

**Racial Equity Advisory Panel (REAP)**  
**Via Microsoft Teams**  
**Minutes**  
**July 22, 2020**

PRESENT: Panel members: Stephanie Seguino, Karen Richards (minutes); Clarence Davis, Nancy Waples, Andrea Brett, Chair. Guests: Xusana Davis, Executive Director of Racial Equity (ED Davis); Catherine Russell, Panel Assistant; Amanda Mowle, member of the public.

BUSINESS MEETING:

The meeting was called to order by Chair Brett at 6:01 p.m.

The panel amended the agenda to add the minutes of the July 17, 2020 emergency meeting and the data provided by Seguino.

Minutes: Richards made a motion to accept the minutes of the June 24, 2020 panel meeting. The motion was seconded by Waples. Vote 5:0

Richards made a motion to accept the minutes of the July 17, 2020 emergency meeting. Seguino asked for an amendment to the minutes to add “sponsoring the public forum” after the suggestion she’d made of working with the Racial Equity Task Force. Richards amended her motion to include the changes. The motion was seconded by C. Davis. Vote 5:0

Panel’s Mission: Panel members weighed in on their various understandings of the mission of the panel and its interactions with the executive director. The basic charge per the legislation is to provide advice “to the Governor on strategies for remediating systemic racial disparities in statewide systems of government,” primarily as to policy. Members discussed that from their perspectives this included all branches of government and their employees as well as community stakeholders, who access government services.

ED Davis pointed out that the legislature recently made changes to the panel’s duties. Clarification is needed as to the extent and nature of the changes, most of which involve criminal justice reform.

Virtual Town Hall/Forum: Members discussed how/whether the proposed forum, which was cancelled after an emergency meeting on July 17, furthered the panel’s mission and/or was the best method of doing so. It was agreed that the purpose was to gather information to inform the panel’s advice to the Governor. Given the number of other racial equity initiatives currently underway in the state, in which the ED is participating, it was suggested that perhaps a survey might be a better way to collect information from state employees and stakeholders, with the possibility of public fora afterward to follow up on issues identified. Given the ED’s extensive responsibilities and the volunteer nature of the panel members, it was agreed that the panel should seek to contract with someone who could facilitate and analyze the survey information. Chair Brett will reach out the State Librarian for suggestions as to people

who might have such skills. Discussion also occurred about the panel potentially proposing additional questions for the employee satisfaction survey which is done every March. ED Davis also suggested that given the number of groups working on racial equity issues statewide and the reports generated by them, the panel could serve as 'traffic control' by analyzing and condensing that information into recommendations for the Governor.

Minority and Women Owned Business Entities (MWBE) update: ED Davis reported that the legislature appropriated \$5m in COVID relief for these businesses, half for minority and half for women-owned businesses. The panel had previously discussed issuing micro-grants to these businesses. This was tabled with the idea of revisiting it once the other monies have been disbursed and we can see whether there are gaps that such funding might serve.

MWBE Executive Order: Still on hold due to the pandemic.

Seguino Data: The data was created to frame the public forum. Seguino indicated that it raises some very real disparities particularly with access to public transportation, homeownership, schools/education, access to health insurance, and access to unemployment benefits. Seguino suggested this could be turned into a worksheet highlighting issues that state government should consider focusing on.

Summary of Next Steps:

- Find out what additional work has been assigned to the panel and how that may affect our decisions going forward (Russell, ED Davis)
- Suspend and perhaps cancel the virtual town hall/forum;
- Explore hiring a consultant to survey stakeholders and state employees (Chair Brett);
- Create a tentative timeline for completion of these tasks (Chair Brett, Russell, ED Davis).

The chair asked our public guest if she wished to address the panel. She indicated she was attending to learn more about what the panel was doing.

Next Meeting:

**September 23, 2020 from 6-8 p.m. via Microsoft Teams**  
**Information will be displayed on the REAP website re: call-in for public access.**

Waples made a motion to adjourn, which was seconded by C. Davis. Vote 5:0  
Whereby the meeting adjourned at 7:48 p.m.

Respectfully submitted,

*Karen L. Richards*

Karen L. Richards, Panel Member