

**Howard County Racial Equity Task Force
Personal & Public Safety Meeting Minutes
Chair: Allison Sayers
April 8, 2021**

Panelists Present – Allison Sayers, Richard Gibson, Zainab Chaudry, Eduardo Ribiero, Gus Bibum, Marcus Harris, Maya Carey, Marcus Harris, Jumel Howard, Zikora Akanegbu, and Karla Morrison-Brooks (Facilitator), Ashley Alston (D2), Michael Harris (D2).

Not Present: Rahel Petros, and Jonathan Branch

Opening:

Allison Sayers completed attendance and introduced the meeting.

Discussion Points:

Allison started with the approval of last meetings' minutes

- Moved to approve the meeting minutes from March 11th
 - Second by Marcus
 - Approved by everyone
- Moved to approve the meeting minutes from March 18th
 - Second by Maya
 - Approved by everyone

Allison went over the objective of today's meeting

- Recommendation and report development timeline
- Final report content
- Finalize recommendation categories
- Assign work groups

Allison facilitated the check-in: Using one word, describe your experience or thoughts about the police presentation in March

- Marcus- Great
- Maya- Interesting
- Rich- Informative
- Zainab- Informative
- Zikora- Informative
- Jumel- Calculated
- Eduardo- Informative
- Karla- Informative
- Allison- Informative

Karla transitioned to next agenda point

- Recommendation process and timeline
 - Goal of this meeting is to develop small groups by topical area
 - 4 areas of interest:

- Policing
 - Immigration and ICE detention centers
 - Gender-based violence and Human Trafficking
 - Hate based incidents and hate crimes
- Draft recommendations are due April 28th
- Public Hearing on May 6th
 - Share with the public the recommendation so they can provide feedback
 - 6:00pm-8:00pm
- Next meeting will be in early May
 - Present draft recommendations to full subgroup for feedback
 - At the same time, Office of Law will be looking at draft recommendation for feedback
 - All ideas of recommendations are welcomed, but their placement on the report would depend on if it is within the Council's legislative authority
- After feedback from Office of Law, they will get back into small work groups for refining legislation
- Karla paused for questions:
 - Allison- Is the public hearing only for comments on recommendations or is it for testimony?
 - Karla- The goal is to get comments on recommendation
 - Allison- There shouldn't be new recommendations
 - Karla- No, but some may arise.
 - Allison- Are we allowed to make suggestions to the smaller groups if we are not a part of them?
 - Karla- You can make suggestions
- Karla continued with timeline
 - During the June meeting, the subgroup will vote on recommendations
 - Reiterates that every recommendation will be shown, but it is a matter of where they are placed
 - Recommendations that receive majority of the votes will go on the main report
 - Recommendations that do not receive majority of the votes will go in the appendices
 - After finalizing recommendations, Allison will compile them and submit them to Lauren and Karla by June 18th
 - Chairs will be working together on a cover letter which is also due by June 18th
 - Karla and Lauren will review the report and make sure it is cohesive and in sequence by June 25th
 - Chairs will review everything and finalize by June 30th
 - Reports must be submitted by the auditor by July 1st
 - In July, Council will hear the recommendations
 - Either come to each subgroup meeting or a formal meeting with presentation form two subgroups at a time
 - Q and A opportunity
 - Final reports are submitted to Council by August 1st
- Small work groups
 - There will be 4 groups
 - Responsible for developing written recommendation

- Research that supports that recommendation
 - Work on soliciting feedback from the whole subgroup
 - Recommendations will be prepared in advance
 - This is an opportunity for other members to make suggestions
 - Revise and finalize recommendation for a vote and submit to Allison
 - Groups will be comprised of 2 or 3 subgroup members
 - Can go up to 4, but you cannot exceed this number
 - Working groups will meet on their own
 - Each subgroup member has to sign up for one working group, including the Chair
- Final Report
 - Cover letter
 - Written by Chair
 - Overview of purpose and engagement process
 - Reflections on experience while on the Task Force
 - Overarching takeaways or recommendations that they have
 - What to expect in the rest of the report
 - Main Body
 - Written by subgroup members
 - Recommendations that are within the legislative authority of the Council and received majority of votes
 - All recommendations must include suggestions that are within the Council's legislative authority, specifically:
 - new county policies and changes in county ordinances that could improve racial equity
 - Legislation that could be passed to improve racial equity
 - Recommending actions that other Howard county entities that receive county funds can take to improve racial equity outcomes
 - Data must be quantitative and qualitative
 - Comparative analysis can be included as well
 - Include racial equity impact statements
 - How exactly will this recommendation help the county become more equitable and inclusive?
 - Who will be impacted by this the intent behind the recommendation?
 - What is the goal that you're hoping for with the recommendation?
 - If applicable include metrics of how to measure the change, a measure of the impact and success.
 - Include a timeframe of impacts
 - Short term vs. Long term
 - Appendices
 - Appendix A
 - Fall outside of guidelines for main body
 - Appendix B
 - Any communications that the Task Force has created
 - Appendix C
 - Overview of the process

