

## RESOLUTION NO. 3147

### **A RESOLUTION OF THE CITY OF SALISBURY, MARYLAND TO ESTABLISH A “TRUTH, RACIAL UNITY, TRANSFORMATION & HEALING (TRUTH) ADVISORY COMMITTEE.”**

**WHEREAS**, The City of Salisbury, Maryland is a dynamic, multiracial and multicultural city that remains committed to embracing racial and cultural diversity. As a minority-majority city, the City of Salisbury seeks to solicit feedback from community stakeholders in an effort to become a more welcoming place that all are proud to call home; and

**WHEREAS**, The Mayor and City Council recognize that, in the words of Martin Luther King, Jr, “Injustice anywhere is a threat to justice everywhere,” and the Mayor and Council stand resolute in their resolve to mitigate disparities and work to resolve past and present systemic injustices that threaten the fabric of our society; and

**WHEREAS**, The City of Salisbury has set goals to achieve racial equity and equality to work toward healing the wounds borne of past and present oppressive structures and to embrace human dignity for all as the foundation to achieve a more perfect union; and

**WHEREAS**, the City seeks to establish the City of Salisbury Truth, Racial Unity, Transformation, and Healing Advisory Committee that will provide recommendations to the Mayor concerning ways by which the City may further its mission of welcoming and embracing Diversity, Equity & Inclusion by continuing to create a more just and equitable community; and

**WHEREAS**, the Maryland General Assembly enacted and Governor Larry Hogan signed into law the establishment of the Maryland Truth and Reconciliation Commission in 2019.

**NOW, THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND** that the City of Salisbury Truth, Racial Unity, Transformation & Healing Advisory Committee is hereby established and will abide by the following By- Laws:

#### **By-Laws of the City of Salisbury Truth, Racial Healing, and Transformation Advisory Committee**

##### **Section 1. Membership**

- a. The Truth, Racial Healing, and Transformation Advisory Committee ("the Committee") shall consist of thirteen (13) members. The Members shall be authorized and appointed by the Mayor and approved by the Council. The membership shall include at least seven (7) representatives of racial or national minorities; at least two (2) representatives from the LGBTQ+ community; and at least two (2) members of local religious organizations. Members shall serve staggered terms of four (4) years; seven (7) members will serve four (4) year terms beginning and ending in even years, and six (6) members will serve four (4) year terms beginning and ending in odd years. If a member resigns from the committee in the middle of a term, their replacement will serve the remaining length of the resigning member's term.
- b. The Committee will meet at least six (6) times a year.

c. At the first meeting a Chair and Vice Chair will be nominated and elected. The Chairperson shall preside at all meetings and work with the City staff member assigned to support this committee with setting the agenda. The Vice Chairperson shall preside over the meetings in the event that the Chairperson is absent.

d. For any and all formal recommendations made by the Committee to the Mayor, a quorum must be present. A quorum shall be at least 51% of those members appointed.

e. Members shall make every effort to attend all meetings. In the event that a member is absent from three meetings in any calendar year without either a pre-arranged excuse or an emergency, they may be recommended to the Mayor for removal.

## **Section 2.** Purpose

- a. To advise the Mayor of perceived and realized racial injustices and systemic racism extant throughout the City.
- b. To offer policy recommendations to the Mayor relating to actions that the Administration may take in pursuit of racial healing, and to offer recommendations that the Mayor may convey to other government bodies throughout Wicomico County and the State of Maryland.
- c. To recommend TRUTH community engagement strategies to the Mayor for consideration.
- d. To advise the Mayor on forming partnerships with cultural and historic institutions to establish a digital Archive for Cultural and Racial Healing that will document and preserve our journey through the Racial Healing and Transformation process.
- e. To identify and work with community stakeholders to identify opportunities to create a more inclusive and diverse community that embraces our common humanity.

