<p style="text-align:center"><u>Mayor's Task Force</u>
<u>MEETING MINUTES</u>
Friday, January 22, 2021
6:00pm
Zoom Meeting</p>

Call to Order
Patrick J. Franklin, co-chair of the Mayor's Task Force for Racial & Ethnic Equality, called the meeting to order at 6:02 pm. Tiffany David, of the City of West Palm Beach Mayor's Office, took attendance of participants for the meeting record. Michelle Diffenderfer, co-chair of the Mayor's Task Force for Racial & Ethnic Equality, welcomed participants to the meeting and reviewed the agenda.

Approval of Minutes
The minutes of the previous meeting were unanimously approved as distributed.

Subcommittee Priority Reports
Kayla Elson, of Justice and Sustainability Associates, opened the floor for subcommittee report share-outs. Co-chairs from each subcommittee presented subcommittee progress and previous meeting details.

A written report was written up by the subcommittee co-chairs.

Alexcia Cox, **<u>Criminal Justice</u>** subcommittee co-chair, provided a report on the Criminal Justice Subcommittee priorities.
- Priority Area #1 Policing engagement/development of a more diverse police department, implementing more cultural/racial sensitivity training. Use of force board (currently in place in the city). Can civilian members be part of that board? No.
- Next steps: Are there some type of ways city residents or those of interest be involved in some type of board revolving around the police department?
- Priority Area #2 learning about demographic makeup of WPB PD. Hiring processes. How much new hires are paid, learn more about the salaries of officers here vs. other local areas. What have other departments been doing to increase the amount of racial/cultural sensitivity training (local areas as well). Another presentation about the hiring methods. Hoping next meeting or two ironing out specific recommendations.
- Areas of success = learning about practices of the PD. Learned about what's been in place in the past vs. now. Biggest hurdle is making sure we're getting all

the information we need in a timely fashion so we can further analyze/make decisions on our priority suggestions.

Alexandria Marie Ayala provided a report on the **<u>Education</u>** Subcommittee priorities.
- Our subcommittee is at a point to identify priorities solidly and confirming them. Moving into the implementation/recommendation stage. Making sure proper recommendations are compiled with necessary information to support.
- Success/progress identified two focuses/priority 1. Improving offering of career development 2. Elevating quality of resources for under resourced schools, improving school reports.
- Received many data pieces from Quantum Foundation and schools for what's been in place. Helps with framing.
- Setback is shifting from analyzing data to forming actionable recommendations. Primary setback is public participation and engagement, involvement of stakeholders we're trying to best serve (parents, teachers, educators, employers) not much participation so promoting on our own pages.
- Shifting towards a forward-thinking future orientation mindset. In terms of eradicating inequities and disparities.
- Public input piece need help with getting public there. To address disparities appropriately.

Leontyne Brown provided a report on the **<u>Finance, Banking & Business*</u>** Subcommittee priorities.
- Needed more data from small business owners and the community. Decided to take the following action – Develop a survey that will go out to the WPB community particularly local business chambers, community businesses and churches. We want to have insight from everyone, but couldn't get all of that during the Summit. Kayla helping with survey questions, sent to our subcommittee to review in 2-weeks.
- Wanted to bring in key leaders and individuals to speak at future meetings.
- During the January meeting, the subcommittee addressed the ambiguity of the subcommittee's name which might have thrown off community answers, might not understand the subcommittee's purpose. Mayor agreed. Now officially **Finance, Banking, and Business** subcommittee.
- We are not fully at our maximum participation, we ask subcommittee members to ask those they know to apply to our subcommittee. Ideally, someone who is under the age of 30 because WPB as a whole does a great job educating young adults but not onboarding them to get them to stay/develop here. We'll be working with staff in order to make this happen.

- Michelle = Applying through the city website, position appointed by the Mayor. Information will be routed to Tiffany.
- Offered other subcommittees to add questions to their survey.

Gopal Rajegowda provided a report on the **Health Subcommittee** priorities.
- Priorities that were stated in the last meeting #1: improving access to and education about healthcare services/wellbeing. #2 building trust between marginalized communities and healthcare.
- Campaign "We Care" work of our subcommittee and providing these resources.
- Area of success is importance of data received from various organizations. Feel that this information can help the subcommittee and the community. National/County/Local basis.
- Each subcommittee member was asked to name 5 key community leaders to invite to the subcommittee meetings to open lines of communication with the community.
- Setback = Mistrust that exists in community with politicians/government. Next steps: Next meeting is min March, should have clear campaign list of leaders and organizations to pursue in local communities.

