the primary investigator in the department's Fair Housing section, and Elizabeth Thomas who is in charge of reviewing public accommodations complaints. Both staff members shared their duties and task regarding positions and how their section can be of service to the ACAAD.

Dr. Love introduced guest speaker Andrea Jones of Keller Williams One Real Estate who then shared information on the inequities the black community faces when purchasing a home such as a mortgage down payment and appraisal discrimination. Andrea shared her contact information in her conclusion.

Chair Black thanked the guest speaker for attending. The floor was then opened for Councilwoman Sharon Hightower to share or give feedback.

Councilwoman Hightower shared how the presentation regarding stakeholders within the housing market was important and suggested the topic of gentrification as a topic of future discussion.

Vice-chair Blackmon of ACAAD also thanked everyone for attending.

New Business

No new business was reported.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

Motion to Accept April Meeting Minutes

Minutes tabled until the next ACAAD meeting.

Motion to Adjourn Meeting

Chair Black adjourned the meeting at **7:03 pm.**

Unanimous vote

Approved: _____

Chairperson

Date

Ad hoc Committee on African American Disparity



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

ACAAD Meeting Minutes
Zoom
June 23, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Gene Blackmon, Keayba Worthington, Zelma Higgs, Jasmine Getraux, Shaylee Forney, Margaret Arbuckle, Mia Ward,

Visitors: Sue Polinsky

Council Liaison: Sharon Hightower

HRD Staff: Liz Lennon, Love Jones,

Absent: Cedric Parker, Sonya Ricks, Arthur Durham, Sanaa Sharrieff, Jonathon Autry, Lorenzo Hardy, Josie Williams,

Call to Order

Chair Crystal Black called the meeting to order at 6:03 pm and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence and meditation.

III. Introduction of Visitors:

Chair Black welcomed visitors to the ACAAD monthly meeting and recognized Councilwoman Sharon Hightower and offered the opportunity for her to speak.

Councilwoman Hightower thanked Chair Black and the committee for all of the hard work accomplished over the past several months. She also thanked the economic subcommittee for hosting the “Black Owned Mix and Mingle” and thought it was a great event and opportunity to reach out to small black businesses



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

to share information on business growth. Councilwoman also shared the council approving the MWBE disparity study and how important the study is to justify a lot of the current and upcoming community programs. She also spoke on the hopes of ACAAD being involved in a lot of discussions that the community will engage in during the survey process.

Housing and Health Disparities

Sub-committee chair Keayba Worthington thanked councilwoman Hightower for all of the information. She also mentioned that the committee's focus for June was participating in the retreat and submitting the work plan with part of the focus being on environmental justice and promoting the community's voice. The committee plans to attend a lot of community meetings and advocacy groups to discuss the issues and work with them on issues they currently experiencing in hope of presenting it in the form of a documentary.

Criminal Justice and Police Accountability

Chair Black mentioned that subcommittee chair Cedric Parker would not be able to attend tonight's meeting however shared with her that the police survey focus group's previous meeting went very well. The overall questions produced by Professor Andrew Kuo allowed the police officers to share their perspectives as well regarding the survey.

Dr. Love director of the Human Rights department also shared how sub-chair Cedric Parker challenged our partner from NCAT professor Kuo to gain an intimate understanding of police work so that the questions could be solid enough for the police representation secondary survey. She considered it important that ACAAD show that the goal of the survey should have equal balance and representation for both the community and the police.

Chair Black reminded all members interested to reach out to Commission Administrator Liz Lennon.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

Economic Development

Chair Black shared the success of the first Black-Owned Mix and Mingle. The committee did a great job, especially being their first one. Many small businesses were able to attend and receive the information presented by vendors and city staff.

Commissions Administrator Liz Lennon encouraged visitors and members to look forward to the committee's upcoming education series provided for business owners.

Workforce

Sub-committee chair Sanaa Sharrieff was absent and had no report to share.

Education Committee

No current chair for this committee however committee member Jasmine Getraux shared the importance of feedback regarding the Guilford County Schools superintendent survey and how important for those within the black community to express concerns, ideas, and more.

Staff Report

Director Love Jones of the Human Rights department shared with committee members to turn in their work plan to Chair Black by June 30 so that the department can finalize and then post it on social media. She also mentioned the Human Rights Celebration and Morningside Awards on June 29 and encouraged all members to register and attend.

