

One Boro, Monday, May 3, 2021 at 5:30 pm
Virtual Committee Meeting

Voting Members: April Schueths, Chair, Stacy Smallwood, Vice-Chair, Jacek Lubecki, Secretary, Julie Pickens, Treasurer, Annie Hills, Janice Cawthorn, Suzanne Shurling, Nandi Marshall, Barb King, Que`Andra Campbell, Johnny Gamble, Freddie Hagan

Ex-Officio Members: Marcus Toole, Saba Jallow, Deion Byrd, Jesse Hartlett, Julie Chance, Jerry Bradley

COS Representative: Demetrius Bynes, HR Director; Mayor's Intern: Berenice Zundi; GSU Interns: Ash Strickland & Jelani Crawford

I. Call to Order – Stacy Smallwood at 5:35 PM with a quorum present.

II. Roll Call – Completed: Marcus Toole, Julie Chance, Janice Cawthorn, Nandi Marshall, Johnny Mayo-Gamble, Jesse Hartlett, Julie Pickens, Stacy Smallwood, Que `Andra Campbell, Demetrius Bynes, Paulette Chavers, April Schueths, Suzanne Shurling, Annie Hills, Barb King

III. Approval of agenda

- A. Motion by: Nandi Marshall
- B. Second by: Johnny Mayo-Gamble
- C. Discussion: No discussion
- D. Vote result: Passed with no opposition.

IV. Approval of previous meeting minutes (April 5, 2021)

- A. Motion by: Annie Hills
- B. Second by: Julie Pickens
- C. Discussion: No discussion
- D. Vote result: Passed with no opposition.

V. Public Comments: This is an opportunity to address the Commission regarding concerns or ideas on any topic. To be considerate of everyone at this meeting, public comment will be limited to three minutes per person; total time allotted to public comment at this meeting is 20 minutes. Participants are to state their first and last name for the record. Comments that cannot be made within these limits should be submitted in writing to Statesboro Commission on Diversity and Inclusion (oneborocommission@gmail.com). The Commission encourages civil discourse for everyone who participates in our meetings.

- No public comments.

VI. Old Business

- A. City of Statesboro Report: Demetrius Bynes, HR Director
 - a. Christina Johnson left to go to Savannah State. Berenice Zundi, completed internship on April 29th. Youth Connect – Cities summer youth employment program. Deadline to apply is tomorrow 05/04/21. Will start on June 7, 2021. Training for employee base, City Manager recommended using Visions Incorporated for diversity training for elected officials, city leadership, and city employees. Budget – any request for funding can be sent to Demetrius Bynes to discuss resources that might be available with the City Manager. Non-

discrimination complaints – have not received any complaints since the ordinance was passed. May need to get information on Social Media to publicize that city has this available.

- b. Discussion –
 - i. Will One Boro have an opportunity to discuss the training content with Visions Incorporated to determine what type of training will be provided?
 - ii. Do we know anything about this group that will be doing the training?
- B. Community Gardens: Ms. Paulette Chavers, Council Member 2nd District/Mayor Pro Tem.
 - a. Councilwoman Chavers presented her desire to see the Community Garden project take place. She said this would teach skills and provide community pride. She looked last year for a space for a community garden. Getting equipment was a problem. She is on board with that happening in the community, especially in District 2.
 - b. Discussion –
 - i. For sustainability purposes, it is important that people living in the community around the garden has the opportunity for feedback. Councilwoman Chavers received positive feedback from District 2 (last year). She knows the people that were interested last year, and they live in District 2 and District 1.
 - ii. Are there specific requests around the vision for the garden? What do they want to see as the goal? Fruits and vegetables; community; intergenerational. Councilwoman Chavers stated that she believes it could be a mixture of them all. Taking pride in your community and taking care of it. She wants to see this all over Statesboro, especially in District 2.
 - iii. Habitat for Humanity has a half-acre plot of land near West Main and Bay Street. They are writing a grant for a community garden project. Potential resource nearby is Bulloch Janitorial and possibly be a resource for people wanting to be involved in the garden. Would they be OK with a community garden so close to them because they sell vegetables out of their garden? Councilwoman Chavers said she can have this conversation with them, but this is something that needs to happen for the betterment of the community. Marcus thinks they would be a resource and not see the community garden as competition, but intended to speak with them also.
 - iv. Gatekeepers that have shared an interest: Councilwoman Chavers spoke of having a town hall and reaching out to interested people again since it was about a year ago when she first mentioned this to them. She will reach out to them personally – about 5 people. She is not sure if anyone wanted to take on the leadership role, but she will find out and let One Boro know.
 - v. This question has come up in regard to sustainability and having someone in the community to make sure it is something the community wants and is willing to take on in regard to keeping it going.
 - vi. Annie Hills – thanking Councilwoman Chavers for her time and interest in the community garden project. Lives in this District and thinks Bulloch Janitorial will not have a problem with using this lot and that they could be a really good resource.
 - vii. Councilwoman Chavers asked when this might get started. Marcus said the Habitat for Humanity grant has an 8-month timeline. He would like to see people planting something as soon as the fall planting season (late September / October).
 - viii. One Boro would be a collaborator for the project, but this would need to be a grass-roots community initiative. One Boro would be looking toward the community to decide the timeline, but would support the timeline for this as possible.