## **Section 3.** Definitions: For purposes of this resolution:

- a. The term “truth” refers to forensic truth, personal truth and narrative truth. Forensic truth on what happened needs to be made available in the archives as open data and information, including testimonies of individuals and communities harmed by historical and systemic racism, in areas such as discrimination and disparity in law enforcement, access to education, access to health, access to housing, labor rights, access to financing and others. By creating space for personal truths to be told, we can better shape the nation's understanding of itself and develop a new narrative that is inclusive and embraces human dignity and equal value of all.
- b. The term “racial unity/healing” means to enable sustainable interpersonal and intercommunal healing. Racial healing mends the wounds of the past to build mutually respectful relationships across racial and ethnic lines that honor and value each person’s humanity; thus rebuilding trusting intergenerational and diverse community relationships that better reflect our common humanity and the founding principles of this nation.
- c. The term “transformation” means the institutional, societal and cultural reforms, policies, remedies, and preventative measures needed to overcome the legacy of historical and systemic racism,

inclusion of all groups in just and fair ways in shaping our collective future in order to create a society based on racial equity.

- d. The term “Truth, Racial Unity, Transformation & Healing” means comprehensive, local and community-based approaches to effectuate and bring about transformational remedies and sustainable racial equity, including meaningful redress for the lasting and latent effects of historic and contemporary racism.

The term “TRUTH narrative change” means how the people of this country collectively view themselves, each other, past and present building on testimonies, hearings, publications, educational programs, cultural and artistic activities, public campaigns and cultural transmissions aimed to 1) foster empathy with the individuals and communities harmed by historical and systemic racism, and 2) properly acknowledge community experiences, strengthening of their rights, honoring their resilience, and encouraging change. The process of receiving and using testimony must be respectful, inclusive, safe and culturally appropriate.

- f. “Truth, Racial Unity, Transformation & Healing community engagement” practices which means that consultations, design and implementation processes are: 1) implemented with individuals and communities affected by historical and systemic racism at the center of the process, 2) community engagement informs the design and implementation narrative change, racial healing, and the racial equity policies and programs, and 3) community engagement partners include but are not limited to community organizations, faith-based organizations, law enforcement, education and health programs, housing and labor rights groups, civic groups, media and entertainment, financing, artists and arts organizations, and others.

#### **Section 4.** City Council Liaison

One member of the City Council shall act as liaison to the Committee and regularly attend meetings. They shall report to the full City Council on any recommendations made by the Committee and any other pertinent information.

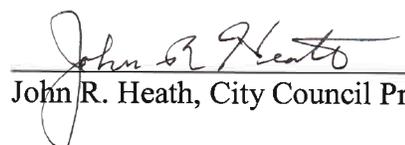
#### **Section 5.** City Staff Liaison

One member of the Mayor's Office shall act as liaison to the Committee and regularly attend meetings. They shall report to the Mayor on any recommendations made by the Committee and any other pertinent information.

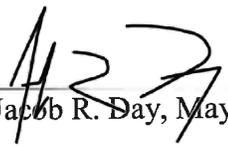
THE ABOVE RESOLUTION was introduced and read and passed at the regular meeting of the Council of the City of Salisbury held on this 24<sup>th</sup> day of January, 2022 and is to become effective immediately upon adoption.

**ATTEST:**

  
Kimberly R. Nichols, City Clerk

  
John R. Heath, City Council President

Approved by me, this 25th day of January, 2022.

  
\_\_\_\_\_  
Jacob R. Day, Mayor



City of  
**Salisbury**  
Jacob R. Day, Mayor

## MEMORANDUM

**To:** City Council

**From:** Mayor Jake Day

**Re:** Establishment of the Truth, Racial Unity, Transformation & Healing Advisory  
Committee

**Date:** January 27, 2022

---

January 18, 2022 is not only the first day that we will gather following the 35<sup>th</sup> observation of Martin Luther King, Jr. Day. It is also the National Day of Racial Healing. I can think of no more appropriate day to recognize – as the State of Maryland along with cities and counties from across America have – the need for thoughtful, dedicated members of our community to analyze the impact of injustices of the past that undoubtedly linger in our present, and propose ways to heal, resolve, respond, transform and unite as a diverse community moving forward together. Please find the attached resolution for consideration.