



The REAC met at 5:30p.m., Tuesday, November 15, 2022, at the Mebane Arts and Community Center located at 633 Corregidor St.

REAC Members Present:

Keisha Bluford, Co-Chair
Travis Albritton, Co-Chair
Tomeka Ward-Satterfield, Secretary
Daniel Troxler
Erica Bluford
Daniel Velasquez

City Staff Present:

Beatrice Hunter, HR Director

REAC Members Absent:

Stuart Smith

Co-Chair Bluford called the meeting to order. The start time of the meeting was delayed due to the weather (heavy rain).

As new Committee members have been appointed since the last meeting, Committee members introduced themselves.

Community Presence/Publicity:

Each Committee member shared his or her thoughts about the expectations for the REAC.

Co-Chair Bluford wants Council to set expectations for the REAC and wants to be available to advocate and share concerns from the community. She further noted that she wants to share committee member pictures and information on the website so the community will know who to ask for help. To date she and Ms. Erica Bluford have helped with the meat market issue and the Juneteenth celebration plans. Ms. Keisha Bluford can meet on Mondays and Tuesdays when there are specific agenda items to discuss. Ms. Bluford wants to consider asking the Council to extend the terms of some of the members that will soon expire, which would be an agenda item at an upcoming Council meeting.

Daniel Velasquez agreed that the Committee has not had direction and wants demographic census and to put the Committee's Mebane email addresses on the website.

Erica Bluford would like photos for website and the opportunity for people to submit a question or comment to the committee. She offered that a retreat is necessary if any of these suggestions are necessary and offered to help the Council do a SWOT of Mebane and offered to help plan a retreat or communicate with the Council.

Tomeka Ward-Satterfield wants to see a standing REAC agenda item that requires a Councilperson to present a topic of concern/discussion item. She also suggested the Council and Mebane Committees use a Racial Equity Assessment Tool in open session when all decisions are being made. The REAC can help the Council select the specific tool. The REAC would like to Council to participate in a retreat in which an organization like GARE trains the Committee and the Council how to use a racial equity assessment tool. Ms. Ward-Satterfield offered to investigate GARE and their ability to provide the Council training and possible Mebane membership.

Daniel Troxler wants the REAC to be the ones bringing information to the Council in advance of an issue being discussed or decided. He would like advocacy in advance, access to information

early and in order to be a true advisory committee for the Council. Mr. Troxler recommends the assessment tool and the hiring a DEI officer. He advised that Mondays, Wednesdays, and Fridays are not good days for events.

Ms. Hunter was asked to provide some guidance to the committee about how to communicate with the Council. There was discussion around how information moves through Planning Board and the Technical Review Committee.

Travis Albritton proposed a standing meeting day for the REAC. If the Committee meets on Wednesdays, the Committee can review the Council agenda for the upcoming meeting. He advised that the City of Mebane needs an employee that is responsible for Diversity Equity and Inclusion all the time.

Next Steps:

REAC will meet on December 13th at 5:30pm to consider and finalize the draft recommendation for assessment tool and staff position.

REAC Member Announcements:

Stuart has communicated to Ms. Hunter and Ms. Ward-Satterfield that he was not interested in continuing to participating on the committee; TWS will invite him to the next meeting to officially explain and/or resign.

With no further business the meeting was adjourned at 7:38pm.