Councilwoman Chavers said she just needs a plot of land or to be able to find a plot of land in order to move forward. Marcus stated that the Habitat for Humanity plot would have to go before their board. They would like to see a separate 501 (c) (3) to be responsible for the garden. Must figure out how to have access to water, bathroom facilities, and places for people to park.

- ix. Stacy – proposed that we convene an ad hoc committee to work on this with some District 2 Community Members, One Boro members, GSU contacts, etc. This ad hoc committee would function to work out details. If you are interested in being a part of the Ad Hoc Committee for the Community Garden, please drop your name in the chat. Stacy asked Marcus, Freddie, and Annie to sign up to be a part of this ad hoc committee. Councilwoman Chavers asked Stacy for a list of these individuals.

C. Revisit the nondiscrimination ordinance/equity package, in effect for 6 months: Stacy Smallwood

- a. Stacy discussed the past journey regarding the nondiscrimination ordinance / equity package passed back in October. He thanked Councilwoman Chavers for her support. Important for us to recognize the restructuring of One Boro and now what are we doing to meet the accountability requirements for the nondiscrimination ordinance / equity package. Stacy agrees there needs to be some promotion about this ordinance.
 - i. Violence Prevention Taskforce
 - ii. Community Programming (Community Block Grants)
 - iii. Training Component (Identify long-term training efforts)
 - iv. Campaign for Equity (what data do we need to collect to show tangible outcomes)

b. Discussion –

- i. Questions to Have Answered:
 - 1. What are the steps necessary to keep this effort moving?
 - 2. What are the markers (data) that we can get and what do we need to collect in order to show this progress?
 - 3. What do we need for One Boro to be successful in advancing the package?
 - 4. How do we make sure that we can tell the story of what is being done?
 - 5. What is being done from different perspectives to show what is being done?
- ii. Janice - Discussed that feedback is needed on the Metrics.
 - 1. We are going to converse with all city boards and organizations in order to make sure we have true representation in the work.
 - 2. How will we convene all groups?
- iii. Demetrius – Believes he has responded to the information provided.
- iv. Que – Who else do we need to talk to? What other information do we need to get?
- v. Stacy explained that we have reviewed some of the data, but we need to have conversations with other groups within the city. One action item would be a convening of representatives from all of these organizations in order to have these conversations.
- vi. Janice – The kind of metrics proposed are the kind that need to be included in grant applications. Need to demonstrate that this is a working, viable document.
- vii. Demetrius – Will take the lead on working on the convening of these groups.
- viii. Marcus – Housing Commission will be meeting next week. It would be good to have this idea put on their agenda and have them on the list to be invited to the meeting.
- ix. Julie P. – This would be important to include this in the work of the training committee.

