

**Partnership for a Healthy Durham
Racial Equity Task Force
Zoom
October 27, 2020
MINUTES**

Facilitator: Natalie Rich

Meeting Outcomes

- Outcome 1: Receive a presentation on the City of Durham Racial Equity Task Force recommendations
- Outcome 2: Discuss how the recommendations inform the work of the Partnership for a Healthy Durham
- Outcome 3: Establish timeline and next steps for task force

Present: Natalie Rich, Jeff Howell, Kimberly Alexander, Kweli Rashied-Henry, Lara Khalil, Mel Downey-Piper, Pam Diggs, Don Bradley, Benay Hicks			
Guests: Kaaren Haldeman, Jamal Moss, Howard Machtinger, Elaine O’Neal			
Project/Topic/Goal	Major Discussion Points	Recommendations	Action Steps
Welcome & Introductions <i>Natalie Rich</i>	Name & organization you’re with.		
City of Durham Racial Equity Task Force Recommendations <i>Kaaren Haldeman</i>	<p>The City of Durham Racial Equity Task Force began their presentation of the recommendations that came from the official report published in July 2020. Kaaren Haldeman highlighted that the work is ongoing and that the document is a living document. Overall, they want people who are closest to the pain to be closer to the power, incorporating community members into decision making.</p> <p>Look at everything holistically and acknowledge that each committee intersects. Racial equity needs to be the driver, not an afterthought, with meaningful/ongoing work that informs all decisions.</p> <p>Full report- https://durhamnc.gov/DocumentCenter/View/32853/FINAL-REPORT-Durham-Racial-Equity-Task-Force-72220</p>	Utilize the toolkit presented in the report to inform the Partnership’s work imminently.	

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<p>City of Durham Racial Equity Task Force Recommendations Discussion <i>All</i></p>	<p>Jamal Moss discussed the importance of also incorporating LGBTQ individuals, youth, and individuals with disabilities as we move forward.</p> <p>Elaine O’Neal highlights that the work the committee has done is pioneering. It’s community-led and influencing other counties/cities/entities. The task force is ready to turn their work into action, and it’s time to pay attention to problems/issues/topics that are typically ignored. We need to incorporate class, in addition to discussions of race. We have to figure out creative ways to get into the community instead of asking the community to come to “us” and those making decisions.</p> <p>Howard Machtinger said the best way to incorporate the community is highlighted in this article. He also pointed out that there is a pending eviction crisis in Durham starting in January, and we need to be prepared.</p> <p>Pam Diggs asked how the Task Force sees the Partnership contributing to the recommended alliance between the City/County of Durham. Kaaren said that while that may not yet be clear, the goal is for everyone who needs to be at the table is, and the Partnership has information that should be presented...perhaps highlighting the narrative data collected. Jamal suggested that the Partnership does internal work so it knows where it stands, and continue to hold people accountable.</p> <p>As the Partnership continues to do work, be aware that it may be called on to help elected officials make decisions.</p> <p>Kweli asked the City’s Task force how Partnership members can work to establish a sense of trust among each other as it moves to form more alliances and collaborations. Elaine said they sandwiched meetings with intentional positive moments/actions. They also made space to share stories, allow for emotions, and navigate calmly. It was</p>	<p>Adapt definitions presented in the report.</p> <p>Intentional funding of racial healing.</p> <p>Use trauma-informed practices to address racial inequities.</p> <p>Increase community representation in emergency responses.</p> <p>Improve healthy food availability and access, specifically map food deserts.</p> <p>Create a city/county health alliance.</p> <p>Lara Khalil suggested doing a “road show” to tell people what we have learned from the community.</p> <p>Allocate funds to provide facilitators for meetings</p>	<p>The Partnership will discuss facilitating a “road show” to share the Partnership’s work, specifically narrative data.</p> <p>Work to establish the Partnership’s identity and story.</p>
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	<p>still extremely difficult, so they hired a facilitator to break down how to narrow down the mission and work. You have to trust people to not take things personally or react in an angry manner. It crossed boundaries into deep lived experiences and allow for transparency. Jamal Moss said that it was important to establish why people on the team are committed to the work, acknowledge the intentionality of those who are present.</p> <p>Howard suggested that arguments that lead to progress are important and real. He emphasized how important it was to allow for people to declare where they are coming from at the very beginning of the work, as it will inform future understanding.</p> <p>The road show is not funded – it is all volunteer.</p>	<p>involving deep discussions.</p>	
<p>Establish Timeline and Next Steps <i>Natalie Rich</i></p>	<p>The following will be established during the next meeting.</p> <ul style="list-style-type: none"> • Define a timeline to complete the work of phase II • Identify recommendations and challenges to work on in relation to the Partnership’s racial equity principles <ul style="list-style-type: none"> ○ What would make a difference as far as addressing the Partnership racial equity principles? 		<p>Pam & Don requested contact information for the team – Elaine said that she and Kaaren are available as the primary individuals to contact.</p>