

Concord United Committee
Tuesday, September 24, 2024
Room 330 & Electronic Teams Room 6:00 p.m. EST

Members Present (12): Luke Givens (liaison), Bertram Hinton, Jr. (co-chair), Lamarie Austin-Stripling (co-chair), Robert Anderson (co-chair) *Teams*, Greg Mills, Wendy McConnell, Ann Fleming, Theresa Scott-Stills *Teams*, Dr. Aimy Steele *Teams*, Uday Bahanutula *Teams*, Michelle Joshua *Teams*, Rayshion Sashington *Teams*, Quinton Locklear *Teams*

Members Not Present (10): Douglas Carroll, Gracie Galloway, Amos McClorey, Tina Boyer, Cindy Hanson (secretary), Ingrid Nurse, Sandra Torres, Cecilia Plez, Kay Tembo, Jaymond Bryant-Herron

Additional Attendees: Laura Aguilar, A.J. Clark, Renae Hopkins, Alicia Broadway, Raeshawn Palmer

Call to Order: The meeting was called to order at 6:07 pm by Lamarie Austin-Stripling. Lamarie reviewed the agenda for the evening.

Introduction of the New Committee Liaison: Luke Givens, new HR Analyst and Liaison to the committee, was present and introduced himself to the committee and members of the community in attendance. All present proceeded with introductions.

For the benefit of the new attendees, the committee recapped progress to date, in focus areas like policing and hiring practices, transportation, affordable housing, and most recently food deserts. Various committee members discussed the important of the research, the learning, and the progress, and the desire to make real tangible, substantive impacts towards improving inequities in Concord.

Additional Committee Updates:

Concern and disappointment were expressed at the table about the City's decision to change the DEI Strategist position into an HR Analyst role, and questions lingered at the implications of that shift. Committee members want to know what this means for the city leadership's continued support of the committee's work, and what impact this change will have on Concord's commitment to not just supporting DEIA improvements for city employees, but for improving inequities for the members of the greater Concord community. Bishop Hinton, on behalf of the Co-Chairs, committed to seek a meeting with members of Council to gain insight and clarity for these concerns.

The meeting with the Logan Community Association, originally scheduled for Monday, 9/23, was postponed. The rationale being the committee needed to address the recent changes, and subsequent uncertainties, prior to having a follow up meeting with the members of the Logan community. Mr. Clark, president of the Logan Community Association, expressed appreciation for the committee taking that measured approach. The people in Logan have experienced loss, pain and disappointment and they need the support and partnership from its city leaders. The Co-chairs plan to have the follow up meeting with the Logan Community Association after meeting with the City Council leaders.

Bob Anderson led the discussion on policing statistics from the 2019-2023 5-year look, and the implications that the data shows a trend towards a decrease in traffic stops for White females, White males, and Asian men, while stops were showing various trends of increases for Black females, Black males, Hispanic females, Hispanic males, and Asian females. Greg Mills expressed an importance of ensuring the data is not skewed; that we are clear on the incremental percentages in each of these groups against percentages of the whole. Luke Givens will extend an invitation to the new chief of police to meet with the committee and continue to the conversation on policing and hiring practices, considering the latest round of committee findings.

Approval of the Minutes: The minutes for the August committee meeting were pre-distributed electronically to the committee for advance review. Motion to approve the minutes made by Greg Mills, with a second by Ann Fleming. The minutes, with no changes, were submitted to a full committee vote and unanimously approved.

Next Steps: There will be no subcommittee meeting in October. The continued work on the draft of the annual report to City Council is still in process. The next full committee meeting is scheduled for Tuesday, October 22nd, which will be in-person at City Hall, Room 330, with a hybrid remote Teams option.

The meeting adjourned at 7:08 p.m. Minutes prepared by Lamarie Austin-Stripling in the Secretary's absence.

eSigned via SeamlessDocs.com
Lamarie Austin-Stripling
Key: 95757f1c-f1f9-4fd7-8cfa-514e5b2c0e9d

12-03-2024

Lamarie Austin-Stripling: Co-Chair Concord United Committee

Date

eSigned via SeamlessDocs.com
Robert Anderson
Key: e3ffc8eb-588a-4e0c-ad12-d51b68f7e8f7

12-04-2024

Robert Anderson: Co-Chair Concord United Committee

Date

eSigned via SeamlessDocs.com
Bertram D Hinton, Jr
Key: 1307c8c2-fc74-4f4b-9b21-b57fd0c509cae

12-04-2024

Bertram Hinton, Jr.: Co-Chair Concord United Committee

Date