

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

September 24, 2024



10:30am-12:00pm *agreed to 30 minutes more this month

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

Present: Krista Kicsak, Bria Miller, Scott Brummel, Raina Bunnag, Jasmine St Denny, Adam Velez, Najla McClain, Kia Campbell, Dr. Wanda Boone		
Project/Topic/Goal		Important Points and Action Steps
Welcome & Check-in Current Events <i>Najla McClain</i>	<p>Meeting starter: In the chat: If you could share an item that represents your cultural background or personal identity (photo, artwork, book, song) explain that item and its significance to you.</p> <p>Review participatory decision-making process.</p> <div style="text-align: center;">  SEAT Decision Making Process.pptx </div>	Racial Equity Principles in Action ”
Review Minutes <i>All</i>	<div style="text-align: center;">  Systemic Equity Action Team (SEAT) M </div> <p>The meeting minutes were approved.</p>	
Review Problem Statement and 2 of 5	<p>Problem statement: Why do 16.9% of Durham residents worry that their food will run out before they can buy more?</p>	<p>At the next meeting, SEAT will answer:</p>

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<p>Whys, using decision making process <i>Najla</i></p>	 <p>2 whys - food insecurity.png</p>	<p>Why is there racism and classism/historical inequalities?</p>
<p>Toolkit for Closing the Gaps – Step 1: Getting to the Root - 5 whys <i>Najla & Bria</i></p>	<p>Complete 5 whys - The committee looked at the Jamboard to review progress made at the last meeting. The group is determining what question will be the third why from the following.</p> <ul style="list-style-type: none"> • Salaries offered are not keeping up with the cost of living • Durham catering to higher income people moving here • Education related to growing job markets • Not enough affordable housing <p>The committee went through the decision-making process.</p> <p>3rd why: Why are salaries offered not keeping up with the cost of living/why is Durham catering to higher income people moving here?</p> <ul style="list-style-type: none"> • The current and potential future economy concerns • Money matters more than people • Residents not educated in STEM, being left behind • Because companies do not want to halt or decrease the pay of those in highest income brackets to increase pay for those in the lowest • People are attracted to moving Durham because the cost of living is low compared to many other places. Housing markets can take advantage by raising rent/house prices. • Businesses are still in pandemic/depression mindset and are withholding spending/growth 	

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- Jobs available without college degrees by NCDHHS for example are not listed or offered as such in Durham
- Businesses are stretched thin with external costs to them as well
- Workers have limited leverage to demand higher wages
- It is believed that those with higher income spend more money that can benefit the city/county
- Contract positions may not be published, filled or made available to a wide audience

Themes:

- Concerns about the economy
- Values/beliefs
- Education

The committee went through the decision-making process.

4th why: Why aren't residents being educated for the job market in Durham?

- Outrageous costs of higher education
- NC is one of the most underfunded states for public education
- There is a disconnect between the industries coming to Durham and the education system already in place
- Durham did not keep up with shift, from medicine to tech
- Cultural norms
- Stem education is expensive
- Maybe companies are moving here faster than colleges can keep up with new programs
- Racism/classism- just compare the resources available in majority BIPOC school districts and rural districts/compared to middle class white districts
- Long-term support for quality and attainable job types needs (investment in CHWs, etc.)

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- Programs being offered at select high schools they may not be able to attend due to location or applications
- Poorer school systems rarely focus on STEM- so much focus is on reading/math and unable to see/ make connections between subjects
- Training requirements are long and onerous, certifications may be more accessible.
- More workforce programming needed (mass skills development and wrap around services to support people going back to school)
- Greater support for entrepreneurship needed
- Cultural norms are created by racism and classism

Themes:

- Cost of education
- Lack of resources
- Stigma/culture
- Rate of change of the education system is not keeping up with the rate of change with business, culture, etc.
- Racism and classism/historical inequalities

Consider if there are certain parts of the population that aren't being educated for the job market in Durham.

13.8% of NC School of Math and Science is BIPOC.

From a great article: "Despite these challenges, incoming Black undergraduate students declare STEM majors at roughly the same rate as white students. Unfortunately, only 34% of Black students complete their STEM degrees, compared to 58% of white students ([Riegle-Crumb et al. 2019](#)). "

And sharing the History of Food in Durham, many of us might have seen it before - <https://wfpc.sanford.duke.edu/north-carolina/durham-food-history/>

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	<p>5th why: Why is there racism and classism/historical inequalities? https://jamboard.google.com/d/1dfCKUHRsIYWntEruykez3GrNtzuS6pt9N2d8C9frgbQ/edit?usp=sharing</p>	
<p>Ongoing: Updates to Google Doc</p> <p><i>All</i></p>	<p>Using wins/opportunities from meeting icebreaker re: PHD, update google doc: “Racial Equity Principles in Action”</p> <p>Any updates from other committee to be added?</p>	
<p>PARKING LOT</p>	<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 	