

Reparations Commission

SUMMARY/ACTION MINUTES

Wednesday, March 12, 2025

6:00 p.m.

Location: Alameda County Training & Education Center
Hayward/Union City Room
125 – 12th Street, 4th Floor
Oakland, CA 94607

I. Call to Order

The meeting was called to order by the Chair, Debra Gore Mann at 6:00 p.m.

II. Roll Call

Members present:

1. Leo Bazile
2. Phillip S. Gardiner
3. Debra Gore Mann
4. James Knowles
5. Larry McClendon
6. Brandon Sass
7. Shadrick Small

Excused: Artavia Berry, Jesse Burleson, Alan E. Dones, Shenita Hurskin, Carolyn Johnson, Natasha Tripplett

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

None.

IV. Approval of Minutes - Action Item

[Minutes of February 13, 2025](#)

A motion was made by Commissioner Sass and seconded by Commissioner McClendon, to approve the minutes of February 13, 2025, as submitted.

Ayes: Bazile, Gardiner, Gore Mann, Knowles, McClendon, Sass, Small

Noes: None

Excused: Berry, Burleson, Dones, Hurskin, Johnson, Tripplett

Abstain: None

Motion passed 7/0

V. Overview of work plan - Informational Item

Chair Gore Mann and Commissioner McClendon created a matrix for the Work Plan to organize priorities, objectives, milestones, roles (lead, support, and advisors). Chair Gore Mann clarified that leads can discuss their leadership dynamics (e.g., co-leads or blended duties). She also noted that Commissioners Bazile and Gardiner can choose to focus on specific consultation areas.

Chair Gore Mann highlighted that volunteers are needed for Data Collection & Analysis, Budget & Resources, and Communication/Narrative tasks.

Commissioner Gardiner requested to join the support team for Data Collection & Analysis and confirmed staying as a consultant for all items.

The Work Plan matrix includes commissioner assignments by priorities for clarity. Commissioner Gardiner asked for Data and Listening Sessions to be included in his accountability tasks.

Commissioner McClendon reviewed the key milestones (3, 6, 12, and 24 months). Commissioner Sass sought clarification on Communication/Narrative, which Chair Gore Mann explained as broad concepts to be further defined by the leads.

Commissioner Gardiner suggested that the Listening Session team collaborate closely with the Communication/Narrative team, which Chair Gore Mann agreed with, noting that Work Plan groups should identify collaboration areas and bring them to the Commission.

VI. Working Groups Report Out – Informational Item

1. Request for Qualifications (RFQ)

Commissioner McClendon reported that an outline has been created and will be presented at the next Commission meeting after he and Chair Gore Mann finalize the RFQ list. Chair Gore Mann reminded everyone that the RFQs aim to leverage resources and services within Alameda County departments.

2. Allies/Partnership Agreements

No report out.

3. Summary Harm Report

Alicia Knight, a UC Berkeley graduate student, reported on the outline she has been able to create with the help of Chair Gore Mann and Commissioner McClendon. The project aims to establish a framework for documenting racially driven harm through community input, while identifying best practices and key elements for the harms report. This includes creating a step-by-step guide for trauma-informed, culturally responsive harm reports, covering critical questions, research methods, and resource analysis (e.g., budgets, sponsors, collaborators). The project will also explore reparations approaches from different communities and provide recommendations for aligning measures with local and legal frameworks in Alameda County. Interview candidates include Kamilah Moore (Chair, California Reparations Task Force), Kirby Lynch, Amity Paye (Vice President, Liberation Ventures), and Dreisen Heath (Human Rights Watch).

4. Website up and Live

Commissioner McClendon plans to discuss with Deb the potential use of library resources and the possibility of getting assistance from someone on the RFQ list.

5. Listening Sessions Strategy

Commissioner Sass reported that the group will attempt to host two listening sessions in each District. Possible locations include:

- Fremont/Newark libraries
- Encinal Jr. Sr. High School
- Castro Valley High School Theater

- South Berkeley Senior Center
- Allen Temple

The pilot sessions are scheduled to be on April 26th at the South Berkeley Senior Center and May 17th at Allen Temple. The working group is still determining the following:

- Vendors for snacks and water
- Availability of face masks
- Locations for listening sessions in areas with high African American populations
- Invitations, flyers, and their distribution/advertisement
- RSVP process
- Special guests
- Survey creation and accessibility
- Length of the sessions

Commissioner Sass inquired about a list of county facilities for future sessions. Chair Gore Mann will follow up with Burt Jones, District 4 staff, to see if a list is available that meets the criteria of 50 to 75 seats, parking, and weekend access.

Commissioner Dones suggested the North County Center for Self- Sufficiency and Commissioner McClendon suggested the Alameda County Training & Education Center as other possible locations. Deb offered to reach out to her liaisons in the Berkeley and Oakland areas to find additional locations.

Chair Gore Mann asked the group to share the nature and structure of the questions to be asked at the community listening sessions.

6. Progressive movement report

Commissioner Knowles shared insights from two meetings. The first focused on juvenile justice and immigration, highlighting challenges for non-citizens, including fear of deportation and improper information sharing with ICE. A court-appointed attorney agency raised concerns about the District Attorney filing old charges on juveniles nearing probation dismissal, with insufficient attorneys to manage cases. There was also discussion on non-citizens applying for IDs without ICE repercussions, though confusing paperwork raises concerns. Additionally, there is no time limit for ICE detentions.

The second meeting covered housing and community development, where a \$700,000 request for proposals was discussed. The four programs seeking funding were: Deputy Sheriff's Activities League (D-South), Hope for the Heart (a food bank), Mandela Partners (focused on West Oakland and Ashland, Alameda County), and Plantify Society (an education program on horticulture and ecology).

7. Data gathering and data analysis

Deb has reached out to various Alameda County departments to obtain disaggregated data for the report. Barriers include accessing sealed cases from the Probation Department and the fact that most education data is held by the Unified School District, not the Education Department.

8. Budget/Resources

Chair Gore Mann and the group members are still working on finding the budget and resources to assist with supporting the Work Plan.

Chair Gore Mann also added that the Communications/Narrative group will begin working on this priority and will be able to report on it at the next meeting.

VII. Commissioner Comments & Announcements

Commissioner Sass reiterated that the Communications/Narrative and Listening Sessions teams may become a joint venture given the nature of the work and how it goes hand in hand.

ADJOURN

The meeting was adjourned at 7:10 p.m.

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