



MINUTES

Wednesday, July 1, 2020
 6:00 pm – 7:30 pm
Virtual Meeting
 via GoToMeeting, LogMeIn, Inc.

| MEMBERS PRESENT | STAFF |
|-------------------------|-------------------------------------|
| Dion Graham | Tara May, Civil Rights Specialist |
| Ana Garcia-Turner | Melvyn Blackwell, Intake Specialist |
| Allison Mahaley | Annette Moore, Director |
| Tomeka Ward-Satterfield | |
| Frances Castillo | |
| James Spivey | |
| Stephanie Harrell | |
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| MEMBERS ABSENT |
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| GUESTS |
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- I. Call to Order
 - A. Ms. Frances Castillo called meeting to order @6:04pm. A quorum was present.
- II. Icebreaker
 - A. Ms. Castillo facilitated an “Ideal Community” icebreaker.
- III. Discussion on BOCC Community Forum Plan
 - A. Ms. Castillo discussed the plans the Board of County Commissioners (BOCC) have to host a virtual community listening session July 7, 2020 from 7pm-10pm, via ZOOM. She indicated that this initiative is not a collaborative with the HRC: however, the HRC was asked to be a part of the programming. Ms. Castillo will facilitate the welcome as the HRC chair. She explained that each person would have 3 minutes to speak during the session, and it will be recorded. The talking points of the event are issues of Policing, Racial Justice & Equity in Orange County. Ms. Castillo will forward HRC members the information for the event.
 - B. Ms. Castillo discussed the Social Justice Goals (SJG) that the BOCC adopted in 2010, and how the underlining causes to issues with policing is race. She suggested HRC members begin thinking about the conversations that need to be had with residents as it relates to HRC’s charge and the inequities around the county. She hoped that the HRC might use resident comments from the session and examine them as resident-communicated needs.

- C. Ms. Stephanie Harrell commented on how she felt affordable housing is one of the areas there are inequities and lack of diversity in housing. Ms. Allison Mahaley commented on how The University of Carolina at Chapel Hill (UNC) and students play a role in the issues with housing, like housing costs in Orange County. She explained how the lack of a policy to require students to stay on campus forces students to try to find housing in the community. She also commented on how the issues with housing could be better addressed, if the local governments of Chapel Hill, Carrboro, and Hillsborough, county government, and UNC had better communication on the subject.
- D. Ms. Mahaley discussed how she felt the 2019 community read addressed housing crises across the nation. She also expressed her disappointment with the 2019 Community Read turnout. She explained how people ignore issues that do not directly affect them. She commented how this may be the case for many white residents in Orange County. Ms. Annette Moore encouraged HRC members to focus less on the amount of folks who engaged in the 2019 Community Read, but to highlight that from that, Orange County launched the Eviction Diversion Program. Ms. Moore highlighted that the program has received its first client.
- E. Ms. Mahaley suggested that the HRC vamp up more education and outreach to residents about the HRC and its origins. She expressed the importance of residents knowing what the HRC is and what the HRC does.
- F. Mr. Dion Graham inquired about the anticipated outcomes or actions of the listening session. Ms. Castillo explained that there are no clear anticipated outcomes or actions that she knows of. She explained it will be a platform for residents to be able to speak about anything for three (3) minutes, and resident comments' will be noted and recorded.
- G. Ms. Ana Garcia inquired if there was any promotion leading up to this event, because she was not aware of it. Ms. Moore explained how the details and information for the event could be found on Orange County's main website and on the BOCC's webpage. She noted how the County's Communication's department is planning and promoting the event.
- H. Mr. James Spivey inquired if HRC members register for the event, should they register as residents or as HRC members. Ms. Castillo responded and answered, HRC members would register as residents. Mr. Spivey expressed his concerns and hopes that if the results from the listening session are not used as an opportunity to challenge racially unjust systems and institutions, then the event may be seen as just a check-off of a list.
Ms. Castillo urged members to use the recording of the listening session as an opportunity of gathering feedback from the community.
- I. Ms. Tomeka Ward-Satterfield shared her initial thoughts of the idea of the listening session, and how she did not have a good impression. She expressed concern that the call for the listening session may appear like a public relations initiative, because of the popularity of organizations and companies now making racially conscious statements. She discussed how listening is important, but listening is the easiest thing someone could do and apply the least effort. She suggested that an elected leader(s) have an introspective dialogue with residents about resident concerns or be discussing structured action to address inequities.
- J. Ms. Moore explained to the HRC how the BOCC announced, in their resolution, a plan would be developed to address racial inequities. She said the BOCC approved funding for the racial equity index. She suggested the listening session may have been too soon, and before staff could put in the work.
- K. Mr. Graham said the listening session won't be conducive and he believes will be exhausting for a person of color. He suggested that data be gathered, and idea of action be presented to the community and get the community's feedback on that.

- L. Mr. Spivey and Ms. Moore discussed the origins of the BOCC's SJGs. Mr. Spivey pointed out that the SJGs have not been weighted against policy. He suggested that those goals be used and weighed against policy moving forward. All HRC members present were in favor of this suggestion.
- M. Ms. Ward-Satterfield suggested that the HRC get with the other boards, commissions, and committees and encourage them to weigh the SJGs against their policy and procedures.
- N. Ms. Mahaley echoed and complimented Mr. Spivey's sentiment around the SJGs. She suggested the HRC do a community survey that everyone has access to, for example an online survey. She mentioned internet access as a possible barrier.
- O. Ms. Castillo discussed collaborating with other stakeholders in the community to administer the survey and how there might be available feedback from multiple populations, and especially populations that the HRC has not heard from. She suggested HRC members reach out to community stakeholders. Mr. Spivey asked how HRC members might go about reaching out to stakeholders. HRC members discussed researching and identifying stakeholders and asking them if they would be interested in this initiative.
- P. HRC members discussed the possibilities of an oversight committee for law enforcement. Ms. Moore advised how the process of creating an oversight committee would be different between town law enforcement and the Sherriff's department. She explained how the Sherriff is an elected official, and how the BOCC could not require the Sherriff to do this. She commented how she felt the Sherriff would be open to having a conversation on it.
- Q. Ms. Garcia-Turner noted the importance of having tangible data to help make statements and drive processes. She highlighted data from the survey HRC worked on which surveyed and assessed the diversity of Orange County boards, commissions, and committees. She inquired about the idea of the HRC creating a survey and what would be some of the asks of residents. Ms. Harrell volunteered her time to help gather and disaggregate data.
- R. Ms. Moore encouraged HRC members to think of all the systems that result in racial injustice and how the policing system is not the only system that perpetrates racial injustice.
- S. Ms. Ward-Satterfield mentioned a concern of residents having better access to WiFi due to increase of online learning. Ms. Moore noted how the BOCC has had discussions about funding a community WiFi initiative in the recent past.
- T. Mr. Melvyn Blackwell shared the Orange County health Department, Healthy Carolinians' Community Health Assessment survey (CHA). He explained how the HRC might generate ideas of a survey and current stakeholders from the CHA.

IV. Adjourn

NEXT MEETING: Monday, August 10, 2020 at Virtually, via GoToMeeting, LogMeln, Inc.