

# Reparations Commission

## SUMMARY/ACTION MINUTES

Wednesday, November 12, 2025

6:00 p.m.

**Location:** Alameda County Training & Education Center

Oakland Room

125 – 12th Street, 4th Floor

Oakland, CA 94607

## SUMMARY/ACTION MINUTES

### I. Call to Order

The meeting was called to order by the Chair, Debra Gore at 6:15 p.m.

### II. Roll Call

#### Members present:

1. Artavia Berry
2. Jesse Burleson
3. Alan Dones
4. Debra Gore
5. Phillip Gardiner
6. Shenita Hurskin
7. James Knowles
8. Larry McClendon
9. Brandon Sass
10. Shadrick Small
11. Tiega Varlack

**Excused:** Leo Bazile, Natasha Tripplett

### III. Public Comment (items not listed on the agenda)

None.

### IV. Approval of Minutes - Action Item

Minutes of October 8, 2025

A motion was made by Commissioner Small and seconded by Commissioner Sass to approve the minutes of October 8, 2025, as submitted.

**Ayes:** Berry, Burleson, Dones, Gardiner, Gore, Hurskin, Knowles, McClendon, Sass, Small, Varlack

**Noes:** None

**Excused:** Bazile, Tripplett

**Abstain:**

**Motion passed 11/0**

### V. Exceptional Community Connections (ECC) Updates – Informational Item

[Attachment](#)

Letitia Henderson (ECC) provided an update on the commission's progress and reviewed a written handout summarizing subcommittee work.

## Highlights

- Significant progress has been achieved across all subcommittees since September
- October milestones completed; November tasks identified
- Subcommittee structure is functioning effectively to support commission goals
- ECC will continue coordinating with subcommittee chairs to support November deliverables

## *Administration & Budget*

- Launch of social media platforms (LinkedIn, Facebook, Instagram)
- Paid ads promoting listening sessions
- Website significantly upgraded with RSVP functionality

## *Listening Sessions*

- Sessions ongoing; locations being confirmed.
- Continuous improvements based on prior sessions.

## *Data, Analysis & Research (DAR):*

- Working with Informing Change on survey data
- Goal of 400 survey responses; current total ~30–40.
- Focus beginning on wealth dispossession and empowerment

ECC will share and upload the Community Partnerships Google Form to SharePoint by Friday, November 14, 2025.

## **VI. November Listening Session - Review run-of-show – Action Item**

Chair Gore reported on the November Listening Session run-of-show.

A logistical change for the event is that food cannot be eaten in the sanctuary. All food service must happen in the Fellowship Hall. This requires updating the run-of-show and setup/meal timing.

The Deltas' chapter meeting is using the Fellowship Hall beforehand so the food set up cannot happen until their meeting is complete. The majority of commissioners agreed to serve food after the program (around 3:00 PM) and begin the Listening Session at 1:00 PM with the catering, *Roderick BBQ caterer*, delivery at 12:45 PM.

Promotions have reached over 16,000 people; about fifty-seven (57) people have registered to date

Time is built-in for surveys

Supervisor Fortunato Bas is confirmed to attend and speak.

Possible overlap with a nearby community cleanup kickoff at McClymonds High School with Oakland Mayor Barbara Lee. Participants from the clean-up may flow into the listening session.

Childcare has not yet been confirmed for the November Listening Session. Two childcare providers were previously on standby and they need to complete payment paperwork and be routed to the designated commissioner handling vendor logistics/payments. Requires commissioner follow up.

A registration/welcome table will be set up with surveys (QR code) and materials, and printed copies of the latest run of show/check-in list.

For vendors, the commissioners must be the point of contact; library staff does not follow up with vendors. Chair Gore stated there should be clear ownership and handoffs, especially on scope/rates in writing.

## **VII. Review Auxiliary/Supplemental Events to Expand Listening Sessions**

Commissioners discussed expanding community engagement through pop-up and partner-hosted listening sessions.

Commissioners may initiate auxiliary or pop-up listening events through the Community Partner Form. Potential venues include community organizations, nonprofit events, and Santa Rita Jail. Virtual listening sessions remain under consideration.

