

# Reparations Commission

## SUMMARY/ACTION MINUTES

Wednesday, December 10, 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

[Attachment](#)

The meeting was called to order by the Chair, Debra Gore at 6:17 p.m.

### II. Roll Call

#### Members present:

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

**Excused:** Leo Bazile, Alan Dones, Shenita Hurskin, Natasha Tripplett

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

None.

### IV. Approval of Minutes - Action Item

Minutes of November 12, 2025

The November minutes were not ready for review. Approval of the minutes will be continued to the January 2026 meeting.

### V. Ad Hoc Reparations Committee update – Informational Item

Chair Gore reported on the Ad Hoc Reparations Committee meeting held at 4:00 p.m. that day, November 12, 2026.

Supervisors Marquez and Miley expressed great satisfaction with the Commission's progress, organization, and momentum. The Supervisors noted the Commission's significant progress since the October update, especially the consultants' organization and the Commission's productivity.

Supervisor Marquez requested an additional listening session or pop-up in Hayward, recommending the Hayward Library.

A follow-up ad hoc meeting was suggested for March 2026 to provide another formal update. Commissioners who attended the ad hoc meeting echoed the positive feedback and noted:

- Increased demand for Commission engagement and pop-ups.
- Growing strain on volunteer capacity due to expanding outreach.
- Appreciation for the “village approach” and unified strategy of the Commission.

## **VI. January Year End Review meeting – Informational Item**

Chair Gore reported on the proposed Reparations Commission Year-End Review/Planning Retreat. The purpose of the retreat is to review the accomplishments, assess progress and plan January through June work.

The proposed date is Saturday, January 31, 2026, from 12:00 PM – 5:00 PM, working through lunch. The location will be the Newark Library 37055 Newark Blvd, Newark, CA 94560.

Commissioners discussed all the Reparations Commission activities scheduled for January 2026, including listening sessions, regular Commission meeting, subcommittee meetings and outreach events. Chair Gore stated that not all events require full commissioner attendance.

It was recommended by the Commission to develop a master Commission calendar on SharePoint to improve transparency and Brown Act compliance. The majority of Commissioners are in support of the January 31<sup>st</sup> Reparations Commission retreat.

## **VII. Budget update – Informational Item**

Vice-Chair McClendon presented the Reparations Commission budget overview.

The total County budget allocation for Reparations Commission work was \$500,000. Expenditures to date are \$155,038, with a remaining Balance: \$344,961.

Major Spending Categories:

- Technical assistance (ECC) – primary expenditure
- Website development (~\$15,000)
- Food and refreshments (~\$5,000; emphasis on hot meals)
- Promotion/media
- Facilitation services
- Videography/photography
- Venue costs (generally minimal)
- On-site therapy services at listening sessions

Commissioners were encouraged to consult the detailed budget (linked via SharePoint) when planning pop-ups. Pop-up organizers may access budgeted funds but must:

- Coordinate with admin staff in advance
- Secure written scopes of work with vendors
- Obtain quotes at least two weeks prior when possible

The goal is to fully expend funds by June to avoid reversion. Contracts for key vendors, including communications and facilitation are being extended. Vice Chair McClendon expressed appreciation for the library staff support in vendor onboarding and timely payments.

## **VIII. Listening Sessions Update – Informational Item**

Michael Arnold, consultant from Informing Change, presented a PowerPoint presentation of preliminary findings from eighty-six (86) completed listening session surveys.

Survey results were overwhelmingly in agreement on the need for reparations (97–98%). There was also strong support for:

- Direct compensation
- Scholarships and grants
- Equity-focused programs

There was significant support for memorials and commemoration. Most participants learned of sessions through community organizations. The open-ended feedback offered support for economic relief, housing, land ownership, equity-centered community engagement, free medical and educational services and policy reform.

Additional topics survey takers would like to discuss include funding implementation, trauma/health, community engagement and education and connecting with daily life (clear connections with concerns for Black residents).

Recommendations for future sessions include having wider geographical coverage in all 5 districts and throughout Alameda County, especially in Hayward, Oakland and Berkeley.

The data will inform final recommendations and be integrated with future survey results.

## **IX. Pop Up Updates – Informational Item**

Chair Gore and Letitia Henderson, ECC Consultant, provided clarification on the Pop-up outreach strategy.

Pop-Ups are added outreach events, outside of the formal listening sessions that would focus on

- Survey distribution
- Data collection (quantitative and qualitative)
- Story gathering
- Community education and promotion

Pop-ups do not require formal Commission votes; however they need to be connected directly to survey collection and report development.

Plans were discussed for expanding survey distribution through:

- Community-based organizations
  - Nonprofits
  - Digital platforms (QR codes, online surveys)
  - Potential institutional settings (with attention to residency eligibility)
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- For outreach, Commissioners expressed increased emphasis on the social media presence via LinkedIn, Facebook and Instagram.
  - Flyers with listening session dates and QR codes to be shared with Supervisors for newsletter distribution.
  - Discussed centralizing flyer creation and outreach coordination through a communications vendor.
  - Proposal to collect commissioner bios and photos for public-facing materials.

**X. Data, Analysis & Report (DAR) Survey Update – Informational Item**

Commissioner Varlack reported on the survey update.

The Data, Analysis & Report (DAR) Subcommittee has developed a 39-question survey, vetted by the committee after several iterations. The language was intentionally simplified to ensure accessibility across demographics. Demographic questions are placed at the beginning: race, age, gender identity, income range, zip code, Alameda County residency, language needs, mobility/literacy/vision.

The remaining questions are organized by topic areas such as housing, criminal justice, education, and access to resources. There is interest in adding health and environmental racism content, but with awareness of survey length.

Commission members discussed that the 39 questions may be too long. DAR proposed a flexible format where some questions are required and others optional and may be skipped. Commissioners suggested including open-ended response options so participants can share experiences not captured by yes/no or structured questions.

The survey is complementary to listening sessions and pop-ups, not duplicative. Some questions will overlap; others will be unique. Data from live sessions and the digital survey will be compared and woven together to tell a broader reparations narrative.

DAR plans to finalize the survey by next Wednesday, December 17, 2025. Commissioners were invited to suggest additional priority categories immediately.

**Adjourn**

The meeting was adjourned at 7:51 p.m. on December 10, 2025.

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