

## Task Force Meeting 7/10/20 Minutes

### MEETING AGENDA

#### **WELCOME**

Governor Cooper made an opening statement thanking the Task Force members for their service and emphasizing the need for leadership to address systemic racism in the criminal justice system. He spoke about the importance of the Task Force's December 1 deadline and of having difficult conversations. Governor Cooper urged the Task Force to bring him strong recommendations and highlighted his vision that the Task Force work to ensure implementation of those recommendations. He identified the issues in law enforcement and criminal justice system practices, and accountability that the Task Force will be examining, including training, use of force, community policing, ensuring a diverse workforce, pretrial release and fees and fines.

Attorney General Josh Stein welcomed everyone to the first meeting. He spoke about the ways in which the work of the Task Force would be challenging, but important. Stein said it is important because Black lives matter. He spoke about his personal background, including his family's move to North Carolina so that his father could be a part of the first integrated law firm.

Associate Justice Anita Earls opened her statements by quoting U.S. Supreme Court Justice Sonia Sotomayor on the issue of unlawful police stops. Justice Earls acknowledged that court decisions deeply impact the issues this Task Force is designed to address. Earls discussed her background as a civil rights attorney and as a deputy assistant attorney general and how she worked on issues of excessive use of force and other criminal justice issues. She also recognized the commitment of the Chief Justice of the NC Supreme Court to addressing racial equity in the court system.

#### **INTRODUCTIONS**

Josh Stein called on each member of the Task Force to introduce themselves.

**Tarah Callahan** introduced her work addressing racial bias in capital punishment, and then founding Conservatives For Criminal Justice Reform.

**James Clemmons** is Sheriff of Richmond County, He said he started his career in 1980 in what was then the North Carolina Department of Corrections. In 1989, he moved to the Richmond County Sheriff's office. Clemmons was elected sheriff in 2010. In 2019, he was elected president of the North Carolina Sheriffs Association and is now the chair of the executive committee. He is on several commissions, including the Commission for Justice Reinvestment in North Carolina. Sheriff Clemmons said he hopes to find solutions and bring back trust between the community and police officers.

**Mitch Colvin** is currently serving his second term as Fayetteville Mayor. Colvin said that as an African American male, he can empathize with the population that is disproportionately affected by the criminal justice system. He said he looks forward to the work the Task Force will do to solve those issues.

**Chief Cerelyn J. Davis** is the president of the National Organization of Black Law Enforcement Executives (NOBLE). Chief Davis said NOBLE works to improve law enforcement standards on a national level and she looks forward to the changes the Task Force will work toward in North Carolina.

**James D. Gailliard** serves as Senior Pastor of Word Tabernacle Church in Rocky Mount and as a representative in the state legislature from House District 25. Representative Gailliard said his work has been centered around human economic and community development. He said he looks forward to the Task Force's work on tough issues.

**Sergeant Billy Cardin** has been with the Raleigh Police Department for about 19 years. Sgt. Cardin said his background is in training, and that he hopes to bring expertise in the selection and application of force, as well as the documentation of that force. He also said he hopes to bring the perspectives of Task Force members back to his department so that the Department can improve.

**Michael Hawkins** serves Transylvania County as the chair of the Board of Commissioners. Commissioner Hawkins said that his sheriff and his chief of police are proactive in thinking about things like community engagement and education. He said that meaningful reform can come out of the legislature.

**Henderson Hill** is from Charlotte/Mecklenburg County and has been a lawyer for 39 years. He has served as a public defender, a civil rights attorney, a death penalty defense attorney and a policy advocate for transformative change in criminal justice. This last year Hill has been senior counsel for the ACLU Capital Punishment Project. He said the Task Force is historic because it has the opportunity to confront the legacy of slavery and Jim Crow, and how policies of white supremacy have shaped mass incarceration, the modern death penalty and policing practices. Hill urged three priorities for the Task Force: reframing the meaning of justice to end capital punishment; enactment of legislation providing for a second look at extreme sentences of the last 30 years; and a transformative change in the role and scope of the policing function.

**Eric Hooks** said that law enforcement at its best is a noble profession, and that it has to serve all communities. He has served as the secretary of the Department of Public Safety for the last three years and that in that time they have been intentional in efforts to serve all communities. Secretary Hooks said he views this as a great opportunity born out of tragedy.

**John Ingram** has been a law enforcement officer for nearly 30 years and has served as Brunswick County's Sheriff since 2008. He is also the President of the North Carolina Sheriff's Association. Sheriff Ingram said that during his tenure, the Department has enacted policies aimed at increasing transparency with their office and the community. He identified CALEA accreditation as leading to the implementation of positive changes in his Department.

**Mujtaba Mohammad** was elected to represent Senate District 38 in Mecklenburg County. He has spent his legal career as a public interest attorney representing children and families at the council for children's rights and now as an assistant public defender. Having seen children pushed out of schools, and women unable to pay Court fines and fees, Senator Mohammad said we need to stop criminalizing poverty and instead do everything we can to build up people in this country.

**Mary Pollard** is the Executive Director of North Carolina Legal Services. In August she will be leaving that position to serve as the Executive Director of the State Office of Indigent Defense Services. Pollard said she has seen troubling racial disparities in her 10 years in North Carolina Legal Services in charging decisions and in lengths of sentences. She served on the North Carolina Commission on Racial and Ethnic Disparities. Pollard's hope for the Task Force is that it will present concrete proposals that can be

implemented and legislation that can be introduced in the next session, as well as having a permanent structure for a group like the Task Force to continue to study, address, and identify these issues.

