

Coalition Against Bias & Hate

Subcommittee for the Dialogues on Race

Meeting Summary December 17, 2015

Attendance

Ahmed Alrubaye, Che Anderson, Raquel Castro-Corazzini, Shawna Curran, Rev. Jesse Gibson, Debra Gonzales, George Smith, George Spring, Rev. Clyde Talley, Jayna Turchek, Rev. Esau Vance, Pat Yancey

Summary

The Coalition Against Bias and Hate Subcommittee meeting was lively and productive with all attendees fully engaged. The group agreed that another community meeting is needed to close the loop on the series of race dialogues and communicate next steps. The group agreed that the initial next step was for us to work towards building a living, long-term community compact/work plan.

Key Points

- As a model, we reviewed ***Compact for Racial Justice: An Agenda for Fairness and Unity***. https://www.raceforward.org/sites/default/files/arc_compact_11209.pdf and the website with lots of other information <https://www.raceforward.org/about>

This document, put together by the Applied Research Center, was shared by Jayna as an example of something that we could use to develop and structure a plan for the city and the community. The subcommittee agreed that we should have a framework in mind as we build out our work plan. It will be a living community compact/work plan that will evolve as we progress and will include:

- Our current state (*What were the themes that came out of the dialogues and where does the city and community stand in relation to those themes*)
 - Our target or future state (*For instance: An overarching theme for all sessions: need diversity in our city represented in our government, organizations, schools and businesses.*)
 - An “ask” to the community with public statements/commitments from key organizations
 - A timeline with key events identified for reporting back (*i.e. Stand Against Racism in April*)
 - Ways to measure progress
 - Benchmarks to reach for along the way as we all align ourselves to get from where we are to where we want to be. This will help to ensure that the work being done is effective and done well.
- To start building a picture of our current state, we will identify what other community organizations have already done in the dominant themes the coalition identified from the notes. This will be done through a simple survey which will go to the coalition members first and any other organizations we can think of. This will be our first pass at showing where both the city and community are already addressing some of the themes that came out of the race dialogues. This will also help identify any areas that are not currently being addressed.

- After a brief discussion about a recent article in the Telegram & Gazette noting a lagging response from the coalition, the group agreed that there is a need to close the loop on the race dialogues through another community meeting. The meeting will be focused and purposeful in order to avoid a collapse of the agenda. It should happen mid-February with a snow date scheduled. The agenda would include:
 - Where are we now and how we got here
 - The coalition's process on synthesizing the notes from the dialogues.
 - Themes the coalition identified including the top ten themes the city and community should focus on first.
 - Work that the city manager is doing as it relates to the themes from the dialogues.
 - Work that the community is doing (to the best of our knowledge at the time of the meeting) as it relates to the themes from the dialogues.
 - Plans for the future
 - Clear message that our future work is long-term and on-going.
 - Structure for our living community compact/work plan and how we intend to progress (painting the picture of our current state with the community's help and collectively moving toward a target/future state)
 - Public statements from key organizations
 - An "ask" to the room to share what their groups and organizations are already doing. They will be provided with a document to bring back to their groups and organizations to help them assess where they are. It will include the themes and the same survey that others used ahead of the meeting.
 - Present opportunities for community to help with existing efforts to improve race relations and community service activities

- Spreading the word about the upcoming community meeting.
 - Coalition would request to make an announcement at the MLK breakfast in January. The announcement would serve as a quick update on progress made as well as a call for greater community participation. A simple document (to be developed) could outline key points and next steps.
 - The same document could be shared at other community events (to be identified later) between now and the community meeting.
 - An email announcement will be sent to the mailing list of people who attended the race dialogues.

- The subcommittee will seek approval on the steps described above via email. A general meeting of the Coalition will be called later in January for further discussion and planning.