

# Ad-Hoc Committee on Reparations

Wednesday, December 10, 2025

4:00 p.m.

Supervisor Nate Miley, Chair  
Supervisor Elisa Márquez

Location: Susan S. Muranishi County Administration Building  
Board of Supervisor Chambers  
1221 Oak Street, 5<sup>th</sup> Floor  
Oakland, CA 94612

## SUMMARY/ACTION MINUTES

### Call to Order

The meeting was called to order by Supervisor Miley, Chair, at 4:03 p.m. Supervisor Miley and Supervisor Márquez were both present.

Others present: Reparations Commission members - Debra Gore, Chair, Larry McClendon Vice-Chair, Phillip Gardiner, James Knowles, Shadrick Small  
County Staff: Erin Jones, Alameda County Library, Deb Sica, Alameda County Librarian, Burt Jones, District 4, Rodney Loche, District 2  
Leticia Henderson – Principal Consultant, Exceptional Community Connections (ECC)

### I. **INFORMATIONAL ITEM: Commission Work Plan Update**

#### [Attachment](#)

Debra Gore, Chair of the Alameda County Reparations Commission, presented an update on the Commission's Work Plan.

#### **Commission structure and pillars**

The Reparations Commission has consolidated from eleven (11) subcommittees down to three (3) subcommittees: 1) Admin & Budget, 2) Listening Sessions and 3) Data Research / Action Plan Report.

There are four (4) pillars of focus guiding listening sessions, surveys, and data gathering including: 1) Experience of harm/inequity, 2) Community assets/resiliency, 3) Reparative needs/priorities and 4) Vision for the future.

Letitia Henderson, Principal Consultant, Exceptional Community Connections (ECC) was introduced as project management/facilitation support.

ECC described the phased approach for work of the Reparations Commission, including subcommittee restructuring, organizing workflow and tracking milestones.

#### Progress highlights:

- Subcommittees have completed 80% completion of key tasks to date
- Reparations website is live, listening sessions are underway
- Expanding community partner interest.
- Rough draft/outline of report
- More than 70 surveys collected at in-person sessions
- Listening sessions: 4 of 6 completed, with planning now standardized across all sessions
- Attendance: over 175 total attendees and partner interest with over 10 organizations
- Continue updating the work plan tracker and identify 2026 priorities.

Timeline discussed with a target of having a product by June 30 (with listening sessions and pop-ups closing before intensive writing months).

### **Supervisor discussion**

Supervisors expressed appreciation for the Reparations progress and quality of engagement. Service support such as food, childcare, and therapist support at sessions are appreciated and will reduce participation barriers and support wellness. Supervisor Marquez expressed interest in adding a Hayward listening session, after the success of the West Oakland listening session.

Supervisor Miley stated that the Reparations Commission could potentially outreach to Santa Rita Jail and the justice-involved community.

## **II. INFORMATIONAL ITEM: Operations & Administration Attachment**

Larry McClendon, Vice-Chair of Reparations Commission presented an update on the Commission's Operations & Administration.

The total budget for the Reparations Commission is \$500,000. Spending and billing to date is \$155,038 with a remaining balance of \$344,961. The goal has been to spend responsibly and draw down by the end of the fiscal year.

### *Next steps/budget priorities*

- Finish district listening sessions and expand pop-ups/outreach.
- Increase digital/social media consulting to promote sessions and supports (childcare/food).
- Prepare for larger data processing needs as survey volume increases.
- Develop public-facing materials and branding (including "swag"/wearables).
- Prioritize engagement in unincorporated areas, potentially including stipends/human-capital strategy.

Supervisor Márquez requested the commission resend flyers for remaining confirmed listening sessions, the survey link and the "Media toolkit" to share via social media and District 2 newsletter

Supervisor Miley suggested additional outreach such as connecting with the National Association for the Advancement of Colored People (NAACP) and the Oakland Post.

## **III. INFORMATIONAL ITEM: Open Seats on the Reparations Commission**

Debra Gore, Chair, of the Alameda County Reparations Commission, reported that two (2) Commission seats are currently vacant and requested that the seats be filled to continue movement on the Commissions' work. One commissioner with limited attendance is under review.

### **Public Input – Items not on the agenda**

None.

### **ADJOURNED**

The meeting was adjourned at 5:07 p.m. on December 10, 2025.

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