- x. Suzanne – What are we waiting on and what is stopping it from working? The form is now online, but no one in the community seems to know this.
 - xi. Stacy – Another important point is that as a city, we are working to communicate this and the community is aware of the opportunities is available.
 - xii. April asked Demetrius – Is this something the communications person can help with this? Can it be set up as a Google Doc. Suzanne – it was submitted as a Google Doc / form??
 - xiii. Janice – Who designed the city website. Bulloch Capstone. Each department are responsible for up keeping their department’s information. A lot of city departments are not pleased with the website.
 - xiv. Councilwoman Chavers – Reminded members that we need to educate people on the process. It takes people time to grasp the process. Don’t get discouraged on this. It takes some time. In full support of getting this message out there. Will do a reminder at tomorrow’s Council meeting and will continue to do this during Council meetings as a reminder.
 - xv. April – asked Councilwoman Chavers – Anything you can do to keep this alive will be great.
 - xvi. Stacy – It takes time for the message to get out. Doing active dissemination strategies to let people know this is available and they can take advantage of it. It can be pushed and starts moving through various networks of the people. We need to be vigilant in sharing the information.
 - xvii. Marcus – Need to get the information disseminated out to the churches.
- D. Equity Metrics Subcommittee Report: Janice Cawthorn, Subcommittee Chair; Members: Stacy Smallwood, Barb King, April Schueths, & Jesse Hartlett
- a. Janice provided an update. So far, no progress has been made at this point. Very important that we get this done. This city is putting out bids and we need to make an impact on this work.
 - b. Demetrius – provided the metrics from the Dept. heads. Is there additional information needed?
 - c. Stacy – need to talk about how this data will be compiled and how it will be presented. Need to have an Equity Metrics Subcommittee meeting soon.
- E. Training Subcommittee Report: Julie Pickens, Subcommittee Chair; Members: Stacy Smallwood, Nandi Marshall, Suzanne Shurling, April Schueths, Jesse Hartlett, & Demetrius Bynes
- a. Julie P. said Mr. Penny wanted to move forward with Visions Incorporated. Thought the sub-committee could design information about diversity resources for the employees. Recommend we work with Demetrius on how the training may move forward.
 - b. Demetrius – Has not been discussion about how the training will be provided across the organization. Plan is to schedule a time for Visions to explain the process to One Boro and provide an opportunity to discuss the training.
 - c. April – What is the cost? Julie P. said her resource communicated about \$2,000 per training.
 - d. Demetrius wants to do it over an extended period of time – not just one type of workshop. Extensive process over an extended period of time.
 - e. April – Julie P. can you elaborate on concerns? Different needs in different departments. Not look the same between departments. Worried that it might end up being a one-size fits all and counterproductive to what the Training Committee expressed as needs for training.
 - f. Nandi – Shares the same concerns, but does not have anything else to add at this time.

- F. The Longest Table Subcommittee Report: Barb King & Julie Pickens, Subcommittee Co-Chairs; Members: Annie Hills, Jacek Lubecki, Stacy Smallwood, & April Schueths
 - a. No updates. Possibly in spring of 2022.
- G. Violence Prevention Subcommittee Report: Suzanne Shurling & Johnny Gamble, Subcommittee Co-Chairs; Members: Barb King, Janice Cawthorn, Que'Andra Campbell, Marcus Toole, Stacy Smallwood, & April Schueths
 - a. Suzanne – Has 15 people interested in the Council. Looking at results and noticed a lack of diversity. Needed to reach out to non-GSU people. Will be doing some targeted recruitment to find gatekeepers in the community that might identify people for the Council. Will only be meeting a couple of times a year and will be able to voice their concerns to the people in charge of keeping our community safe.
 - b. Johnny – Need to make sure we recruit people that qualify.
 - c. Stacy – Violence prevention is not just about crime prevention. Looking for people who have lived experiences, community experiences. Want an inclusive group.
https://docs.google.com/spreadsheets/d/1QD4dRKevoOI-bwAU1_XVrX_b7u7eY3fTIYDIKzBqN20/edit?usp=sharing
- H. Workforce Development Subcommittee Report: Jesse Hartlett & Julie Chance, Subcommittee Co-Chairs; Members: Julie Pickens, Nandi Marshall, April Schueths, Stacy Smallwood, Freddie Hagan, & Johnny Gamble
 - a. Met on April 19, 2021 – Tammie Bishop from the Department of Labor. Continuing to review existing Workforce opportunities that already exist in the community and discuss how they align to each other.
 - b. Next meeting is May 17, 2021. Guest speaker will be Michael Powell, Work Based Learning Coordinator and CTAE Department Chair at SEBH.
 - c. Minutes from Workforce Development Sub-Committee are located in the Google folder.

VII. New Business

- A. Community-level grant funding
 - a. One Boro work is transformative. Need to look for funding issues around what we are working on.
- B. No other new business

VIII. Motion to Adjourn

- A. Motion by: Janice Cawthorn
- B. Second by: Annie Hills
- C. Discussion: Thank you to Councilwoman Chavers
- D. Vote result: Passed with no opposition

Next Regular Meeting: Monday, June 7, 2021 at 5:30 PM

Submitted by Julie Chance