**Kerwin Pittman** is a social justice activist based in Raleigh as well as the founder and executive director of Recidivism Reduction Educational Program Services (RREPS). He is also the field organizer for Emancipate NC and one of the co-founders of Raleigh Demands Justice. Pittman said he looks forward to long term change with recommendations made by the Task Force.

**Ronnie Smith** is a Martin County Commissioner and the president-elect of the North Carolina Association of County Commissioners. Commissioner Smith has served as a commissioner for the last 18 years and is a retired United States Air Force Officer.

**Marcia Morey** represents House District 30 in Durham County. She explained that her education on these issues began when she was an Assistant District Attorney in juvenile court. Representative Morey said she then spent 18 years as a district court judge, and she went to the General Assembly to fight for passage of the Raise the Age legislation.

**Talley Wells** said he brings the voice and experiences of people with intellectual and developmental disabilities as the Executive Director of the North Carolina Council on Developmental Disabilities. He also brings experience in reentry work with people with mental illness and intellectual and development disabilities who are released from jails and prisons.

**Angelica Wind** is the executive director of Our VOICE, an anti-sexual violence and anti-human trafficking organization based outside of Asheville. Wind also serves as a commissioner on the North Carolina Human Trafficking Commission. She expressed her hope that the Task Force could include discussions of trauma in its work.

**James Raeford Woodall Jr.** has practiced law in North Carolina for 35 years, initially in a private practice, then as a prosecutor, an Assistant District Attorney, and then the elected District Attorney for Orange and Chatham Counties. He is a past president of the North Carolina Conference of District Attorneys and has served on several legislative Task Forces over the years, including the Youth Accountability Task Force. DA Woodall is currently a board member, and the incoming vice chair, of NC CRED, the North Carolina Commission on Racial and Ethnic Disparities in the Criminal Justice System.

**Deborah Dicks Maxwell** is the current President of the New Hanover County NAACP and District Director for the Walter B. White District of North Carolina NAACP covering Bladen, Brunswick, Columbus, New Hanover, Onslow and Pender Counties. Dicks Maxwell is a retired Public Health Social Worker. She is also an Army veteran, having served in Operation Desert Storm and is a past commander of the Wilmington National Association of Black Veterans. Dicks Maxwell has a Bachelor's degree in Administration and Management from LaRoche University and a Masters in Social Work from East Carolina University.

Josh Stein noted that a few members were not present at the time of introductions. He introduced each of the staff members at the meeting.

**Jasmine McGee** is the Director of Public Protection in the NC Attorney General's Office. She works on public safety policy issues, including criminal justice reform, sexual assault, domestic violence, and human trafficking.

**Jean-Paul Jacquet** is a Research Assistant to Justice Earls. He is originally from Louisiana, went to school in the Northeast, and is glad to be back in the South.

**Natalia Botella** is a policy advisor in Governor Cooper's office, focusing on public safety and criminal justice issues. She recently joined the Governor's Office after practicing at the Charlotte Center for Legal Advocacy.

**Ellen Spolar** is a Policy Analyst at the NC Department of Justice. She is serving as the project manager of the Task Force.

### **KEY PROCESS ISSUES: Processing Points from the Executive Order**

Anita Earls explained the Executive Order and the process issues in relation to the Task Force:

#### **Timeline and Scheduling**

- Final report is due December 1, 2020
- The Task Force is required to meet twice a month
- Virtual meetings are permitted

#### **Decision Making**

- A simple majority is a quorum
- Decisions ultimately by majority vote of present members

#### **Flexibility**

- Potential to add additional issues
- Potential for interim recommendations

### **KEY PROCESS ISSUES: Issue Areas from the Executive Order**

Based on the Executive Order, the Task Force must address at least the following issues:

- 1. Law Enforcement Practices and Accountability**
  - a. Law enforcement training to promote public safety and build community support
  - b. Use of force
  - c. Community policing
  - d. Recruiting and retaining a diverse and racially equitable workforce
  - e. Law enforcement accountability and culture
  - f. Investigations
  - g. Pre-arrest diversion and other alternatives to arrest
- 2. Criminal Justice Practices and Accountability**
  - a. Pre-trial release and bail practices
  - b. Charging decisions and criminal trials
  - c. Use and impact of fines and fees

### **KEY PROCESS ISSUES: Working Groups**

Earls stated a proposal to divide the Task Force members into several working groups. Each group will be assigned a collection of related issue areas that are listed in the Executive Order for research and development of recommendations.

Each group would:

1. Meet independently and review relevant data and research.
2. Develop recommendations for the implementation of policies with clear and measurable goals to achieve greater racial equity in the assigned issue areas and any arising issues.
3. Have a government agency staff member assigned to help facilitate both substantive work and administrative tasks associated with the group's mission.

Earls then explained next steps, which includes every member of the Task Force being sent surveys, with a deadline to complete of July 14 and July 21, which cover the preferred number of groups, the issue areas covered, and feedback on the Task Force schedule; as well as preferred assignments to groups and willingness to be the chairperson of said group, respectively.