Bradley Hurlburt provided a report on the **Real Estate & Housing** Subcommittee priorities.
- Looking to expand housing options for homebuyers/renters, renting funding increase. Reviewing housing related data. Reviewed PBC needs assessment. Jennifer Feriole was a guest speaker at the last speaker. Suzanne ___ (president of _____) agreed to help.
- Coding police department for housing regulations as guest speaker. (Michael Odum).
- Struggle is there's a lot to learn. Also struggle to get input from the community/community involvement. As we learn more, look for areas we can identify specific policy recommendations to expand options for decent/affordable housing.
- Bill: Way to integrate some of the data or expand questions out to the community to include housing, % who are renting, % who sold their houses, amount of $ they made on their houses etc. We can come up with questions that can be included in our survey related to this subcommittee because they're related.
- Patrick: If you do that as far as wealth building/relation, it needs to be targeted because rich people will skew the data. The majority of people in the NW are all renters. Targeted to get responses in that area.
- Leontyne: Questions would be more challenging "What are your challenges with obtaining a mortgage" for example.

- Sally: PNC bank did "color of law" Recommends staff reach out and try to get it. Created barriers to homeownership after WW2 that stopped minorities from gaining wealth. Smart landlord program helps homeless people to rent.
- Michelle Diffenderfer: Relying on email alone Thoughtful about targeting surveys to get the data needed.

Stakeholder Engagement
- Donzell Robinson, of Justice and Sustainability Associates, reviewed the stakeholder engagement plan…
- When we talk about engagement, it's about giving access to conversation and decision making. You have to open the door and invite people. Build capacity and relate to everyday lives to prioritize the conversation. Priority for most people (especially those impacted) to be part of the conversation.
- Figure out that the conversation is accessible and that it's a priority over everything else. Need to build it as they come.
- How do we make sure we get people into the conversation?
- Kayla: One piece JSA is involved in is getting folks to subcommittee meetings. Website, newsletter, announcement listservs. Using SM to put out there that these meetings are happening. The previous rounds of subcommittee meetings was the first time the public could attend these meetings. Had some public attendance so it's a good start, but we need to keep pushing. Welcome any/all ideas.
- Patrick recommends that the Mayor announces that we're looking for public participation. Asked Tiffany to confirm.
- Donzell: It's really about the frequency of inviting people to these activities. Get as close as possible to "passing out flyers" in a COVID environment. So how do we get the word out? (Putting word out through email, telling us who we can be in touch with like commissioners).
- Once the word is out, we need to make sure we're on the same page and create mechanisms to participate. When we get to subcommittee meetings, how do we make sure there's space/time to be able to be a part of the conversation, giving them predictability around what will happen at the meeting that's worth their time?
- Donzell will sit down with co-chairs of subcommittees or email individually to ask for strategies and ask how we can support them to make sure we have the mechanisms and communicate that mechanism to the community. Articulating that their opinion is valuable.
- Michelle: We should have a sense of an agenda or add a designated place to speak. Agenda needs to be on the website in a way that's inviting the community. Current agenda for example probably wouldn't bring me to the meeting.

- Figure out strategies unique to generations/populations.
- Michelle: What are some lessons learned from subcommittees that did get public to attend?
  - Kayla: For one it related to the guest speaker. Need to figure out how they got connected/heard about the meeting
- Bill: We need to begin to measure/balance out information that's going to be given. (The survey was going to be targeted to the NW quadrant).
- Donzell: Don't want to flood them with one survey, franchising the survey. How do we create a strategic approach to surveying individuals? How to have those conversations or drive them to being a part of the conversation in subcommittee meetings. Bring them back to the space of the subcommittee.

- Michelle: Each subcommittee should think of 3 questions (not necessarily survey, but on agenda) to display to the public, such as, "we want to hear from you about these 3 questions."
  - What needs to be discussed, should the focus be expanding, etc. Targets for appropriate representation.
- In order to accomplish having people speak to the issue, Donzell recommends transitioning from people selecting what group they want to go to, to being able to participate in all conversations.
- Create packages where the Task Force (whether through chairs or representative) states "here's what we've been discussing."
  - Begin to gather data to fill in context of discussion points.

