

**Partnership for a Healthy Durham  
Racial Equity Task Force  
Zoom  
July 28, 2020  
MINUTES**

**Facilitator: Natalie Rich and Marissa Mortiboy**

**Meeting Outcomes**

- Outcome 1: To check in and see how folks are doing
- Outcome 2: Discuss and decide Steering committee representation
- Outcome 3: Determine how to put racial equity principles into action

<b>Present:</b> Natalie Rich, Marissa Mortiboy, Don Bradley, Kimberly Alexander, Lara Khalil			
Project/Topic/Goal	Major Discussion Points	Recommendations	Action Steps
<b>Welcome &amp; Introductions</b> <i>Natalie Rich</i>	<ul style="list-style-type: none"> <li>• How have things changed since we last met?</li> </ul>		
<b>Racial Equity Task Force Representation on Steering Committee</b> <i>Marissa Mortiboy</i>	<p>The Partnership’s Racial Equity Task Force agreed at a previous meeting that the co-chairs should be one person of color and one white person. People of color were nominated but not able to accept the nomination for various reasons such as serving in other leadership positions or not being able to participate in the Partnership anymore. Marissa sent the following proposal to the task force in early July. She received approval from a couple of task force members.</p> <ul style="list-style-type: none"> <li>• Proposal: <ul style="list-style-type: none"> <li>○ Kimberly Alexander be the liaison to the Steering committee since she is part of the task force and co-chair for the Access to Care committee</li> <li>○ Have another member of the task force as a consistent Steering committee liaison</li> <li>○ Everyone can take turns creating the agenda and running the meetings</li> </ul> </li> </ul>		<p>Kimberly will lift up the Racial Equity Task Force at Steering committee meetings and Marissa will assist as needed.</p>

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	<p>The group decided to have Kimberly serve a dual role on the Steering committee and Marissa will assist as needed. The task force decided not to press the issue, keep things as they are and acknowledge the situation. The task force should be prepared to share why we're structured this way.</p> <p>The formation of the Partnership's racial equity principles was done with a larger group. The task force is not totally representative of Partnership or people who are most impacted. All of this goes back to the question of the Partnership's identity- are we an organization of organizations or community-centered?</p>		
<p><b>Putting Racial Equity Principles into Action</b> <i>Natalie Rich</i></p>	<p>The group discussed ideas from January and February 2020 task force meetings and what is feasible for this group to work on. The meeting discussion focused on the following.</p> <ul style="list-style-type: none"> <li>• Policy change within the Partnership <ul style="list-style-type: none"> <li>○ Being intentional of who we contract with and who we support through catering and business</li> <li>○ How are we reaching out to those we serve- ask how we can help and support community organizations</li> <li>○ How to compensate those for Partnership participation who are not paid by an organization, pay impacted community members to come speak at meetings? Set aside seats for community members?</li> <li>○ Document and formalize procedures</li> <li>○ Create recommendation or policy for each committee to attend at least one community meeting each month around their topic area,</li> <li>○ Review bylaws with equity lens</li> </ul> </li> <li>• Align the Partnership with City of Durham racial equity task force recommendations- <a href="https://docs.google.com/document/d/1rDUZyJtM6RIND8WYQhP8W-gl0Ga8HCFTqr2rD2Cnxq4/mobilebasic">https://docs.google.com/document/d/1rDUZyJtM6RIND8WYQhP8W-gl0Ga8HCFTqr2rD2Cnxq4/mobilebasic</a></li> </ul>	<p>Ideas for the Partnership for fiscal year 2022 (July 1, 2021-June 30, 2022) need to be identified by December 2020/January 2022.</p> <p>Don suggested asking ChangeLab if they have any sample policies related to payment for working with community members.</p> <p>Review policy examples Jannah Bierens shared during her recent fellowship.</p>	<p>Task force members should review the City of Durham Racial Equity Task Force recommendations.</p> <p>Ask the Steering committee to discuss addressing immediate community needs and get their feedback.</p>

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	<ul style="list-style-type: none"> <li>○ Kweli Rashied-Henry plans to connect City, County and Partnership racial equity efforts</li> <li>● Support immediate community needs             <ul style="list-style-type: none"> <li>○ Student U Executive Director, Alexandra-Emmanuelle Zagbayou convened community partners and community members to address school needs for students this fall. <a href="https://indyweek.com/news/durham/durham-public-schools-reopening-plan/">https://indyweek.com/news/durham/durham-public-schools-reopening-plan/</a></li> <li>○ The Partnership could take action to address community needs and that align with Partnership principles. Demonstrate principles in the community.</li> </ul> </li> </ul> <p>The Partnership Racial Equity Task Force discussed its role as a small group to share different perspectives and understand needs. The task force can think about policy for Partnership, internal changes, budget and a longer-term vision. There is also a more immediate need to take action now due to COVID, virtual schooling, etc. Is there capacity to address both at the same time?</p> <p>Another suggestion was for the Partnership Racial Equity Task Force drive work and participate in a larger conversation to develop strategies to address community needs. The group decided look further into holding a separate meeting facilitated with members of Steering committee, Partnership Racial Equity Task Force and additional committee members. Natalie Rich is interested in being part of the larger conversation between the Partnership and community members and organizations.</p>	<p>Identify current community needs related to COVID for each committee to allow us to help the community now.</p> <p>Define strategies for most vulnerable communities, uplift and support members of the community who are impacted most, change focus of committees</p> <p>Lara suggested bringing in someone from a community organization to discuss student needs for this school year.</p>	
<b>Announcements</b>	<p>The (Harness Our Partnerships for Education) HOPE Network connects parents to resources in the community. Fill out the form about how you can fulfill gaps/needs for DPS in the upcoming school year. Share the form with others. The Hope Network will host a series of brainstorming convenings around health, social support, etc.- <a href="https://www.bulldcityschools.org/hope">https://www.bulldcityschools.org/hope</a>.</p>		