#### **KEY PROCESS ISSUES: Public Comment Options**

Earls stated a proposal to allow for ample public engagement:

**Every Task Force Meeting:** Members of the public will be able to view the meetings and provide comment via the chat feature of WebEx

**Every Working Group Meeting:** Members of the public will be able to view the meeting

**Two to Three Public Comment-Only Meetings:** In addition to the working Task Force meetings, members will convene virtually to hear from members of the public. Members of the public will be given two minutes each to make their voices heard to the Task Force

**Listening Sessions:** The Task Force will also convene smaller listening sessions organized by region for members of the public and stakeholders to express their opinions, concerns, and ideas.

#### **KEY PROCESS ISSUES: Expert Data Gathering**

Earls presented a proposal on how the Task Force will gather the data it uses to make recommendations:

- Make use of the Data Consultation Team when exploring and developing requirements for data production and reporting relevant to transparency and accountability.
- The Data Consultation Team will be a group of external experts.

#### **Main Areas of Expertise:**

- Catalogue of Sources
  - Where does data exist? If it doesn't, where should it live?
- Reliability of Sources
  - Do experts in the field consistently make use of these reporting fields?
  - Are there other indicia of reliability?

- Legitimacy of Data
  - Does this data answer the question the Task Force wants it to?

**KEY PROCESS ISSUES: Consultation with Outside Groups**

Earls referenced the Executive Order, which requires the Task Force to consult with the outside groups listed in the Order:

“The Task Force is expected to consult with local, state, and national criminal justice and racial justice experts and people with experiences relevant to the Task Force's mandate. The Task Force shall collaborate with and promote the research and solutions developed by at least the following commissions, councils, and programs to the extent their work intersects with the mission and purpose of the Task Force:

- State Reentry Council Collaborative;
- School Justice Partnerships;
- North Carolina Sentencing and Policy Advisory Commission;
- North Carolina Criminal Justice Education and Training Standards Commission;
- North Carolina Sheriffs' Education and Training Standards Commission;
- North Carolina Commission on Racial and Ethnic Disparities in the Criminal Justice System;
- North Carolina Justice Academy;
- Governor's Crime Commission; and
- Center for the Reduction of Law Enforcement Use of Deadly Force.

Furthermore, to the extent they do not already, these groups are strongly encouraged to consider and report on racial and ethnic disparities in their work.”

Earls presented a proposal on how the Task Force will consult with these groups:

- Name one person from the Task Force to serve as the main point of contact to each of the groups named in the Executive Order. The point of contact will help the Working Groups meet with and hear from the groups named in the Executive Order that overlap with their assigned Issue Areas.

**KEY PROCESS ISSUES: Recommendations from the Task Force**

Earls stated that at the second Task Force meeting, the members will decide if there are any immediate recommendations that should be made public at the end of that meeting.

**KEY PROCESS ISSUES: Draft Schedule**

Earls stated that changes may need to be made, but that the draft schedule is a starting point to get feedback from the Task Force members. Earls said the draft schedule's concept is that the working groups would meet twice to prepare recommendations, with two weeks in between those meetings; and they would have three public comment/hearing sessions, with an initial one early on, one after work groups have made initial recommendations, and then a third after revised work groups recommendations are made.

Earls went over specifics of the schedule. She then opened the floor for feedback or questions

Mitch Colvin asked if the slides Earls' presentation would be emailed to the members.

Henderson Hill asked if the members of the data collection team are already identified and known.

Earls said that potential members have been identified but the list has not been finalized.

Hill said that an asset of being in North Carolina is the large number of experts at universities who could contribute and that there is likely overlap between the potential list and those he would recommend.

Earls said input is definitely welcomed.

James Raeford Woodall Jr. said Frank Baumgartner is doing a robust data analysis for the local Racial Justice Task Force Woodall is on. He said the data is on how cases proceed through the system, charging decisions and outcomes in court. Woodall said he doesn't think anyone else in the country is doing what Baumgartner is trying to do, which looks at people's socioeconomic status, using property values where crimes are charged. He said his Task Force would likely be willing for this Task Force to use this research if it is helpful.

**The Task Force then took a break.**

#### **GUIDED CONVERSATION: Racial Inequities**

The moderators of the conversation were Dr. Ronda Taylor Bullock and Dr. Daniel Bullock, co-founders of We Are (Working to Extend Anti-Racist Education).

Dr. Ronda Bullock and Dr. Daniel Bullock introduced themselves.

Dr. Ronda Bullock introduced We Are as a local nonprofit organization in Durham. She said they provide anti-racism trainings for children, families and educators.

Dr. Ronda Bullock clarified that they were not doing a training or professional development at this meeting, but were asked to guide the Task Force through a conversation on racial equity to prepare them for the work they'll be doing.

#### **Group Norms**

Bullock emphasized that it's important for the group to ground themselves in norms, including practicing deep listening, being present, saying what you mean and being open and willing to learn. She said they need to bring their most thoughtful selves to the conversation.

Bullock then offered background information on We Are, including annual events they have, like the Let's Talk Racism conference.

Dr. Ronda Bullock talked about her background. She said she is a critical race scholar who focuses on critical whiteness specifically. She said she studies white children's' racial identity construction. Both her and her husband Daniel went to UNC Chapel Hill and then taught at Hillside High School in Durham.

Dr. Ronda Bullock said she first became aware of racism when she was five. She shared stories of her experiences with racism as a child and said it explains why she does the work that she focuses on.