Action Summit Discussion
- Goal of this Summit is to begin to shine a light on the conversations the subcommittees have had and invite people to be a part of that conversation in the Summit.
- Need connection to Schools/Universities to Serve as moderators. 1k people grows amount of people needed to moderate.
- Donzell listed demographics breakdown of who should be at the Summit.
  - Understand strategies used in other places.
  - What organizations can you think about that support this group or are a part of this group? (Chamber of commerce, professional organizations, YWCA).
- Create a running list of organizations that people have thought of that may help you trigger your thinking of organizations. Then we'll reach out to them and provide collaterals needed to advertise.

- Sally: Sent some organizations to the group. Suggests sending Donzell's demographic breakdown for organization inspiration (help filter repeat organizations for example)
- Donzell: First identify community assets (doesn't always have to be community leaders, etc.) For example, people who will stand up to issues about children.
- Here are the questions that we have, focus we want from these communities, etc. Recruit 150 table facilitators.
- How do we engage individuals showing up to the food bank, the meal donations, etc. for example. Not just invite them to a meeting, but ask them what the municipality/support system need to understand about you?
  - Patrick conducts food drives, reach about 1000 families each time. That might be the communication content of how we do that.
- Sally: Other places include free clinics, FoundCare, health department, etc.
  - Patrick: Vaccine distribution places.
- Julie: It's one thing to say we're going to reach out to these people. But how do we frame that? We want them to feel comfortable to be as honest as they can.
- Donzell: I don't have the relationship but that's why we want to reach out to the organizations first because they have that connection. We're not just asking them to show up, we're asking what it takes for them to show up at all, and what needs to happen for them to stay for X time so we're respectful of their time.
  - Some people for example didn't plan to stay on long for the Summit but stayed longer.
- Churches for many are places of credibility, it could also be someone who owns the business in the community or the one who's on their lawn etc.
- Patrick: Incentives engage people and the city may want to provide.
- Donzell: Demonstrating value you see in people giving up their time. Want everyone to continue to brainstorm, **send us ideas etc. Send to Tiffany and Kayla**.
- Michelle: HW for tonight. If there are places that you know of, write them down and send to Tiffany and Kayla. Think of the incentive side as well. If we're talking about the food bank and vaccine lines, give people the surveys as well (3 key questions from each subcommittee).
- Donzell: Point them to a link on the website for some answers. Don't want to have a conversation there because that will happen at the Summit. Think of businesses we can be in touch with to advertise flyers.
- Tiffany already made requests to the library to advertise.
- Sally: Being able to see the beginnings of a plan and the fact that we're making an impact = confidence
- Michelle: Send email to Task Force members of action items to do before the next meeting.

Adjournment
The meeting was adjourned at 7:31 pm by Michelle Diffenderfer. The next meeting will be on Friday, March 26th, 2021 at 10 AM on Zoom.

ATTENDANCE

Present:
Michelle Diffenderfer, Task Force Co-Chair
Patrick Franklin, Task Force Co-Chair

Maria Antuña, Task Force Member
Rick Asnani, Task Force Member
Alexandria Marie Ayala, Task Force Member
Jennifer Jean Bell, Task Force Member
Leontyne Brown, Task Force Member
Sally Chester, Task Force Member
Alexcia Cox, Task Force Member
Julie Fisher Cummings, Task Force Member
Daniel Eisinger, Task Force Member
Bradley Hurlburt, Task Force Member
Bill Jacobson, Task Force Member
Faye Johnson, Task Force Member
Dina Rubio, Task Force Member
Gopal Rajegowda, Task Force Member
George Soria, Task Force Member
Tameca West, Task Force Member
Dr. Alisha Winn, Task Force Member

Tiffany David, City of West Palm Beach Mayor's Office
Kayla Elson, Justice & Sustainability Associates
Emma Lipsky, Justice & Sustainability Associates
Farah Nerette, City of West Palm Beach Mayor's Office
Donzell Robinson, Justice & Sustainability Associates

Absent:
Ana Bacas, Task Force Member
Jerry Deng, Task Force Member
Bryce Graham, Task Force Member
Chauncey Graham, Task Force Member

Juan Pagan, Task Force Member
Bishop Wright, Task Force Member