Dr. Love also revisited the quarterly meeting options discussed previously and encouraged members to share their preferences soon. She also recognized the hard work the committee is doing and encouraged members to continue.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

Motion to Accept April Meeting Minutes

Motion 1: Gene Blackmon

Motion 2: Jasmine Getrauw

Unanimous Vote

New Business

Councilwoman Hightower mentioned the city elections in July and encouraged all members to vote.

Commissioner Sue Polinsky of the Human Rights Commission encouraged members to attend the “Let’s Talk Law, Immigration” that has been rescheduled for July

Motion to Adjourn Meeting

Motion 1: Gene Blackmon

Motion 2: Keayba Worthington

Chair Black adjourned the meeting at **7:04 pm.**

Unanimous vote

Approved: _____

Chairperson

Date

Ad hoc Committee on African American Disparity



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

ACAAD Meeting Minutes
Zoom
June 24, 2022

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Visitors: Sue Polinsky

Council Liaison: Sharon Hightower

HRD Staff: Liz Lennon, Love Jones,

Absent: Cedric Parker, Sonya Ricks, Arthur Durham, Sanaa Sharrieff, Jonathon Autry, Lorenzo Hardy, Josie Williams,

Call to Order

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III. Introduction of Visitors:

Chair Black welcomed visitors to the ACAAD monthly meeting and recognized Councilwoman Sharon Hightower as well for the opportunity to speak.

Councilwoman Hightower thanked Chair Black and the committee for all of the hard work accomplished over the past several months. She also thanked the economic subcommittee for hosting the “Black Owned Mix and Mingle” and thought it was a great event and opportunity to reach out to small black businesses



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

to share information on business growth. Councilwoman also shared the council approving the MWBE disparity study and how important the study is to justify a lot of the current and upcoming community programs. She also spoke on the hopes of ACAAD being involved in a lot of discussions that the community will engage in during the survey process.

Housing and Health Disparities

Sub-committee chair Keayba Worthington thanked the councilwoman for all of the information. She also mentioned that the focus for June was participating in the retreat as well as submitting the work plan with part of the focus being on environmental justice and promoting the communities voice. The committee plans to attend a lot of community meetings and advocacy groups to discuss the issues and work with them on issues their currently experiencing in hope of presenting it in the form of a documentary.

Criminal Justice and Police Accountability

Chair Black mentioned that subcommittee chair Cedric Parker would not be able to attend however shared with her that the police survey focus group meeting went very well. The questions allowed the police officers to share their perspectives as well regarding the survey.

Dr. Love director of the Human Rights department also shared how sub-chair Cedric Parker challenged our partner from NCAT professor Kuo to gain an intimate understanding of police work so that the questions could be solid enough for the police representation secondary survey. She considered it important that ACAAD show that the goal of the survey should have equal balance and representation for both the community and the police.

Chair Black reminded all members who are interested to reach out to Commission Administrator Liz Lennon in order to participate.

Economic Development

Chair Black shared with committee members the success of the

Workforce



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon
Sub-committee chair Sanaa Sharrieff mentioned that she has begun to recruit members for their involvement in the sample survey and has been attending the police survey focus group meetings. She also shared that she and vice-chair Blackmon are the only ones attending the subcommittee and will take a break for the month of June and will reconvene in July with the hopes of completing the work survey.

Economic Development

Chair Black shared the committees continue to prepare for the Black-Owned Business Mix and Mingle that will take place on June 14 for black business owners to network and learn how to access local resources. She shared that the event is sold out but hoping some more space can be made available for other small businesses to attend.

Housing and Health Disparities

Sub-committee chair Keayba Worthington continues the focal area of being the voice of housing advocacy and home buying. The committee has added a new focal area of environmental justice and currently reviewing research in hopes of gathering community voices and their experiences through a documentary.

Chair Worthington also mentioned the UNCG “Housing Hang Out” has returned and will begin the first Friday in June and will focus on home ownership.

Education Committee

The committee had no report to share.

Staff Report

Director Love Jones of the Human Rights department mentioned sharing reminders from the previous month’s staff report regarding the HRD commission planning for 2022-23. The committees should be currently working on programs and events that have already been submitted for the upcoming year and will have until June 30 to complete the work plan. She expressed how important it is to attend the scheduled subcommittee meetings with Commission Administrator Liz Lennon to remain on track with



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon
the planning phase as well as using the ideation grid template created to assist with the process. It was also shared that the deadline for the Morning Side Awards is past due and encouraged the Education Committee to review all applicants and complete the scoring link survey.

