


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

**October 22, 2024  
10:30am-11:30pm  
Agenda**

**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

<b>Present:</b> Kelly Warnock, Bria Miller, Krista Kicsak, Raina Goldstein Bunnag, Angel Romero, Najla McClain, Kia Campbell, Scott Brummel, Raphael Yon, Dr. Wanda Boone		
Project/Topic/Goal	Notes	Recommendations and Action Steps
<b>Welcome &amp; Check-in Current Events</b> <i>Kelly</i>	Meeting starter: In the chat: There is a lot going on right now in the world – how is everyone doing? How are you taking care of yourself?  Review participatory decision-making process.	<a href="#">Racial Equity Principles in Action</a> ”
<b>Review Minutes</b> <i>All</i>	The minutes were approved.	
<b>Review participatory decision-making process</b> <i>Kelly</i>	 SEAT Decision Making Process.pptx  Kelly reviewed the decision-making process.	

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<p><b>Review Problem Statement and the first 4 whys.</b> <i>Kelly</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><b>Complete the 5<sup>th</sup> why question.</b> <i>Najla</i></p>	<p>Why is there racism and classism/historical inequalities? This question is specific to Durham. Also remember that we asked why Durham residents worry that their food will run out.</p> <ul style="list-style-type: none"> <li>• Our country, and thus Durham, was built on racist policies and practices. It's built into the fabric of all of our systems.</li> <li>• Government and large investments are not distributed with equity as a priority.</li> <li>• Very little value in providing for those with less resources, generally poor and BIPOC, marginalized</li> <li>• To have equity, people have to give up power they've historically had. Even for people who want to create an equitable society, it's hard to give up power and privilege these always had.</li> <li>• Need policies that will dismantle systemic racisms and improve opportunities for economic advancement</li> <li>• Unwillingness to have uncomfortable conversations related to this</li> <li>• Some groups of poor white people have historically sided with leadership and policies that upholds whiteness but does not work to relieve poverty. Thus they stay in generational poverty too.</li> <li>• America never gave promised reparations to the formerly enslaved. Jim Crow, terrorism, redlining and other policies were put int place to limit their ability to create generational wealth and move out of poverty.</li> <li>• Distractions from the fight for racial equality and economic equality. From within the oppressed communities and the nation as a who. CRT arguments have been a distraction from how we only just started teaching a wider view of American history in some places.</li> </ul>	

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	<ul style="list-style-type: none"> <li>• The nation operates on an us vs them (the other) paradigm. Whoever it is most convenient to classify as “them or other” receives the brunt of our vitriol and negative policies</li> <li>• Racist policies in generally historically. Durham did not follow through on the comprehensive Ten2 proposal offered through Mayor Bill Bell.</li> <li>• Fear of people that look or talk differently.</li> <li>• Americans focus too much and race and ethnicity instead of class/income</li> <li>• After the civil war, whites established structures that maintained privileges</li> <li>• No grocery stores. Planned policies to open affordable “stores” did not work. Not accepted by community.</li> <li>• NC was a state that had slavery.</li> <li>• Free slaves. Free Blacks. Free enterprise.</li> </ul> <p>Themes</p> <ul style="list-style-type: none"> <li>• Power and privilege</li> <li>• Values and Education</li> <li>• Policies</li> </ul> <p>Votes</p> <ul style="list-style-type: none"> <li>• Power, privilege, policies, values, and education</li> <li>• Policies and norms. Power and privilege. Values and education.</li> <li>• Agrees</li> <li>• Agrees</li> <li>• Agrees</li> <li>• Agrees, power and privilege especially</li> <li>• Agrees with the three</li> <li>• Agree</li> </ul>	
<p><b><i>Draft root cause statement</i></b> <i>Najla</i></p>		

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<p><b>Next meeting</b> <i>Kelly</i></p>	<p>The next step will be to align the PANFA CHIPS related to food security to the answers in our 5 why questions. How/where do they fit? Does it make you rethink any of your goals? Do you want to add or take any goals away?</p> <p>Move to a week other than Thanksgiving week?</p> <p>In person?</p>	
<p><b>Announcements</b> <i>All</i></p>		
<p><b>Ongoing: Updates to Google Doc</b>  <i>All</i></p>	<p>Using wins/opportunities from meeting icebreaker re: PHD, update google doc: <a href="#">“Racial Equity Principles in Action”</a></p> <p>Any updates from other committee to be added?</p>	
<p><b>PARKING LOT</b></p>	<ul style="list-style-type: none"> <li>✓ 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)</li> <li>✓ What’s goes into the Partnership Tool Box: i.e. customized SEAT questions for each committee to ask during meetings</li> <li>✓ Discuss approach to compiling problematic policies, procedures, and processes</li> </ul>	