



Advisory Council on Reparations

Friday, November 17, 2023
2 PM – 4 PM
Meeting in person and via Zoom

[Join by Zoom](#)

Meeting ID: 861 3247 5264
Passcode: 120589

COUNCIL APPROVED NOVEMBER MINUTES

1. Call to Order
2. Attendance
 - a. Present: Greg Barak, Bri Carpenter, Michael Steinberg, Julie Steiner, Conan Smith, Anna Taylor-McCants, Brandon Tucker, Andre Watson
 - b. Absent: Hazelette Crosby-Robinson
 - c. Members of public present:
 - i. Lucas Smolcic Larson
 - ii. Virginie Ladisch
3. Approval of Minutes
 - a. October 20, 2023
 - i. Moved by Conan Smith, 2nd by Hodge
Correction in BOC voting status on minutes
Motion Carried
4. Public Participation (up to 3 minutes per speaker)
 - i. None
5. Council Response to Public Participation
 - i. None
6. Bylaw Discussion and Review

- i. Anna Taylor-McCants – Question: Related to Article 5. Sec 1 – Does that wording section come straight from the BOC? Can we change to “super majority” to be aligned with the spirit of what we are hoping to achieve. Maintaining the “super majority” language for consistency.
- ii. Conan Smith – agrees with maintaining “super majority” language. Super majority = Article 3 refers to consensus voting, 1 less than members in attendance.
- iii. Conan – Was MS was not fan of consensus. How would he feel about our definition of “super majority”?
- iv. Julie Steiner – Do we have to vote on “super majority” today?
- v. AAP- whatever is agreed upon by group does go to BOC for approval. Group does not have official bylaws until that time.
- vi. Conan Smith- Could we approve these bylaws as written and do an amendment after other members have change to weigh in?
- vii. Bri Carpenter – if we’re, in proposed by-laws, basing decisions on “members present”, shouldn’t we base on members present in the room?
- viii. Discussion around “consensus making” and “super majority”.
- ix. Pastor Anna – Proposes putting this back on agenda for next meeting.
- x. Anna withdraws original motion to amend language
- xi. Julie S. - Article 2. Sec. 1- Date of appointment vs. End of term? Can we make the term align with when the meetings started?
- xii. JH – no, appointments are aligned with BOC appointment calendar.
- xiii. Alize – BOC rules will always supercede council/ commission by-laws and rules. BOC will edit/ adapt so by-laws
- xiv. Anna – Can the language reflect “2-years”? And leave the rest of the language off?
- xv. JH – Language also protects in case if the group ever decided to add a term limit.
- xvi. AAP – members are appointed at different times as well. Will check with Corporation Counsel. (action item).
- xvii. Ann Taylor McCants – what if someone misses their first two meetings and try to extend their term at the end?
- xviii. Conan – it's a moot point, BOC has already determined terms of terms.
- xix. Andre Watson – AAP will go to Corp Counsel, and we can firm it up at the next meeting.
- xx. AAP – confirms – will circulate before next meeting.
- xxi. Conan –**
 - 1. Moved to approve by-laws as submitted**
 - 2. Seconded by Justin Hodge**
 - 3. Motion PASSES**

7. Overview of Reparations Efforts Across the United States

- AAP - Will have presentation at next meeting. Suggests brainstorming around sub-committees. Identifying potential external engagement/ partnerships in lieu of presentation.

