

Reparations Commission

DRAFT

Wednesday, March 18, 2026

6:00 p.m.

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

SUMMARY/ACTION MINUTES

Call to Order/ Roll Call

The Reparations Commission meeting was called to order by the Chair, Debra Gore at 6:13 p.m.

Members present:

1. Leo Bazile
2. Artavia Berry
3. Alan Dones
4. Jennifer Gayden
5. Debra Gore
6. Phillip Gardiner
7. Shenita Hurskin
8. Dee Johnson
9. Larry McClendon
10. Brandon Sass
11. Shadrick Small
12. Tiega Varlack

Two (2) excused: Natasha Tripplett, James Knowles

Public Comment (items not listed on the agenda)

Eric Sapp commented that he was a friend and colleague of the late Commissioner Jesse Burleson and he requested the Reparations Commission to engage the incarcerated population at Santa Rita Jail and the formerly incarcerated population to inform the reparations work. and to honor the late Commissioner Jesse Burleson's vision.

Chair Gore read a Commendation for the late Commissioner Burleson from the Alameda County Board of Supervisors, recognizing him for his advocacy for incarcerated and formerly incarcerated people, and their support for continuing his legacy of justice, community and freedom. A memorial services will be held for Commissioner Burleson on Friday, March 20, 2026, from 5-8pm, at the Albany Community Center.

A moment of silence was held in the late Commissioner's honor.

Approval of Minutes - Action Item

Minutes of February 11, 2026

A motion was made by Commissioner Gardiner and seconded by Commissioner Berry to approve the minutes of February 11, 2026, as submitted.

Nine (9) Ayes: Berry, Dones, Gore, Gardiner, Gayden, Hurskin, McClendon, Sass, Small

Noes:

Three (3) excused: Knowles, Tripplett, Varlack

Two (2) Abstain: Bazile, Johnson

Motion passed 9/0

I. Consultant Presentations on Recommendations – Informational Item

Overview of Recommendations

Michael Arnold of Informing Change presented an overview of recommendations received from the Reparations Commission surveys. Over 300 responses have been received from the surveys. The majority respondents have been Black/African American, mostly women and describe themselves as descendants of enslaved people.

Analysis and Summary of Recommendations

Letitia Henderson, Executive Director, Exceptional Community Connections, reported on the Commission's work and summary of recommendations. The final report to the Board of Supervisor is targeted for Tuesday, June 30, 2026, meeting. Upcoming events include the Community Feedback Sessions in March and April 2026. The draft report is expected by the end of April.

II. Selection of Recommendations by Category and Sub-Topics – Action Item
Attachment

Reparations Commissioners discussed the selection of recommendations by category and subtopic, including:

1. Creative, cultural & Intellectual
2. Economic Opportunity
3. Education
4. Environment & Infrastructure
5. Family General
6. Housing & Property
7. Legal System
8. Other
9. Physical & Mental Health
10. Political Disenfranchisement
11. Racial Terror
12. Wealth Gap

III. Prioritize Recommendations – Action Item

Reparations Commissioners discussed prioritization of the Commissions' recommendations, and whether they were short-term, medium-term or long-term priorities/recommendations. Commissioners will vote on priorities at the Special Meeting on Monday, March 23, 2026.

IV. Listening Session Updates & Completion: Virtual Listening Session Alignment

Letitia Henderson, Executive Director, Exceptional Community Connections, reported that the formal listening sessions have been completed, including pop-up sessions that resulted in over 200 surveys completed. Ms. Henderson summarized the completed tasks of all three subcommittees and commended the Commission on moving the work forward from information-gathering to refinement, drafting, and public engagement.

V. Feedback & Upcoming Events

- a. **Outline In-Person Feedback Session for March 28 – Continued to a future meeting**
Presenter: Exceptional Community Connections (ECC)

b. Commissioner Roles & Volunteers – Action Item - *Continued to a future meeting*

VI. Draft Action Plan Report Update – Informational Item

a. Process & Timeline Reminders

Michael Arnold, Informing Change, informed the Commission that the Draft Action Plan Report would be completed by the end of April 2026.

VII. Announcements

a. Board of Supervisors (BOS) June Board Meeting: Set Matter for BOS Agenda with Public Community Participation – *Continued to a future meeting.*

ADJOURN

The meeting was adjourned at 8:27 p.m. on March 18, 2026.

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