

Reparations Commission

SUMMARY/ACTION MINUTES

Wednesday, July 9, 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 Vice Chair, Larry McClendon at 6:18 p.m.

II. Roll Call

Members present:

1. Leo Bazile
2. Phillip S. Gardiner
3. Shenita Hurskin
4. James Knowles
5. Larry McClendon
6. Brandon Sass
7. Shadrick Small
8. Tiega Varlack

Excused: Artavia Berry, Jesse Burleson, Alan Dones, Debra Gore, Carolyn Johnson, Natasha Tripplett

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

None.

IV. Approval of Minutes - Action Item

Minutes of June 11, 2025

A motion was made by Commissioner Sass and seconded by Commissioner Berry, to approve the minutes of June 11, 2025, as submitted.

Ayes: Gardiner, McClendon, Sass, Small, Varlack

Noes: None

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

Abstain: Bazile, Hurskin, Knowles

Motion failed due to not having a quorum for approval. Minutes of June 11, 2025, will be agendized for next month's meeting.

V. Debrief of Ad Hoc Committee on Reparations Meeting – Informational item Vice-Chair McClendon

Vice Chair McClendon gave a debrief of the Ad hoc Committee on Reparations meeting held earlier today (July 9, 2025). He thanked Commissioners Knowles, Gardiner, and Smalls for their attendance and support at the ad hoc meeting.

The ad hoc meeting, consisting of Supervisor Márquez and Supervisor Miley, reviewed the detailed budget submitted by the Reparations Commission to cover the Commission's work. The ad hoc committee selected option A, (\$439,000) out of the three options presented for the budget.

Supervisor Márquez and Supervisor Miley committed \$125,000 each, totaling \$250,000, and pledged to seek an additional \$250,000 from the full Board of Supervisors to reach the full budget amount of \$500,000. The presentation to the full Board is scheduled for July 22nd, and commissioners were encouraged to speak with their nominating supervisors beforehand to encourage approval of the funding.

Vice Chair McClendon noted that the Reparations Commission's fundraising efforts will have more leverage to secure matching funds after solidifying the initial half-million dollar commitment from Alameda County.

Supervisor Elisa Márquez reiterated her commitment to the reparations ad hoc commission and pledged of \$125,000 from the District 2 budget. Supervisor Marquez also committed to working with the Commission to attract more funds through philanthropy and businesses and commended the presentation.

VI. Capstone Harm Report Framework Presentation - Informational Item

[Attachment](#)

Elycia Genay Knight, Graduate Master of Public Affairs (MPA), Goldman School of Public Policy, University of California, Berkeley, Class of 2025, presented the Capstone Harm Report Framework.

Ms. Knight created an action-oriented Harm Report framework that documents historical and systemic harms to Black residents and guides local reparative policy. A Harm Report is a community-authored historical narrative that memorializes injustices, turns oral histories and lived experience into evidence, and provides a factual base for policy, legal advocacy, and healing. It must balance truth-telling with trauma-informed practice; transparency and follow-through are critical.

Six Essential Features of an Effective Harm Report

1. Precise identification of harmed group(s) by lineage, place, or condition.
2. Defined time frame anchoring harms to specific policy periods.
3. No conflation of distinct harms—focus narrowly for clarity and feasibility.
4. In-text evidence, citations, and quotations to convert memory into official records.
5. Audience targeting with clear, accessible language for community and policymakers.
6. Moments & visuals (photos, articles, maps) that let readers “see themselves” in the story.

Recommendations for Alameda County

- Treat the report as a living historiography—an evolving historical record.
- Center Black community leadership from start to finish; partner with archivists, cultural workers, and Black-led organizations.
- Use an iterative, piloted approach: begin with a pilot city or a single, well-defined harm and produce interim reports that can be adopted and funded while work continues.
- Map stakeholders & political cycles, build municipal partnerships, and secure archival resources early.
- Focus on housing, cultural history, or education first if data show they're most salient.
- Maintain momentum by aligning releases with political windows and by continuously documenting oral histories before they are lost.

VII. Listening Sessions Planning Discussion – Six (6) Sessions, including Hayward - Action item

A motion was made by Commissioner Sass, seconded by Commissioner Knowles, to approve the listening session proposed for Friday, August 23 at 12 p.m. at the First Baptist Church, Russell City. The session will count as one of the six community listening sessions. Remaining dates/venues will be proposed at the Listening Sessions working group meeting next Tuesday after gathering input from ECC, and libraries.

Ayes: Bazile, Gardiner, Hurskin, Knowles, Sass, Small, Varlack, McClendon

Noes: None

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

Motion passed 8/0

VIII. Approve PowerPoint presentation, script and one page fact sheet for Listening Sessions – Action Item

[Attachment](#)

[Attachment](#)

Vice Chair McClendon opened the floor to Commissioner Small to review the PowerPoint presentation before voting for approval of the item.

Commissioner Small walked through the slides, which include : land acknowledgment (meeting on Ohlone land), why the Reparations Commission exists; its legal mandate and representative make-up, historical overview, timeline graphic comparing the duration of slavery, Jim Crow, and the brief post–Civil-Rights era, State-level complicity (1852 Fugitive Slave Act, post-war Black Codes) and local harms: exclusion from homesteading, redlining, Russell City land seizures, KKK presence, racially restrictive covenants.

There are five questions delivered one per slide to keep conversation on track (personal/family harms, concrete impacts, Alameda-specific harms, reparative actions, vision of repaired future).

Data slides retained in appendix, slide for QR Codes, how to engage with Reparations Commission, slide for acknowledgments and source materials. retained in appendix;

A motion was made by Commissioner Sass, seconded by Commissioner Hurskin, to approve the PowerPoint presentation for the listening sessions and to include a slide referencing the in-progress Harms Report, a racial-wealth-gap slide and insert the commission’s logo on every slide.

Ayes: Bazile, Gardiner, Hurskin, Knowles, Sass, Small, Varlack, McClendon

Noes: None

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

Motion passed 8/0

A motion was made by Commissioner Varlack, seconded by Commissioner Sass, to approve the 1 page fact sheet with the deletion of the budget line item and the addition of the Reparations logo.

Ayes: Bazile, Gardiner, Hurskin, Knowles, Sass, Small, Varlack, McClendon

Noes: None

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

Motion passed 8/0

VIII. Working Groups Report Out - Informational Item

- Request for Qualifications (RFQ) – no report
- Allies/Partnership Agreements – no report
- Website – Commissioner McClendon gave an update on the Reparations Commission website. All written material has been uploaded to the new WordPress site, incorporating line-by-line edits from Chair Gore. Commissioner Berry and a designer are refining layout and visuals; final access permissions are still being ironed out. There is a *Homepage footer* that will list upcoming listening-session dates with time and location, plus an archive of past sessions with a dedicated *Events page*. The website includes a resource page for source documents, and other materials stored in SharePoint will be linked. The goal is to finish the site ahead of the August 23 listening session.
- Listening Sessions – see item 7
- Progressive movement report - no report
- Data gathering and data analysis – no report
- Budget/Resources – see item 5

Adjourn

The meeting was adjourned at 7:50 p.m. on July 9, 2025.

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