

**Partnership for a Healthy Durham
Systemic Equity Action Team (SEAT)
Zoom**

**August 26, 2024
10:30am-11:30am
Minutes**

Objectives

- 1) Keep google doc up to date and active: "[Racial Equity Principles in Action](#)":
- 2) Increase awareness about policies and procedures responsible for current inequities
- 3) Strategize and design ways to keep RE Principles core to Partnership work

Facilitators: Najla McClain, Kelly Warnock & Bria Miller

Present: Kelly Warnock, Bria Miller, Najla McClain, Adam Velez, Kia Campbell, Krista Kicsak, Angel Romero, Scott Brummel, Nakiya Smith, Sonia Barnett		
Project/Topic/Goal		Recommendations and Action Steps
Welcome & Check-in Current Events <i>Kelly Warnock</i>	Meeting starter: In the chat, let us know what you are most excited about that's happening this fall. Review participatory decision-making process.	Racial Equity Principles in Action "
Review Minutes <i>All</i>	The minutes were approved.	

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<p>Review data</p> <p><i>Bria</i></p>	<p>Review Durham data points for food insecurity/food access</p> <p>Food security data from 2023 CHA and listening sessions</p> <ul style="list-style-type: none"> • 14.7% of people worried that their food would run out before they got money to buy more (county-wide). • 34.3% said sometimes and 10.1% said often in the Comunidad Latina sample. <p>Listening session question: If you run out of, or worry you'll run out of food, before you have money to buy more, what do you do?</p> <ul style="list-style-type: none"> • "Start rationing" • Gotta look for Food Banks • Call parents. • "I call my son" cuz he got, he helps with the church and they have food banks and they help Bethel Family Worship Center. They give out food from the food bank. • I have turned into food banks several times. Son, we have medical conditions and foods we cannot eat. Canned foods, "before I eat the wrong foods" It's making me unhealthy. I would ration the right foods before I eat the wrong foods. • I'm fortunate enough to have Life Skills and they have a food pantry. Running low on something can use it. Anyone in foster care can go. Lifeskills takes someone aged out of foster care too (18-21) • I'm curious as to, would we know-there are community fridges all around town right? • Look on social media. • Durham and community food pantries • To those who know about the resources, they way to get there can also be a problem 	<p>At the next meeting, the group will determine why question to ask next.</p> <p>To have enough time, SEAT will extend the meeting to 10:30-12:00.</p>
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<p><i>Toolkit for Closing the Gaps – Getting to the Root - 5 whys</i> <i>Najla</i></p>	<p>Problem statement: Why do 16.9% of Durham residents worry that their food will run out before they can buy more?</p> <p>Participants posted their answers using Jamboard and grouped them in the categories below.</p> <p>Fear of asking for help/mutual aid and trusting the system</p> <ul style="list-style-type: none">• food isn't a guaranteed right in Durham?• Fear of asking for help <p>Inadequate resources or no knowledge of resources</p> <ul style="list-style-type: none">• “lack” of information on resources; information not reaching folks• Family budget management, how to budget and prioritize.• Unaware of benefits they are eligible for• Lack of coordination among food pantries/hunger relief organizations• Limited access/transportation to get more when needed• Eligibility requirements for SNAP, WIC, maybe misinformation• Limited resources and access to free/reduced costs food opportunities, mutual aid <p>High cost of living/low wages</p> <ul style="list-style-type: none">• Because they are stretching their limited incomes to cover other life necessities such as rent, utilities and care for other family members• High cost of living• Low salary, not enough income to pay for food• Cost of groceries and increase in fast food prices• They have limited income and are already stretched thin financially• Low salary, not enough income to pay for food• Low wages and inflation of grocery prices <p>Participants went through the decision-making process and focused on: Why is there a cost of living coupled with low wages in Durham?</p>	
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	<p>Salaries offered are not keeping up with cost of living</p> <ul style="list-style-type: none"> • Salaries staying the same despite inflation • Few union jobs that pay good wages • The minimum wage hasn't increased in years • New businesses with higher pay don't have jobs for people already living here • Not enough businesses offer a living wage • More organizations should commit to equity pay analysis, for cost of living in area • Employers have not reassessed cost of living adjustments and kept wages apace <p>Durham catering to higher income people moving here</p> <ul style="list-style-type: none"> • Overpriced Central Park Farmer's Market. Need a real farmer's market that is affordable. • Too many expensive supermarkets like Harris Teeter. • Large companies coming in with super high salaries & requirements most people cannot meet • Services are tailored for higher income residents of Durham • Gentrification <p>Lack of education related to growing job markets (tech and science)</p> <ul style="list-style-type: none"> • Education, we need to prepare our youth and residents for the jobs that are coming here. (STEM) <p>Not enough affordable housing</p> <ul style="list-style-type: none"> • There isn't enough affordable housing and there is disagreement over what that even means • Not enough adequate low-income housing. • Not enough adequate low-income housing. 	
<p><i>Ongoing: Updates to Google Doc</i></p>	<p>Using wins/opportunities from meeting icebreaker re: PHD, update google doc: <u>"Racial Equity Principles in Action"</u></p>	

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<i>All</i>	Any updates from other committee to be added?	
<i>PARKING LOT</i>	<ul style="list-style-type: none">✓ Increasing visibility. Creating a RE principles graphic for window/laptop decals or magnets (could be a QR Code that hyperlinks to RE Principles document or Partnership website)✓ What's goes into the Partnership Tool Box: i.e. customized SEAT questions for each committee to ask during meetings✓ Discuss approach to compiling problematic policies, procedures, and processes	