



The REAC met at 6:00p.m., Tuesday, April 18, 2023, at the Mebane Arts and Community Center located at 633 Corregidor St.

<p><u>REAC Members Present:</u> Keisha Bluford, Co-Chair Travis Albritton, Co-Chair Tomeka Ward-Satterfield, Secretary Stuart Smith Erica Bluford Daniel Velasquez</p> <p><u>REAC Members Absent:</u> Daniel Troxler</p>	<p><u>City Staff Present:</u> Beatrice Hunter, HR Director</p> <p><u>City Council Members Present:</u> Montrena Hadley Katie Burkholder</p>
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Co-Chair Bluford called the meeting to order.

Committee reviewed the minutes as presented by City Clerk. No changes suggested.

Member Term Limits Discussion/Decision

Stuart Smith - Because of health issues will not seek to extend his committee appointment.

Motion by Tomeka Ward-Satterfield Seconded by Travis Albritton; Carried = Unanimous REAC will recommend to the City Council to extend the term limits of Erica Bluford and Daniel Velasquez for one year.

Racial Equity Workshop Debrief

REAC agreed that it was a positive experience, productive, and time well spent.

Motion by Tomeka Ward-Satterfield, Seconded by Daniel Velasquez; Carried = Unanimous REAC recommends the City Council:

-Add to the June 2023 City Council Agenda a "Presentation on the Government Alliance on Race and Equity"

- Require department leaders (and any others with hiring responsibilities) and Board/Commission Chairs to attend ongoing racial equity training

Additional points of discussion in the future will include:

-[Join](#) the Government Alliance on Race and Equity (GARE)

-REAC and City Council workshop together to create a Diversity, Equity, & Inclusion position job description

-By June 2024 approve the creation and hiring of a full time Diversity, Equity & Inclusion (DEI) Position

Next Steps:

Erica Bluford will follow up with trainers Beverly Scurry & Allison DeMarco to get the visioning artifacts from the workshop.

Daniel Velasquez will invite current DEI staff from another city/county to present to REAC and City Council about what the job looks like on a day-to-day basis.

Invite Beverly Scurry and Allison De Marco to the May REAC meeting to facilitate a discussion on next steps and recommended actions.

REAC Member Announcements:

None

With no further business the meeting was adjourned at 7:45pm.