

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

**January 23, 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

Facilitator: Najla McClain & Bria Miller

<b>Present:</b> Don Bradley, Bria Miller, Najla McClain, Nkiru Osude (Duke Health/University), Krista Kicsak, Catrina Lloyd, Kimberly Alexander, Angel Romero. Kelly Warnock		
Project/Topic/Goal		Recommendations and Action Steps
<b>Welcome &amp; Check-in/Current Events</b>  <i>Najla McClain and Bria Miller</i>	What's something you're letting go off in 2024?	
<b>Review Minutes</b>  <i>All</i>	The minutes were accepted.	
<b>SEAT Co-chair</b>  <i>Najla</i>	Najla would like a co-chair for the SEAT committee. This would involve meeting planning, facilitation, inviting speakers, and ensuring that the committee fulfills its objectives. Please use this link to nominate yourself or someone else who would be a good fit for the co-chair position. <a href="https://www.surveymonkey.com/r/QPTXS6F">https://www.surveymonkey.com/r/QPTXS6F</a>	Najla will send out a survey to identify a different meeting time.

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	<ul style="list-style-type: none"> <li>• It may be best to change the time of this meeting. It seems like there are others interested but can't come to this meeting time.</li> </ul>	
<p><b>Updates to Google Doc</b></p> <p><i>All</i></p>	<ul style="list-style-type: none"> <li>• These are examples of how the racial equity principles are showing up in committee work.</li> <li>• We want to composite a list of examples of how the Partnership is doing these things.</li> <li>• The Point in Time count is tomorrow, January 24. People go out and assess the number of people unhoused during some of the coldest days of the year. Don Bradley and five of his students are participating. <a href="https://housingfornewhope.org/our-impact/pit-count/">https://housingfornewhope.org/our-impact/pit-count/</a></li> <li>• Not a Partnership idea but Rev. Dr. Chavis, 2024 Environmental and Racial Equity Fellow... will be at Duke Fellowship for a year. As we think about acknowledging history, it would be good to connect to him. Connect to community events. Reverend Dr. Benjamin F. Chavis, Jr., an esteemed civil rights leader, global business leader, faith leader, and public intellectual, will join the Duke University community as the 2024 Environmental Justice and Racial Equity Fellow. Provost Alec Gallimore will welcome Dr. Chavis with a discussion of Dr. Chavis' work.</li> </ul>	
<p><b>SEAT and Partnership Priorities</b></p> <p><i>Bria</i></p>	<p>Health priorities and how SEAT can operate and work to address some of the gaps.</p> <ul style="list-style-type: none"> <li>• Bria shared the tentative top health issues with the committee.</li> <li>• People find it interesting but not surprising that violent crime (community safety and wellbeing) is in the top five</li> </ul>	

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	<ul style="list-style-type: none"> <li>• It is important to consider the framing of this issue. There is a concern with crime in the city. Things that the racial equity and inequity conversation is very important with the community safety and wellbeing health issue.</li> <li>• Some people think that part of the issue is that we talk so much about the crime in this community.</li> <li>• We don't want to become numb to it and becoming normalized.</li> </ul> <p>We want to do a deeper dive into each of these priorities</p> <ul style="list-style-type: none"> <li>• Start with community safety</li> <li>• This committee can work to make sur that we are making racial equity considerations as we look to roll out these health priorities and decide what the Partnership's role will be.</li> <li>• There is a public health issue related to gun crimes. There was a double homicide at a high school in Durham last year. One sad part is the people who died and their families and friends who are grieving. Also when people are shot, they have increased health costs and care, etc.</li> <li>• WE have resources that we can use- data scientist, Jess's research, Community Resilience and Protective Factors.</li> <li>• The problems need to be addressed.</li> <li>• The majority of gun caused deaths is suicide.</li> <li>• From our racial equity principles- admit language and history matters.</li> <li>• Include the disinvestment of communities.</li> <li>• The violence affects everyone and our mental health. Everybody needs to have a say and a stake in it.</li> </ul>	
<p><b>February In Person Meeting</b></p> <p><i>Najla</i></p>	<p>If we do a February meeting in person, who could come? Many people are available to meet in person that day. Najla will decide on a coffee shop or restaurant near the justice center.</p>	

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	Would like to invite a speaker about to the next full Partnership meeting	
<b>Move to Parking Lot?</b>  <i>Najla</i>	<b>Extending invitation to DataWorks</b>  <ul style="list-style-type: none"> <li>- November meeting topic: Learning about Racial Covenants in Durham – if so, let’s review these prior to for more in depth discussion <a href="#">“Who Owns Durham”</a> and <a href="#">“The Franchise Model of Inequity”</a> Any additional resources regarding racial covenants?</li> <li>- Propose new meeting date from Nov 28 to Nov 15? Or another day in November?</li> </ul>	Invite Jeff Baker and Camryn Smith/Jen Zuckerman
<b>Announcements</b>  <i>All</i>		
<b>PARKING LOT</b>	<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>	

(see random graphic idea from Najla copied below... welcome other decal design options!!)