- List all of meetings and include links of meetings
 - Appendix D
 - List of all members by subgroup
- Karla opened the floor for questions and/or concerns
 - Maya- A little anxious about the timeline. Wonders about what happens when there is overlap between subgroup and data collection.
 - Karla- There has been a lot of data presented and data that they have access to. She does not want the data to hold them up. If you would like more data as you are drafting recommendations, let her, Allison, Ashley, and Michael know. If there is overlap, you will hear it during May meeting
 - Jumel- Will there be an example of the recommendations, so they know the format?
 - Karla- Right now, put it in any form (bullets, numbered list). As they move along, there might be more of a formal format, but they would like the groups to get everything down first.
 - Jumel- What is the implementation process of their recommendations? Is there going to be an additional work group/task force that actually drafts legislation around their recommendations? Will the Council have a special legislative session about the recommendations?
 - Karla- Legislative subgroup is talking about ways to hold the Council accountable. The Chairs have also discussed that in the cover letter they will put language that talks about accountability and how they will be following up.
 - Ashley- Once the document is provided to the County Council, they will be able to review it and make decisions based on that.
 - Karla- The Staff will be working on putting it into “legislative language”
- Karla reviewed topics for the work groups
 - 4 topics:
 - Policing
 - Immigration/ICE detention
 - Gender-based violence/human trafficking
 - Hate-based incidents/hate crimes
 - Marcus- The ICE detention center is being abolished in Howard County. Believes that it should be taken off the list. Marcus and the States Attorney, Rich, have requested to do the policing.
 - Karla asked Eduardo if it is okay to remove ICE detention center from the work group topics
 - Eduardo- Yes, that is fine because detention centers was one of the few immigration issues that is in the Council’s authority, and it has been done. We could have 3 main groups.
 - Maya- Would like to have a section on alternatives to policing
 - Jumel agrees as well. He has looked at research on other jurisdictions about their alternatives. Torn between which group he would like to join (gender-based violence/human trafficking and alternatives to policing)
 - Maya- Maybe they and Jumel could tackle both topics and include it into one category
 - Karla- Yes, it could be possible, but she wants to ask feedback from other subgroup members first. Also notes that Jonathon

wanted to be a part of gender-based violence/ human trafficking as well.

- Zikora- Feels as though she could offer to either group. Likes all the topics
 - Eduardo- Interested in hate-based incidents and hate crimes. Also loves the idea of having a discussion about alternatives to policing. His interest is hate crimes. He especially wants to bring focus to xenophobia.
 - Zainab- Leaning more towards hate-based incidents and policing as a second
 - Allison- Policing
 - Gus- Policing
- Karla reviewed assigned groups
 - Policing
 - Marcus
 - Rich
 - Allison
 - Gus
 - Alternatives to policing (topical area not set in stone)
 - Maya
 - Jumel
 - Eduardo
 - Rahel
 - They can decide how they want to conduct meetings
 - Gender-based violence/human trafficking
 - Maya
 - Jumel
 - Jonathon
 - Hate-based incidents
 - Eduardo
 - Zainab
 - Zikora
 - Karla recapped and reminded everyone of timeline
 - Draft recommendations due by April 28th
 - Allison asks for clarification- In the work groups, the recommendations do not necessarily have to be unanimous. If one person has a recommendation but others do not like it, could they still submit it to the entire subgroup?
 - Karla- Yes, but everyone will be working together
 - Recaps final goal of the final report
 - Allison reviewed over upcoming meeting
 - Thursday, May 13th from 5:00pm-7:00pm
 - Thursday, June 10th from 5:00pm-7:00pm

Allison adjourned the meeting