Dr. Love introduced Allan Hunt, the primary investigator in the department's Fair Housing section, and Elizabeth Thomas who is in charge of reviewing public accommodations complaints. Both staff members shared their duties and task regarding positions and how their section can be of service to the ACAAD.

Dr. Love introduced guest speaker Andrea Jones of **Keller Williams One Real Estate** who then shared information on the inequities the black community faces when purchasing a home such as a mortgage down payment and appraisal discrimination. Andrea shared her contact information in her conclusion.

Chair Black thanked the guest speaker for attending. The floor was then opened for Councilwoman Sharon Hightower to share or give feedback.

Councilwoman Hightower shared how the presentation regarding stakeholders within the housing market was important and suggested the topic of gentrification as a topic of future discussion.

Vice-chair Blackmon of ACAAD also thanked everyone for attending.

New Business

No new business was reported.

Motion to Accept April Meeting Minutes

Minutes tabled until the next ACAAD meeting.

Motion to Adjourn Meeting



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon
Chair Black adjourned the meeting at **7:03 pm.**

Unanimous vote

Approved: _____

Chairperson

Date

Ad hoc Committee on African American Disparity



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

ACAAD Meeting Minutes
Zoom
October 27, 2022

The Ad-hoc Committee on African American Disparity convened for its regular monthly meeting at 6:00 pm on the above date via Zoom Conference call with Chair Crystal Black.

Attendees: Crystal Black, Keayba Worthington, Zelma Higgs, Jasmine Getraux, Shaylee Forney, Cedric Parker, Sonya Ricks, Patricia Whitfield, Margaret Arbuckle

Visitors: Sue Polinsky, Cecelia Shaw, Emmanuel Obeng, Dr. Shon Smith

Council Liaison: Sharon Hightower

HRD Staff: Liz Lennon, Love Jones,

Absent: Gene Blackmon, Josie Williams, Mia Ward, Jasmine Getraux, Zelma Higgs,

Call to Order

Chair Crystal Black called the meeting to order at 6:05 pm and welcomed everyone to the meeting.

II. Moment of Silent Meditation

Chair Black asked for a moment of silence and meditation.

III. Introduction of Visitors:

Chair Black welcomed visitors and requested everyone to be safe during the homecoming weekend. She also mentioned that the agenda would be moved around a little bit due to the special guest Cecelia Shaw and Dr. Emmanuel Obeng-Gyasi that will be speaking for part two of the “Environmental Justice Series” with topics that included:

- The history of industrial businesses in low-income and minority neighborhoods
- The decision on how industrial businesses are placed in these communities



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon

- The health effects
- How it affects residents within the community
- What can we do as individuals and/or a community to resolve this issue

Chair Black had to step away from the meeting due to a family emergency during the presentation. Dr. Love Jones, Director of the Human Rights department, opened the floor for questions and answers regarding the presentation. Liz Lennon, Commissions Administrator facilitated the remainder of the meeting.

Liz Lennon shared with the committee after the presentation to please be mindful of the upcoming meetings and program planning for the group. She also motioned for the sake of time to table the vote for the September minutes. Dr. Love interjected and informed the committee that due to Chair Black sudden absence the staff according to the human rights handbook.

Motion to table meeting sub-committee reports

Motion 1: Liz Lennon

Motion 2: Sonya Ricks

Unanimous Vote

Motion to Accept September Quarterly Meeting Minutes

Motion 1: Liz Lennon

Motion 2: Keayba Worthington

Unanimous Vote

Dr. Love mentioned shared that she will discuss during November's meeting the reports from the housing conference she attended a few months ago.



Committee Chair: Crystal Black Committee Vice-chair: Gene Blackmon
Councilwoman Sharon Hightower thanks the committee for a great meeting and encouraged the committee to keep up the good work.

Motion to Adjourn Meeting

Motion 1: Liz Lennon

Motion 2: Keayba Worthington

Liz Lennon adjourned the meeting at **7:23 pm.**

Unanimous vote

Approved: _____

Chairperson

Date

Ad hoc Committee on African American Disparity