## **VIII. Conduct January ACRC Commission meeting post MLK-library reading session - Action Item**

This item was withdrawn.

## **IX. Review budget variance report & reallocation process – Informational Item**

Vice Chair McClendon presented an overview of the Alameda County Reparations Commission's budget status, tracking methodology, and anticipated reallocation strategy. Commissioners were directed to the SharePoint budget tracker, which contains the most current and publicly accessible financial data.

### **Approved Budget & Current Status**

- Total Budget Approved by Board of Supervisors: \$500,000
- Original Itemized Budget: Approximately \$306,430
- Unitemized Balance: \$193,570 (approved but not yet formally allocated across line items)
- Expenditures to Date: Approximately \$102,595
- Current Remaining Balance: \$397,405.17

The additional \$193,570 was allocated internally by the Admin & Budget Subcommittee as a *recommended distribution* based on projected needs; these allocations remain adjustable pending Commission input.

The Budget is tracked through a multi-tab Excel workbook:

1. Summary Tab: High-level view of line items, totals, and balances.
  2. Monthly Tracker: Detailed view of invoices by month and line item.
  3. Finance Expense Tab: Library-provided expense reports (updated the Monday before each Commission meeting).
- Highlighted (yellow) entries indicate invoices received and either paid or in process.
  - Minor discrepancies noted due to recent adjustments (e.g., food budget reduction), to be corrected post-meeting.

The Commission is projected to underspend unless outreach and engagement activities increase. Emphasis will be placed on reallocating funds toward:

- Expanded survey collection (in-person and online)
- Countywide outreach and pop-up events
- High-attendance community events (e.g., Black Joy, First Fridays)
- Additional touchpoints to significantly increase participation numbers

Commissioners were encouraged to initiate pop-up events using the approved partner form; a budget line exists to support these efforts. Funds may be reallocated between existing line items without returning to the Board of Supervisors. New line items cannot be created without Board approval. The Admin & Budget

Subcommittee plans to monitor burn rate through December before recommending formal reallocation of the \$193,570.

**X. Commissioners initial recommendations/impressions document: submit firms select a deadline - Action Item**

Chair Gore reported that Michael Arnold, consultant at Informing Change is leading reporting/data collection grounded in four areas: harms, assets, needs/priorities, and visioning. Chair Gore clarified the deliverable is not a “harms report,” but a draft action plan/action report to guide recommendations and the overall work.

Informing Change needs each commissioner’s initial impressions/draft recommendations to identify what themes are surfacing (e.g., the “top 4–6” priorities that come up across commissioners) and narrow the larger universe of potential actions.

Commissioner Small created a spreadsheet tool that pulls recommendations from the state task force report organized by subject area and chapter reference. The tool includes a first-pass column identifying what appears within Board of Supervisors/county authority versus items outside county control.

A county budget view (~\$4.6B) was introduced as an optional reference point to keep ideas grounded in county jurisdiction and spending priorities. If a commissioner’s input does not fit neatly in the spreadsheet categories, the group agreed to allow an “other” option to write-in ideas priorities.

Commissioners wanted clarity on the tool and workload, however Chair Gore expressed that clarity could be provided in subcommittee meetings, however the Commission cannot wait another month. Subcommittees will meet the week of December 1–3 to vet/comment on the tool , raise questions, confirm usefulness, and provide feedback.

**ACTION**

A motion was made by Commissioner Sass and seconded by Commissioner Varlack to approve using the spread sheet tool to add priorities.

**Ayes:** Berry, Burleson, Dones, Gardiner, Gore, Hurskin, Knowles, McClendon, Sass, Varlack

**Noes:** None

**Excused:** Bazile, Tripplett

**Abstain:** Small

**Motion passed 10/0**

**XI. Upcoming Board of Supervisors Ad Hoc Reparations Committee meeting  
Informational Item**

Chair Gore encouraged all Commissioners to attend the next Ad Hoc Committee on Reparations, to be held in 2026.

**Adjourn**

The meeting was adjourned at 8:12 p.m. on November 12, 2025.