

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

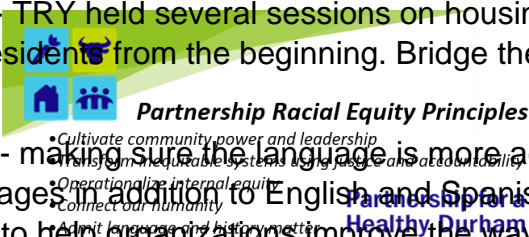
**March 26, 2024
10:30am-11:30am
Minutes**

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, Don Bradley, Catrina Lloyd, LaSonia, Dr. Wanda Boone, Angel Romero, Najla McClain		
Project/Topic/Goal		Recommendations and Action Steps
<p>Welcome New Co – chair & Check-in/Current Events</p> <p><i>Najla McClain and Kelly Warnock</i></p>	<p>Which RE Principles are you noticing show up in PHD committees' work or in your own work recently? Any missed opportunities?</p> <p>Cultivate community power in leadership- Don's students have gotten out and done some work. He had a team out at the time in place count. This was an insightful experience.</p> <p>Developing trust- TRY held several sessions on housing. Much about how to build trust with residents from the beginning. Bridge the divide until no longer needed.</p> <p>Communications- making sure the language is more accessible for everyone. Also using languages in addition to English and Spanish. Capacity building- put together training to help organizations improve the way they are engaging with community.</p>	



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	<p>PANFA- linking groups that have excess food with groups who need food. Kelly had a great meeting with Durham Inc. They brainstormed ways to utilize the system. We don't have to come in with all of the answers. We can present information to others and let them run with it.</p>	
<p>Review Minutes <i>All</i></p>		
<p>Developing Toolkits <i>Najla</i></p>	<p>Work to build agreement about template for equity toolkits.</p> <ul style="list-style-type: none"> - Brainstorming (using jamboard slides), share link with attendees - fist to five consensus vote (fist = doesn't work, five fingers = agree with all components) <p>Dr. Boone can present her work on violence and safety and the plan that was adopted by the school board.</p> <p>Likes that define the problem is now number one. Move to identifying who is already doing the work.</p>	
<p>Meeting Agenda and frequencies</p>	<p>What do future meeting agendas look like as we build toolkits for each health priority.</p> <p>meeting frequency?</p> <ul style="list-style-type: none"> - discuss timing to educate, review data, identify most impacted, identify who's doing work, determine gaps, propose interventions - are we agreeing to homework or using meeting time to work <p>agreeable time line for each priority?</p> <ol style="list-style-type: none"> 1. Define the problem 2. Identify who is already doing the work 3. Educate 	

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	<ol style="list-style-type: none"> 4. Review the data 5. Identify who is most impacted 6. Determine the gaps 7. Determine what resources are available 8. Propose and plan interventions 9. Evaluate execution <p>Safety and Wellness Task Force? Safety and Health Committee -Durham Committee on the Affairs of Black People, AHHH - Just FYI</p> <p>In voting, people felt very confident about this process. Fives across the board.</p> <p>When addressing community safety and wellbeing. They will share information- educate objective</p> <ul style="list-style-type: none"> • Invite TRY • Safety and Health committee • Durham Committee on Black Affairs • Hispanic/Latino serving organizations <p>Meet monthly. There may be homework between the meetings.</p>	
<p><i>Next steps once toolkits are created</i></p>	<ul style="list-style-type: none"> - presenting to steering committee - dissemination - where does information live, who can access - how often do we need to revisit <p>Stay every other month meeting or monthly.</p>	
<p>Announcements</p> <p><i>All</i></p>		
<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	