She said she wants the group to focus on when racism became real to them. She said the Task Force is going to go into break out rooms and discuss **when racism became real to them**, if they want to share their stories. She requested that everyone first make space to members of color.

## **Breakout Rooms**

The group then went into breakout sessions to discuss this question.

Members of the Task Force shared their stories of their first experiences with racism in their small group breakout rooms.

## **Back to the full group**

Dr. Ronda Bullock said it takes a level of vulnerability to share those stories, especially in mixed race spaces. She said those stories connect us to our humanity.

Dr. Daniel Bullock asked the group what came to mind when they saw these terms:

- Racism
- White Supremacy
- System
- Racial Equity Lens

Many members mentioned what came to their mind. The members said:

### **Racism**

- Double standard
- Barriers
- Handcuffs and folks being arrested, locked up and key thrown away
- Not a level playing field
- Exhaustion

### **White Supremacy**

- Confederate Flag
- KKK
- Foundation of our nation
- A structural system that uplifts whites above others
- Anyone other than white doesn't belong
- Old South masqueraded as heritage and history
- Subconscious entitlement

### **System**

- Rules by which things are organized
- Historical establishment in place
- Strategic operations

### **Racial Equity Lens**

- Feeling the world through a lens where there's equity based on race instead of equality. Equality means we all get to go through the door, but equity means making sure everyone can get through the door properly.
- Its not about everyone being treated the same, it's more than equality.

## **Establishing a shared vocabulary**



Dr. Ronda Bullock directed the group to the importance of establishing a shared vocabulary. She said the group should work to shift these definitions to fit the group best, and gave the definitions that their organizations uses.

1. **Racism –**

Racism = social and institutional power + race prejudice

Racism = a system of advantage based on race

Racism = a system of oppression based on race

Racism = a white supremacy system

Dr. Ronda Bullock said it is greater than individual bigotry and bias. She said that institutional power is inherent in racism, and that people of color cannot be racist in the same way as white people, but can be individually bigoted still.

2. **White supremacy -**

The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

Dr. Ronda Bullock said she would add that white supremacy is violence, either material and physical or soft violence like microaggressions. She said it can be symbolic, it doesn't have to show up as a burning cross. She said its also inherent in laws that are passed.

3. **System -**

A set of things that together make a whole.

An established way of doing something, such that things get done that way regularly and are assumed to be the 'normal' way things get done.

Runs by itself; does not require planning or initiative by a person or group

4. **Racial Equity Lens -**

A way of thinking about and reflecting upon the ways race, racism and white supremacy interact with power to create inequality

Understanding that race exists whether or not in multi-racial spaces

Understanding that race is ever present

**Reflective Question**

Who's included and excluded? And how?

What role is race playing in this situation?

How is race connected to power in this situation?

Zooming out, how does this situation connect to patterns of racism?

Dr. Ronda Bullock said it is important to speak the truth and to reconcile with our community when mistakes are made or when the members say things that they regret related to racism. She said she

appreciated the intentionality that comes with speaking about topics of racial injustice in the meeting knowing it is public, but that it is important to speak in a way that can allow biases to come up so that they can be addressed.

### **Data and Disproportionality**

Dr. Daniel Bullock discussed disproportionality in education data.

- Disproportionality reflects the over- or under- representation of a group

He said that there is an overrepresentation of Black and Native students in special education and why that may be. He said a prime example of disproportionality is that of the ratio of teachers to students in terms of race.

Dr. Daniel Bullock used the demographics of North Carolina compared to the demographics of North Carolina state prisons to show the disproportionality between the two data sets.

- The percentage of Black individuals in state prisons is much higher than the percentage they represent in the North Carolina population. They are more than twice represented in prisons than in population.

He also showed the demographics of North Carolina public schools compared to the demographics of short term suspensions in those schools.

- He said Black students are very overrepresented in students who get referred to the court system by schools.

Dr. Daniel Bullock said its important for the Task Force to know their data, challenge their biases, and analyze root causes. He said we are used to doing and thinking about things a certain way, so we should ask how our policies and practices contribute to inequality.

He noted the most frequent crimes for inmates entering prisons. They are:

- Non-trafficking drug offenses
- Breaking and entering
- Larceny
- Assault
- Fraud

The most common are non-trafficking drug offenses. Bullock said we must challenge biases when looking at these rates, so as not to just assumed Black people use drugs more often. He showed that there is disproportionality in the enforcement of drug charges.

### **Discussion Questions for Breakout Rooms**

- What are your thoughts about this data?
- How does it make you feel?
- What might be our next steps to make our criminal justice system more just?

**Breakout Room Sessions were held.**

**Back to the main group**

Dr. Ronda Bullock reminded the group that this conversation was just a grounding for future conversations that the Task Force will need to have to address racial inequality.

She said she is excited for the work the Task Force will do as they continue to meet. She said doing racial equity work can feel hopeless, but that with intentionality, they can make a difference.

Josh Stein thanked the Bullocks for their contribution.

#### **CLOSING REMARKS**

Anita Earls thanked everyone, and said the group should feel free to give feedback after the meeting.

Stein said that racism is ugly, but that the group has to tackle the issue and improve the criminal justice system.



