

**City of Hyattsville
Race & Equity Task Force Committee
Minutes
January 23, 2024**

PRESENT

Task Force Members:

- Co-Chair Alicia Freemyn (AF)
- Co-Chair Daniel Amador (DA)
- Record Keeper Secretary Jocelyn Medallo (JM)
- Member Jennifer Gafford (JG)

Staff:

- Race & Equity Officer Shakira Louimarre (SL)

Community Members:

- Monique Martin

7:03 pm - Welcome & Call to Order – Chair Freemyn

7:03 pm - 7:04 pm – Roll Call – Chair Freemyn

7:05 pm – Acknowledgement of Guests– Chair Freemyn

- Welcome, Monique.

7:06 pm – Adoption of November and December Meeting Minutes- Chair Freemyn

- JG moves to approve; JM seconds. Minutes have been approved.

7:07 pm - 7:25 pm –Elections for Chair, Co-Chairs and Record Keeper – Chair Freemyn

- SL: Terms are for one year for chairs, co-chairs and record keeper roles, with a two-term limit. Elected annually starting in January 2024.
- JG has decided not to renew term on the Committee but for continuity will be present for the presentation.
- SL: Outreach for RETF? At the last community listening session in West Hyattsville and UTC, the team working on that brought RETF business cards and flyers and did get some interest.
- AF: Consents to being connected to potential candidates.

- JM: Also consent to being put in touch. Are there any calendar events where we might do targeted outreach?
- SL: We can look at the city event calendar. Let's add a calendar review to next meeting's agenda.
- JM: Happy to continue as Record Keeper.
- DA: Happy to support as Co-Chair.

AF:

- Self nominate for Co-Chair of RETF; DA seconds. All in favor. No opposition or abstention.
- Nominate DA for Co-Chair of RETF with a strong vote of confidence. All in favor. No opposition or abstention.
- Nominate JM for Record Keeper of RETF; DA seconds. All in favor. No opposition or abstention.

7:26 pm – 8:22 pm – Equity Plan Updates Work Session - Liaison Louimarre

- SL: At the last meeting we had settled on SL getting updates by last Friday. I was able to insert all updates that we had discussed from the excel spreadsheet into the draft document. I highlighted some changes and a potential new timeline. (Slides) I was not able to get us into the February 5th Council meeting as it was very full, but we can be bumped off to February 20th.
- Review [RETF Draft Race and Equity Plan 2024](#)
 - Review glossary section for additions;
 - Considerations (full list at [Review Equity Work Session To Do List – document](#)):

- Group consensus on section title changes (e.g., Community Policing / Community Safety and Policing, Jobs / Jobs and Economic Prosperity, People with Disabilities / People with Disabilities and Vulnerable Populations)
 - AF: Supportive of change to: Community Safety and Policing and can go into document to make language consistent
 - JG: Supportive of change to: Jobs and Economic Prosperity
 - DA: Supportive of change to: People with Disabilities and Vulnerable Populations
- Data points / case studies are still needed for Community Engagement, Housing and People with Disabilities sections
 - SL: Asking leads to supplement these assigned sections.
- Approval of edits to cross-sector recommendation re:
 - *Explore hiring a part-time or intern Program Evaluation/ Data Analyst position.*
 - DA: Support this being a full-time position to make an impact.
 - AF: In complete agreement.
 - Add a permanent Race and Equity role to the City's standing Committees. This representative would raise awareness of equity issues inherent to City business (e.g., planning, health and wellness).
 - AF: Our team is really small so I don't assume that we would then be expected to join other Committees. Depending on what comes out of the RETF plan, I wonder how much work would then be required. Could other Committee members come to our meeting /

liaise with RETF periodically in order to reduce the burden on this group?

- JG: Great suggestion. When they think of us, they will join our meetings and present. But can it be more intentional? Or when there is something they will implement, they can attend.

○ Conclusion:

- Add historical context (i.e., post-George Floyd, post-COVID pandemic, backlash to DEI in the private and academic sectors)
 - AF: Could this be in the introduction as context setting? Happy to work on this conclusion as we have been tracking funder backlash on DEI (Fearless Fund case in the private sector)
- Add commentary on connections to sustainability – either including Equity in updated sustainability plan or including sustainability section future Equity Plan

○ Review dates:

- February 2nd- deadline for individual updates to document
- February 9th – deadline to submit document for inclusion in Clerk’s packet by February 9th
- February 12th -16th – schedule ad hoc meeting presentation run-through
- February 20th – Council meeting presentation (we will have about 20 minutes and then Q&A)

- AF: As we are going through the draft, put a pin on compelling data that we may want to include in the slides. Ad hoc meeting tentatively planned Tuesday 13th at 4pm.
- Review and assign roles for run of show – table to working session
- Plan for Community Engagement (how we would engage community after presenting to Council)
 - JG: Wards check in meetings – could be good opportunity to engage
 - DA: Once we present, we may have better idea of what has support and where things will move and what will simmer – structuring conversation with community after this intervention. How do we make the report digestible for these meetings? Virtual may be best.
 - SL: Some type of executive summary and infographic that is more accessible and translated
- SL: I will share all the follow up actions and documents with updates from tonight's meeting.

8:23 pm – Community Comments

- No comments.

8:24 pm – Adjourn Meeting – Chair Freemyn

- Review of items on next week's agenda
 - Review city calendar for RETF recruitment events
 - Review and assign roles for the presentation
 - Revisit community engagement
- DA moves to adjourn; AF seconds.