

Reparations Commission

SUMMARY/ACTION MINUTES

Thursday, February 13, 2025

6:00 p.m.

Location: Alameda County Training & Education Center
Hayward/Union City Room
125 – 12th Street, 4th Floor
Oakland, CA 94607

I. Call to Order

The meeting was called to order by the Chair, Debra Gore Mann at 6:00 p.m.

II. Roll Call

Members present:

1. Leo Bazile
2. Jesse Burleson
3. Alan Dones
4. Phillip S. Gardiner
5. Debra Gore Mann
6. Shenita Hurskin
7. James Knowles
8. Larry McClendon
9. Brandon Sass
10. Shadrick Small

Excused: Artavia Berry, Carolyn Johnson, Natasha Tripplett

III. Public Comment (items not listed on the agenda)

Letitia Henderson, retreat facilitator, congratulated the Commissioners' work and engagement on the retreat and offered ongoing support.

IV. Approval of Minutes – Action Item

A motion was made by Commissioner McClendon and seconded by Commissioner Sass, to approve the minutes of January 8, 2025, as submitted.

Ayes: Bazile, Dones, Gardiner, Gore Mann, Hurskin, Knowles, McClendon, Sass, Small

Noes:

Excused: Berry, Johnson, Tripplett

Abstain: Burleson

Motion passed 9/0

V. Debrief Commission Retreat - Informational Item

[Attachment](#)
[Attachment](#)

The retreat focused on setting priorities through breakout groups, which emphasized data collection, community listening, and budgeting. The budget discussion included insights on leveraging existing county resources and consultants to support their initiatives without requiring extensive approvals. Documents distributed from the retreat include a list of the retreat's activities and commitments, and a Work Plan.

In the Work Plan, Commissioners could sign up as responsible, accountable, or consulting participants. Those who were absent from the retreat were encouraged to sign up. Additionally, Alameda County is in the process of selecting a Diversity Equity & Inclusion (DEI) Director, which could provide more resources and support. The retreat also outlined a structured timeline, with specific goals for the next 3, 6, and 12 months, allowing for a focused effort before the final report preparation in the last six months.

VI. Operationalize Work Plan – Informational Item

The Reparations Commission has moved away from a subcommittee structure toward an action-oriented approach. Instead of regular subcommittee meetings, individuals will take the lead on specific priorities, bringing in others as needed to execute tasks. The focus is now on delivering tangible outcomes, such as organizing listening sessions, developing a website, and securing resources through RFPs (Requests for Proposals) rather than waiting for a set budget.

- The work will be structured around priorities rather than subcommittees.
- Leads will be responsible for progressing specific areas and reporting back to the commission.
- The goal is to move forward quickly, especially by issuing RFPs for necessary expertise.
- A major gap exists in securing community allies, though other areas are well-supported.
- The listening sessions may help to identify allies and gather broader community input.

**VII. Budget Resources and Opportunities to partner with relevant Alameda County Departments
Informational Item**

VIII. Review Potential Strategic Partners Currently Working with Alameda County – Informational Item

Funding constraints were discussed, including the \$25,000 limit on contracts without extensive review. Commissioners noted the need for strategic partnerships, including engagement with San Francisco and state representatives. Commissioner Bazil commented on collaborating with the Public Ministry at Allen Temple and Berkeley Theological School to support reparations efforts.

The Reparations Commission discussed progress on their initiatives, including community engagement efforts and upcoming events. A key point raised was the growing national pushback against Diversity, Equity, and Inclusion (DEI) initiatives, which could impact their work.

Recent policy changes under the new administration in healthcare could impact the Commission's work, including a halt on collecting data related to sexual orientation, gender identity, and social determinants of health due to federal funding restrictions.

The Reparations Commission discussed launching a pilot program within two months, emphasizing the need for community engagement and partnerships. The Commission debated the structure of town halls or listening sessions across supervisorial districts, aiming for an inclusive approach.

IX. Commissioner Announcements & Comments

Commissioner Burleson invited Commissioners to participate in the Black Joy Parade on Saturday, February 23, 2025.

Rodney Loche, Office of Supervisor Elisa Márquez, shared information about an event in the City of Hayward: California & Local Reparations – Discussion on Statewide and Local Reparations & Reparative Justice with Fayeth Gardens & the Coalition for a Just and Equitable California on Thursday, February 27, 2025.

ADJOURN

The meeting was adjourned at 7:15 p.m.

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