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# Group Norms

- **Practice deep listening**

- Listen and ask questions to understand rather than to respond
- Try not to interrupt
- Step-up/Step Back

- **Be present**

- Be mindful of reactions to content and dialogue in your body
- Check defensiveness when it arises and make space to listen
- Utilize gracious honesty

- **Say what you mean**

- Consider your purpose in sharing
- Avoid generalizations; use I statements
- Assume the best intentions while maintaining a focus on outcomes and impact

- **Be open and willing to learn**

- Expect, and lean into, discomfort
- Allow constructive friction
- Expect & accept a lack of closure
- Relinquish the feeling to critique presentation, instead focus on content



MARCH  
20-21 2020



KEYNOTE SPEAKER

## CHERYL E. MATIAS

Dr. Cheryl E. Matias is the 2019-2020 Interdisciplinary Institute for the Study of (In)Equality Visiting Professor at University of Denver and an Associate Professor in the School of Education & Human Development (SEHD) at the University of Colorado Denver.

Author of: *Feeling White: Whiteness, Emotionality, and Education and Surviving Becky(s): Pedagogies for Deconstructing Whiteness and Gender* (2020)

# LET'S TALK RACISM CONFERENCE

BECOMING  
ANTI-RACIST  
EDUCATORS

NORTH CAROLINA CENTRAL UNIVERSITY

**KEYNOTE** FRIDAY, MARCH 20 • 6:30 PM  
B. N. DUKE AUDITORIUM

**CONFERENCE** SATURDAY, MARCH 21 • 9:00 AM – 4:00 PM  
H.M. MICHAUX, JR. SCHOOL OF EDUCATION BUILDING

INFO: ADMIN@WEARE-NC.ORG

**\$60** | **\$30**  
GENERAL | STUDENT

REGISTER ONLINE: [LETSTALKRACISM.COM](http://LETSTALKRACISM.COM)



- Save the Date:  
March 19 – March  
20, 2021





# EDUCATOR summer institute

Tuesday, June 23 to Thursday, June 25,  
2020

**W.G. PEARSON CENTER**  
600 East Umstead Street • Durham NC 27701

8:30 a.m. - 4:00 p.m.

**Virtual Sessions**

### LEARN TO:

- Build a historical understanding of racial constructs
- Develop strategies and techniques which extend anti-racist practices
- Promote civic engagement and allyship with people of color on issues of racial justice

### COST:

\$300 for individuals | \$275 each for teams of 3+  
Participating K-12 teachers will earn Continuing Education Units (CEUs)



For more information and online registration  
[www.weare-nc.org/events-news](http://www.weare-nc.org/events-news)

# CURRICULUM WORKSHOP

K-5 + LITERACY + ARTS FOCUS



WEDNESDAY & THURSDAY

**NOVEMBER 4 + 5, 2020**

8:30 am - 4:00 pm

Interested in learning about **we are's**  
anti-racist camp curriculum for young  
children?

This workshop is designed for educators and community members who want to implement similarly designed curriculum in their own contexts.

### PARTICIPANTS WILL:

- Gain access to **we are's** anti-racism summer camp curriculum
- Understand how to plan and facilitate K-5 lessons with an anti-racist lens
- Develop customized lesson plans in collaboration with a community of educators committed to anti-racist teach practices

### COST:

\$300 for individuals  
\$275 each for teams of 2+

Participating K-12 teachers can earn Continuing Education Units (CEUs)

**W.G. PEARSON CENTER**  
600 East Umstead Street  
Durham NC 27701



For more information and online registration  
[www.weare-nc.org/events-news](http://www.weare-nc.org/events-news)





**we are**  
working to extend anti-racist education

## 2020 Summer Camp

### Dates:

**Grades 1-2** (Durham)

June 15-19, 2020

**Grades 3-5** (Durham)

July 6-10, 2020

**Grades 1-2 & 3-5** (Greensboro)

July 6-10, 2020

### Locations:

**E. K. Powe Elementary School**

913 9th Street • Durham, NC 27705

**The Experiential School of Greensboro**

301 S Church Street • Greensboro, NC 27401

### Summer Camp Goals:

- Foster anti-racist identities in youth
- Build a historical understanding of race and racism
- Equip families with tools and resources which extend anti-racist practices in the home and community

### Cost:

**\$300** (scholarships available upon request)

For more information and online registration [www.weare-nc.org/events-news](http://www.weare-nc.org/events-news)

Contact email [admin@weare-nc.org](mailto:admin@weare-nc.org)





# we are Summer Camp 2019



# we are Summer Camp 2019



# Ronda's Background



# When race became real...



**When did race become real to you?**





**What comes to mind when you see each of these terms?**

- Racism
- White Supremacy
- System
- Racial Equity Lens

# Establishing a Shared Vocabulary

## 1. **Racism** -

Racism = social and institutional power + race prejudice

Racism = a system of advantage based on race

Racism = a system of oppression based on race

Racism = a white supremacy system

2. **White Supremacy** - The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

## 3. **System** -

-A set of things that together make a whole

-An established way of doing something, such that things get done that way regularly and are assumed to be the 'normal' way things get done

-Runs by itself; does not require planning or initiative by a person or group

\*\*\*From REI



# Establishing a Shared Vocabulary

## Racial Equity Lens:

- a way of thinking about and reflecting upon the ways race, racism and white supremacy interact with power to create inequality
- understanding that race exists whether or not in multi-racial spaces
- understanding that race is ever present

## Reflective Questions:

- Who's included and excluded? And how?
- What role is race playing in this situation?
- How is race connected to power in this situation?
- Zooming out, how does this situation connect to patterns of racism?





