



**City of Salisbury
TRUTH Committee
Meeting Minutes
September 27, 2023**

Committee Members Present

La'Tanya Christopher, *Chair*
Amber Green, *Vice Chair*
Joe Venosa
Terry Graham
James Yamakawa
Kat Savoy

Others Present

Jessie Turner—*City Staff Liaison*

Call to Order

The meeting was called to order at 6:06 pm.

Introductions

Current Works For Discussion

- Contact for the Public—The Chair and Vice Chair will discuss each meeting agenda and send it to Jessie. A committee member shared that there is a trust issue in our community and one way to help with that would be for the residents to have a way to communicate directly with the TRUTH Committee. Possible methods of communication could be through a City committee email or a form on the TRUTH Committee section of the City website. The committee agreed a separate email would be best and a motion was made by James to request the email. Kat seconded, and the group agreed unanimously. Jessie will submit the request to City administration.
- Racial Injustice in the Workplace—Each month a topical subject will be introduced for the committee to discuss. Committee members shared personal experiences in regard to racial injustice in the workplace. Possible reasons could be a lack of education on how to prevent discrimination. The State of Maryland provides a workshop on Employment Discrimination, and the committee discussed scheduling that workshop for committee members as well as the public. Jessie will seek permission to use the City Council chambers to host the event, and Amber will work on scheduling a date. “Storytelling” was also discussed as a way to help bring awareness to racial injustice in the workplace. There needs to be an effort to collect narratives and share them with the community. It was asked if the committee could recommend that employers create a sensitivity advisory committee, and the group decided to put a discussion of this idea on the agenda for October’s meeting.

- Election of Officers—Amber suggested adding an “admin” position to the list of elected officers to assist with administrative responsibilities. It was recommended that the committee works to define the position and then table it until there are more members appointed.
- Member recruitment and onboarding—Members of the committee feel the recruitment and onboarding process has been too lax and that there should be additional steps for membership and onboarding. The onboarding process will continue to be discussed at the next meeting.
- A closed meeting was scheduled for October 11th to discuss membership.

Open Form and Current Events

- October 6—Public town hall meeting on the history of lynching—6:00 pm at Inspire One.

Next Meeting and Adjournment

- A closed meeting will be held on October 11th at 6:00 pm in the HQ Conference Room. A regular monthly meeting will be held on October 18th at 6:00 pm in the HQ Conference Room. The meeting was adjourned at 7:17 on a motion made by James and seconded by Amber.

Minutes Taken By: Jessie Turner, City of Salisbury staff liaison