

Reparations Commission

Wednesday, April 8, 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 6:12 p.m.

Members present:

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

Three (3) Excused: Leo Bazile, James Knowles, Natasha Tripplett

Public Comment (items not listed on the agenda)

None.

I. Discussion of Ad Hoc Committee Meeting of April 8, 2026 – Informational Item

Chair Gore reported that the full work, including 12 recommendations, was reported to the Ad Hoc Reparations Commission. The feedback received from the supervisors was that the plan is too broad to adopt as-is.

It was suggested that the Commission prioritize 1–2 actionable items that can realistically be implemented in the near term. Some examples were

- Establishing an Office of Reparations to continue and follow through with the work
- Creating a dedicated possibly smaller body to implement recommendations
- Use remaining budget funds to create a transition team

The June 30, 2026, meeting will be a “set matter” where the report is received, however it will not be adopted by the Board of Supervisors at that meeting. Adoption could happen later. The Commission will provide materials to the Board of Supervisors at least 3 weeks in advance of the June 30, 2026 meeting and meet with them individually prior to the meeting.

II. Overview and Observations of In-Person Feedback Session – Informational Item

Chair Gore reported on the In-Person Feedback Session held on March 28, 2026.

The session was well organized and effective, with strong participation and engagement over a four-hour period. Organizers successfully gathered community input through breakout sessions, a gallery walk, and written feedback, all of which have been collected and digitized. Community members expressed passion and urgency, noting that reparations should happen immediately rather than a phased in approach. Attendees were appreciative of the commission's work. Feedback from breakout sessions mainly aligned with Commission recommendations.

III. Update on Data, Research and Report Writing, Including Data Collection, Input to Report and Timeline – Informational Item

Michael Arnold, consultant, Informing Change, gave an update on Data, Research and Report Writing, including Data Collection, Input to Report and Timeline. The team is making progress on the report and is nearly done with survey data, though some analysis and additional feedback still need to be incorporated. He recommended producing a shorter, executive-style summary highlighting top priorities, key data points, community input, and the commission's vision. Additionally produce a full, detailed report with all data and recommendations by late June 2026.

IV. Update on Work Plans – Informational Item

Letitia Henderson, Executive Director, Exceptional Community Connections, reported on the Reparation Commission Work Plans. March work focused on vendor invoice processing, setting budget priorities, and managing spending/reallocations.

- Budget: April will focus on continued on budget oversight and preparing updates for full commission approval.
- Community Listening Sessions Subcommittee: April will focus on launching the virtual session and expanding outreach to boost survey participation, along with sharing information about the June 30, 2026, meeting.
- Data Collection, Analysis & Reporting (DAR): April will focus on developing narrative insights, supporting report writing, and refining recommendation structure.

Use SharePoint as a resource to track subcommittee updates.

V. Subcommittee Reports – Informational Item

a. Admin/Budget

Vice Chair McClendon presented a budget update. The total beginning budget was \$500,000 and to date \$308K has been spent (approximately 61%)

The remaining \$192K may be used for final report completion, outreach and June 30, 2026, event, or possible transition/implementation efforts.

b. Community Listening Sessions

See Work Plan report for Community Listening Sessions update.

c. Data, Research & Report

See Work Plan report for DAR update.

ADJOURN

The meeting was adjourned at 8:04 p.m. on April 8, 2026.