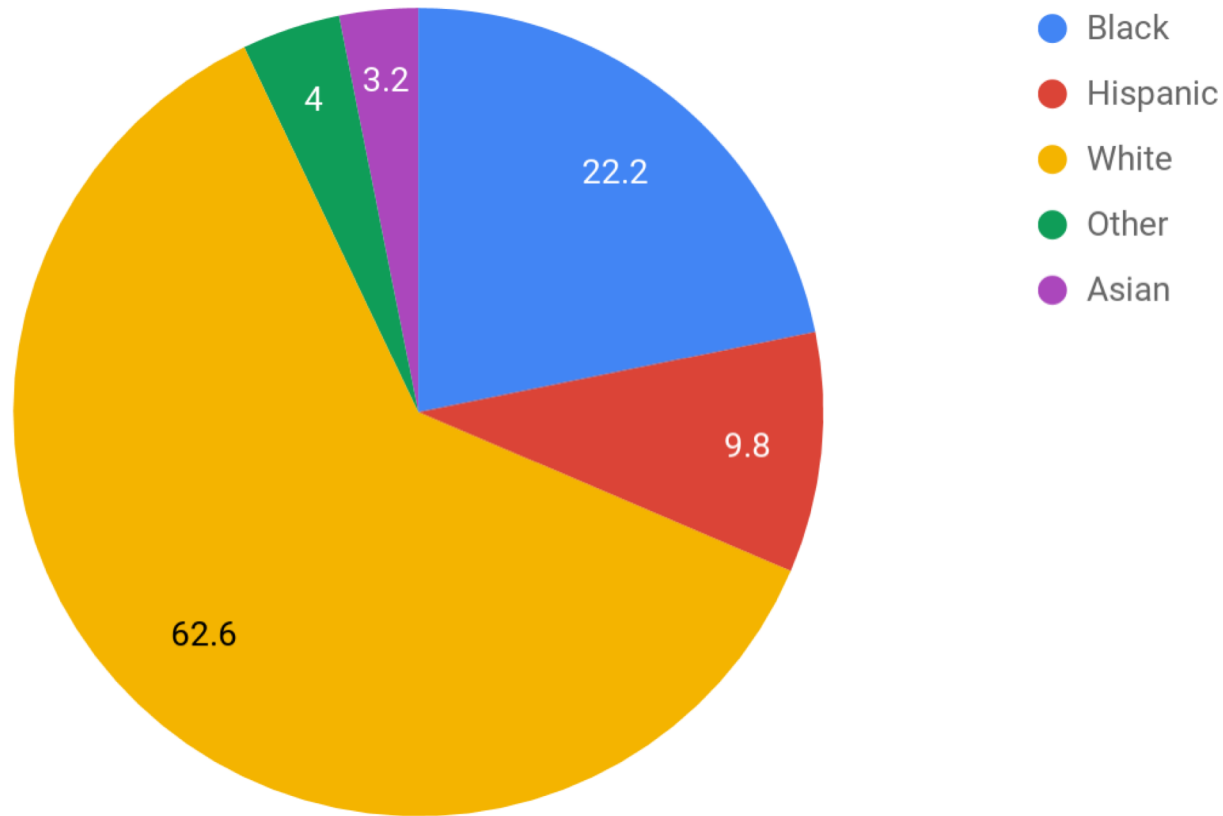
# Data and Disproportionality

**Disproportionality reflects the *over-* or *under-* representation of a group in a particular category:**

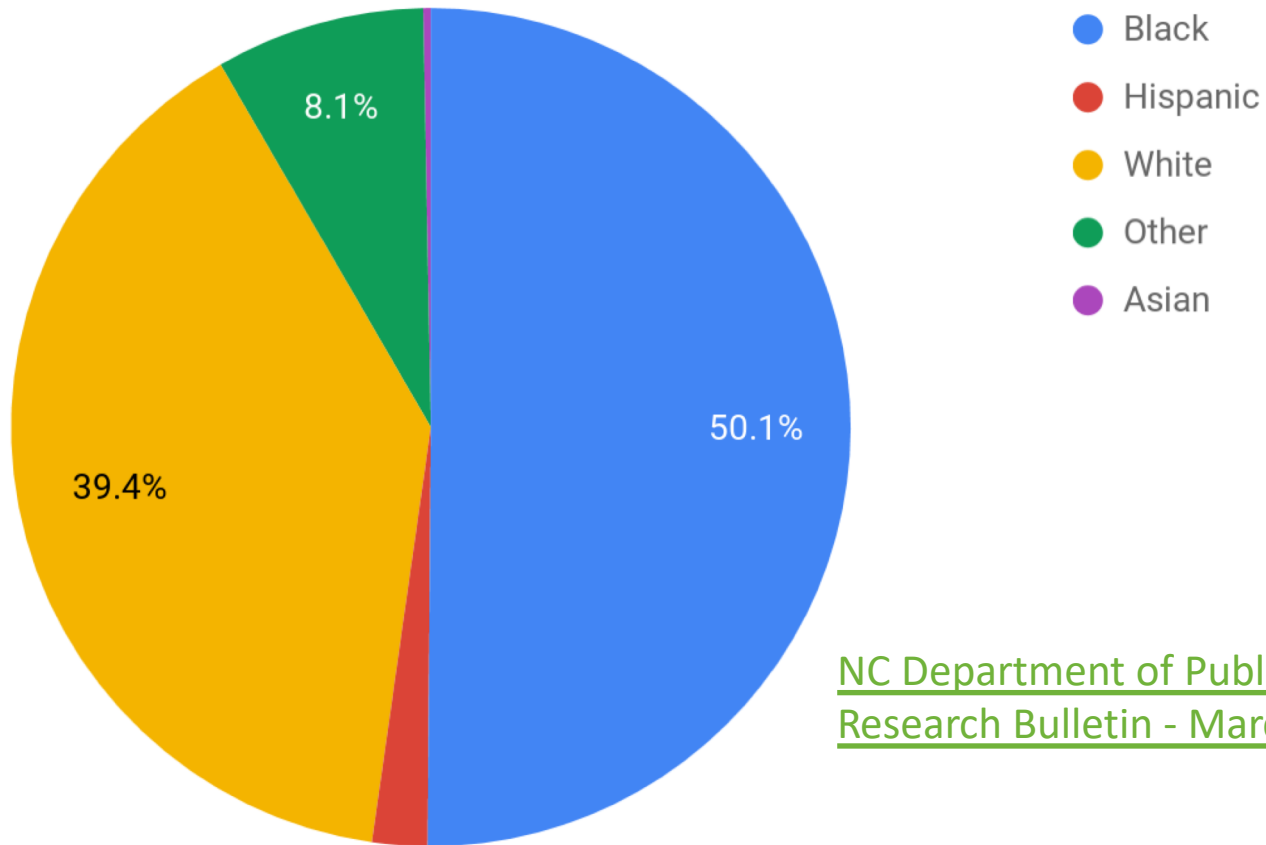
- Over-representation of black students and American Indian and Native students in Special Education
- Under-representation of teachers of color in North Carolina schools
  - 9:1 white students to white teachers
  - 25:1 black students to black teachers
  - 109:1 Latinx students to Latinx teachers