8. External Engagement/ Partnerships

- a. Conan- Building an anchoring community around Reparations work
- b. Andre – engaging and involving and listening to communities
- c. Conan – do we organize committees around constituencies or around topic areas? Excited about engagement
- d. Julie – How do we keep communities engaged? What are we asking them to do?
- e. Conan- would love to know more...
- f. Andre – heard a lot of colleagues around reparations, we can build a true, and earnest and authentic approach. Ideas on engaging local churches, community organizations, civic/social groups? Including perceived “harder” communities. We would benefit from implementing formal structure.
- g. Julie – does it need a structure of “them” or a structure of “us”. Can we, on a regular basis, GO TO communities? Meetings.
- h. From Chat: How do you define community?
 - i. AW – Those who live in the County
 - ii. Conan – do you mean in terms of setting up committees and constituencies. Also helps to identify those who may be missed.
 - iii. AD- from system design perspective, establishing common language.
 - iv. ATM – There is a wide diversity of “communities”. When/ if we go into those spaces, adjust the message. Do we mean “Wider” washtenaw county community.
 - v. Julie – It may be more than residents.
 - vi. AW – Interested in engaging community. What would structure look like?
 - vii. AP – Has community been defined? Or has population of engagement been defined?
 - viii. ATM – everyone will be impacted by the work, but always see “community as ppl we are serving or serving alongside.”
 - ix. Julie – Who do we need to hear from. Who should this work be shared with? Those who will
 - x. Conan – more definitions of “community”.
 - xi. Chat: think about objectives around engagement. Consulting one group for info on harms vs. Support for recommendations vs. Advocacy around resources.
 - xii. Conan retrieves the whiteboard.

1. What does “justice mean” to different groups in this work

Organizing in different subsets of community (BC)

- Identity/ need/ convivence/ geography/ interest/ practice (BRAINSTORM PHOTOS BELOW)
- - Geography
- NEED -
 - o Economic/ Poverty/ Financially
 - o Physical/ Mental Health Need
 - o Utilizing the “Practice” subset as an access point.
 - o How important is it to engage detractors in year one?
 - Do not presume opposition
 - Takes some work to ... parse out commonalities.
 - Message framing

Potential Framework for Engagement

- Assessing Need
- Determine communities to engage based on need

Note from chat: Think of this as a living process.

Should we build a simultaneous list of large orgs who have caused harm?

AAP – we are moving more quickly because we benefit from the work of other groups/ municipalities, nationally.

AW - Thinking about future – Washtenaw County's time for action to catch up with self-perception.

9. December Council Retreat
 - Strategic plan for next year
 - Having Virginie's organization facilitate a retreat. Are we ready or should that move due to by-laws/ presentation, etc.
 - Agenda would include:
 - o Functionality
 - o Level-setting/ groundwork
 - o From Virginie Ladisch- ICTJ
 - Recommends at least a day and a half
 - Team building/ Relationship building
 - Shared understandings
 - Logistics of the work
 - o Remaining appointments
 - K-12 (appointing in December)
 - Crim law
 - Arts
 - Workers' Rights
 - AW- agrees and thinks it will help oriented us all to the work. Setting deliverables.
 - o What/ When
 - o Conan – present options for draft agenda

Decision:

- Two days retreat
- In January.
- AAP will send potential dates to group week after thanksgiving

Next meeting on December 15th

10. Adjourn

Motion: Justin Hodge, 2nd Conan Smith

Adjourned at 3:40pm.

SOCIAL / CIVIL ORG'S

ELECTED'S

UNEXPECTED VOICES (PRESUMED OPPOSITION, E.G.)

CIVIL / HUMAN RIGHTS

IDENTITY BASED COMMUNITIES

eg. LGBTQ+, REPUBLICANS, DISABILITY

HARM-INITIATORS : eg. INSTITUTIONS, BANKS

? WHAT DOES JUSTICE MEAN TO DIFFERENT CONSTITUENCIES

Geography, Practice
Interest, Need
Identity, Convenience

COMMUNITY
STRUCTURES

Geographies: WASHTENAW, YPSILANTI
AZ, VT, NE, PITTSFIELD

NEED: POVERTY / FINANCIAL (SERVICE PROVIDERS)
MENTAL HEALTH (PRACTICE)
TRANSPORTATION
HOUSING
WEALTH GEN / DISTRIB

Interest: RELIGIOUS CENTERS
INFO CENTERS (JAIL SCHOON)
BARBERSHOP

? WHAT DOES JUSTICE MEAN TO DIFFERENT CONSTITUENCIES

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Community
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Geographies: WASHTENAW, YPSILANTI
AC, VT, NE, PITTSFIELD WEST

NEED: POVERTY / FINANCIAL (SERVICE PROVIDERS)
MENTAL HEALTH (PRACTICE)
TRANSPORTATION
HOUSING
WEALTH GEN / PASSIVE

INTEREST: RELIGIOUS CENTERS
INFO CENTERS (WALSWORTH)
BARBERSHOP