

Attending: Barbara Foushee, Corey Root, Emila Sutton, Isabel Shapiro, Jackie Jenks, Jamall Kinard, Kathleen Ferguson

Before Jamall Kinard joined the call, the committee discussed what they would like to see from a racial equity consulting contract and what the committee would like to see included in the scope of work:

- Can we train and empower people to become communicators of why racial equity is important? How can we format this contract to prioritize equipping people to be leaders among peers and colleagues?
 - Include Groundwater training in scope of work for racial equity consultant?
- What is the level of willingness to engage across the whole Leadership Team? Need to determine what individual work needs to be done and what group work needs to be done to move racial equity forward.
- Part of the work is giving the Team a common set of definitions, terms, and concepts.
- All goals are strongly related to improving the culture of the team – members being able to have substantive discussions, bring authentic selves to the table

Committee members welcomed Jamall Kinard on to the call at 6:30pm:

- Committee introductions and Mr. Kinard introduced himself:
 - Mr. Kinard is the Executive Director of the [Lakeview Neighborhood Alliance \(LNA\)](#), where he focuses on promoting family stability and civic awareness. He has been a trainer with the [Racial Equity Institute](#) since August 2019. Mr. Kinard is also an active community organizer and consultant in Charlotte, NC.
- Changing the culture of the Leadership Team
 - Check in with current members – who has completed racial equity training?
 - Imperative that the Leadership Team be a safe space for Black members
- Current Leadership Team culture: earnest, resigned, deeply committed, data-based, solution-based, resistant, set in processes and ways, missing generative conversation, lacking a sense that each member's contribution is vital and necessary, pre-cooked, not accessible, diverse sets of needs, passionate.
 - Focus on data is linked to white supremacist culture that pushes results and excludes context.
 - Much of the technical complexity is required by funder (HUD) – how can Leadership Team fulfill funding requirements and improve culture?
- Ideal Leadership Team culture: welcoming, where people can say their truth without fear, connected, engaged, truth-telling, efficient, transparent, having an amplified and unified voice, centering people with lived experience

Next steps:

- Mr. Kinard will send a proposed scope of work for the Racial Equity Committee to consider, will proceed with contract once agree on the terms of the scope.