# North Carolina Demographics (U.S. Census 2019 Estimate)



# North Carolina (State) Prison Demographics (2019)

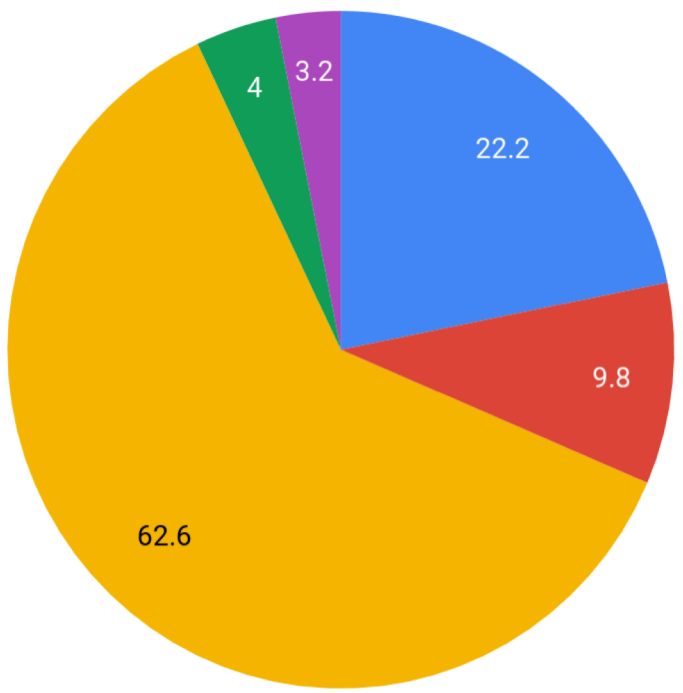


NC Department of Public Safety  
Research Bulletin - March 2020

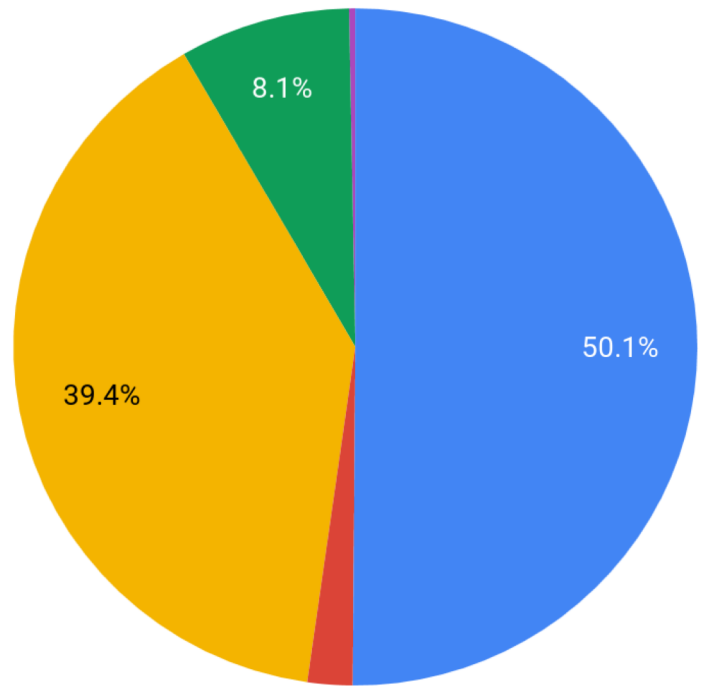


# Please describe the disproportionality represented here in the chart.

## North Carolina Demographics (2019)



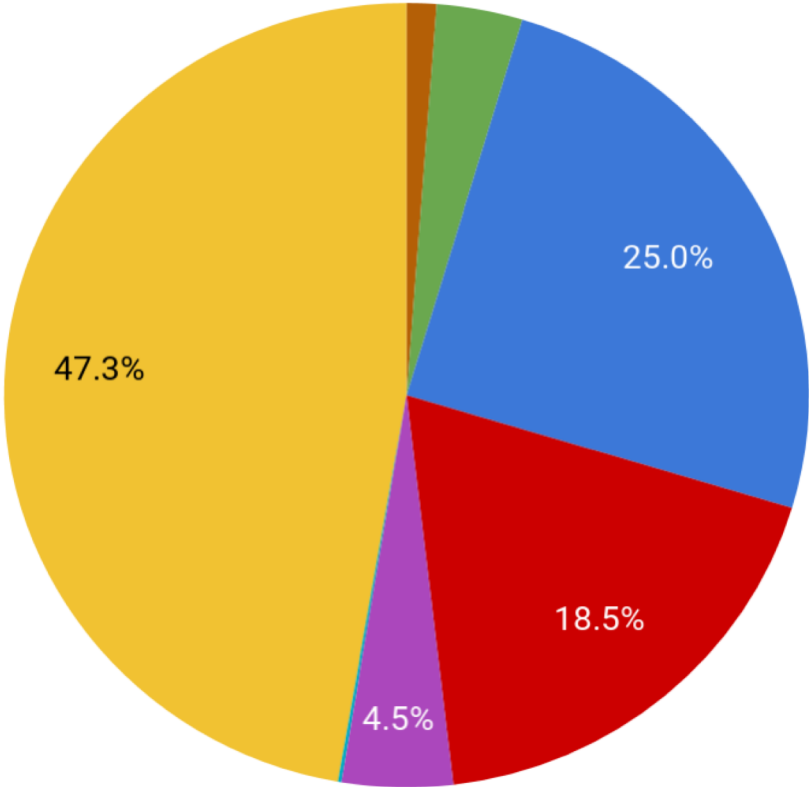
## North Carolina Prison Demographics (2019)



- Black
- Hispanic
- White
- Other
- Asian

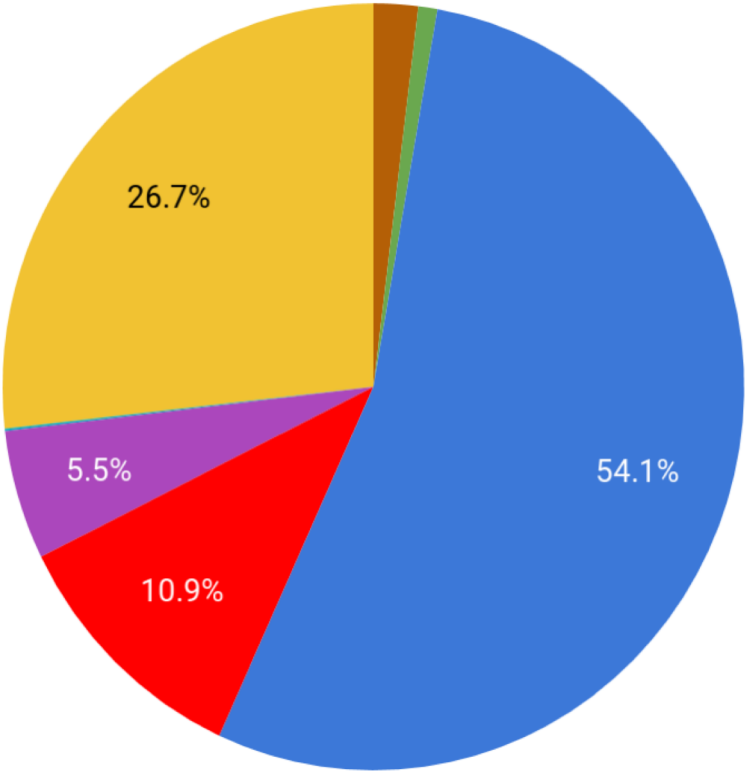


# NC Public Schools Student Demographics (2018-19)



# NC Public Schools Short Term Suspensions (2018-19)

- American Indian
- Asian
- Black
- Hispanic
- Multi-racial
- Pacific Islander
- White



**Know our data**  
**Challenge our biases**  
**Analyze root causes**



# Most Frequent Crimes of Inmates Entering Prison

Offense	Number	Percentage
Non-Trafficking Drug Offenses	4,574	19%
Breaking and Entering	2,547	11%
Larceny	2,533	11%
Assault	1,680	7%
Fraud	1,577	7%

NC Department of Public Safety  
Research Bulletin - March 2020



# Deeper Dive into Data

- A [CDC report](#) from 2018 noted similar trends in illicit drug use for Blacks, Latinos, and Whites in 2017.
- There were slightly higher rates of Blacks using marijuana and Whites misusing prescription drugs.
- Yet, there are significant racial disparities in incarceration rates for drug offenses.







# Discussion Questions

- **What are your thoughts about this data?**
- **How does it make you feel?**
- **What might be our next steps to make our criminal justice system more just?**



# Concluding Thoughts

What do you hope is accomplished through this racial equity task force?



**we are**  
working to extend anti-racist education



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