

Reparations Commission

SUMMARY/ACTION MINUTES

Wednesday, August 13, 2025

6:00 p.m.

Location: Alameda County Training & Education Center

Oakland Room

125 – 12th Street, 4th Floor

Oakland, CA 94607

SUMMARY/ACTION MINUTES

Presentation

I. **Call to Order**

The meeting was called to order by the Chair, Debra Gore Mann at 6:11 p.m.

II. **Roll Call**

Members present:

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

Excused: Artavia Berry, Jesse Burleson, Alan E. Dones, Carolyn Johnson, Shadrick Small, Natasha Tripplett

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

None.

IV. **Approval of Minutes - Action Item**

[Minutes of June 11, 2025](#)

[Minutes of July 9, 2025](#)

Motions to approve June 11th and July 9th meeting minutes failed due to lack of quorum for approval. The minutes will be agendized for the September meeting.

V. **Commissioner Transition – Informational Item**

Chair Gore reported that former Commissioner Lori Cox seat is vacant in District 4. Commissioner Hayley Hester resigned prior to attending a meeting. Chair Gore encouraged Commissioners to recommend anyone that qualifies to apply for the vacancy.

VI. **Expense Approval Process – Action Item**

Chair Gore acknowledged and expressed her gratitude to Supervisors Márquez and Miley for their support and leadership through the Board of Supervisors Ad Hoc Committee on Reparations and providing funding to the Reparations Commission from their own budgets.

Chair Gore also acknowledged Deb Sica and the staff at the Alameda County Library for the work and sponsorship they have provided to the Commission.

The Commissioners discussed establishing a clear system for approving expenses within budget categories including:

- Approve expenses by category/line item (e.g., listening sessions, consulting, pop-ups)
- Create a Budget Subcommittee to review and approve requests within set thresholds
- Require larger/exception expenses to return to the full Commission
- Use SharePoint forms for expense requests and tracking
- Ensure subcontractors complete county vendor requirements (W-9, SLEB status, etc.).

A motion was made by Commissioner Hurskin, seconded by Commissioner Sass to create an approval form and delegate expense approvals to the Administrative/Budget Subcommittee. Any funds that need to be reallocated would go through the County process, through the Library for final approval.

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

Noes: None

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

VII. Exceptional Community Connections (ECC) Team Reintroduction & Role Review – Informational Item

[Attachment](#)

Leticia Henderson, Principal Consultant, Exceptional Community Connections (ECC) provided information on ECC's role with the Reparations Commission.

ECC will provide facilitation, project management, and oversight of the harms report in partnership with Informing Change consulting, Sean Johnson (community listening sessions) and other research partners.

Phased Approach

Phase 1 (Aug 2025–Fall 2025): Establish scope, objectives, project matrix/Gantt chart, support subcommittees, and align workstreams.

Phase 2 (Fall 2025–Fall 2026): Performance management, reporting, SharePoint use, ongoing community listening sessions, continuous coordination with commissioners.

Phase 3 (Oct 2025–June 2026): Monitor progress, draft harm study, provide executive summary, and finalize report for Board of Supervisors. Target completion date set earlier than June to allow revisions.

Community Listening Sessions

- ECC to assist with logistics (locations, planning, facilitation, roles & responsibilities).
- Discussion on commissioner visibility: options included informal introductions, name tags, coordinated attire, or solidarity practices (e.g., all black clothing).
- Agreement that debriefs after each session will capture lessons learned (using a CQI framework).
- Commissioners encouraged to maximize attendance to strengthen community connection and representation.

Engagement & Outreach Strategy

- Use commissioner networks, Board of Supervisors' communications, and pop-up models for broader reach.
- Consider layered outreach: social media campaigns, newsletters, and community-based connections.
- Explore dedicated digital platforms (website, possible Facebook group) to expand visibility

- Focus on both qualitative and quantitative data collection to ensure comprehensive representation.
- Acknowledge diversity within the county—different districts and cities have distinct experiences of systemic harm.

Data & Scope

- ECC will balance qualitative listening with existing hard data (housing, employment, health disparities).
- Plan to ensure outreach covers all 14 cities plus unincorporated areas.
- Commissioners noted the need to capture voices of less-engaged community members to avoid skewed data.
- Target to integrate findings progressively rather than waiting for the end of the process.

VIII. Legislative & Policy Subcommittee Updates – Informational Item

<https://alliancefor.org/>

<https://alliancefor.org/2025/05/07/legislative-priorities-2025/>

Chair Gore gave legislative and policy subcommittee updates.

State reparations bills flagged:

- AB 57: Reserves 10% of CalHFA “Dream for All” funds for descendants of enslaved persons.
- AB 62: Creates a state procedure for compensating owners dispossessed via racially motivated eminent domain.
- AB 437 (Weber/Pearson): Up to \$6M for CSU to research descendant verification methods.
- SB 518 (Weber/Pearson): Establishes a Bureau of Descendants of African Slavery to advise and implement remedies.

IX. Working Groups Report Out - Informational Item

- Request for Qualifications (RFQ)
- Allies/Partnership Agreements
- Website
- Listening Sessions
- Progressive Movement report
- Data Gathering and Data Analysis
- Budget/Resources

Chair Gore proposed a new structure for the working groups and to consolidate and rename:

1. Administration & Budget
2. Information & Communications (Website + Social Media)
3. Data Collection, Analysis & Report (incl. survey instrument/analysis)
4. Outreach & Engagement (Listening Sessions + Pop-ups + survey promotion)

Chair Gore informed Commissioners to sign up for the working groups in SharePoint, 3–4 people per group.

Adjourn

The meeting was adjourned at 7:52 p.m. on August 13, 2025.

Board of Supervisors’ Committees’ agendas are available online at: <https://bos.acgov.org/committee-meetings/>