

TRUTH Committee Meeting Minutes

Date: Wednesday, January 21, 2026

Time: 6:00 PM

Location: Government Office Building Council Chambers, 125 N. Division Street, Salisbury, MD

Committee Members Present:

- Amber Green – Chair
- Kenisha Le’Cole – Vice-Chair
- Kat Savoy – Member
- Sophia Peters – Member / HRAC Representative
- Carileigh Jones – Member (via Zoom)
- Joe Venosa – Member (via Zoom)

City Staff / Liaisons Present

- Caroline O’Hare – City Liaison
- Melissa Holland – City Council Representative

In Attendance

- Nick Rice – City Administrator (visiting the committee)
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1. Call to Order / Welcome

- Chair Amber Green called the meeting to order at 6:03 p.m. The Chair welcomed members, the City Council representative, and Nick Rice, City Administrator, and noted Zoom participation.

2. Approval of Prior Meeting Minutes

- Motion: Kenisha Le’Cole
Second: Sophia Peters
Vote: Approved (no objections noted)

3. Chair Update: Administrative Meeting / Committee Guidelines

- Chair provided an update on a recent administrative meeting regarding advisory boards and committees, including forthcoming resources such as:
- Draft committee guidelines and onboarding materials
- A citywide draft code of conduct / expectations for committee members
- A feedback loop between committee chairs and the administrative office
- Chair noted the committee intends to review the draft guidelines/code of conduct at a future meeting and provide feedback so they reflect the TRUTH Committee’s purpose and allow flexibility for committee-specific needs.

4. Agenda Amendment

- The agenda item regarding HRAC and TRUTH Committee collaboration was moved to next month’s agenda due to scheduling conflict with HRAC chair.

5. TRUTH Committee Origin, Purpose, and Shared Values

a. Enabling Legislation and Founding Context

- The committee referenced printed copies of the enabling legislation and a related memorandum. The Chair noted the committee's founding context aligns with the National Day of Racial Healing.
- The committee reviewed key elements of the committee's purpose within the enabling legislation, including advising the Mayor regarding racial injustice/systemic racism, offering policy recommendations, recommending community engagement strategies, forming partnerships with cultural/historic institutions (including a digital archive concept), and identifying opportunities for a more inclusive and diverse community.

b. Member Round-Robin: "Why are you here?" & "What would you like to see come out of the committee?"

- Members shared reasons for joining and hopes for the committee's work, with themes including:
 - Advocacy and creating a pathway for community voices to be heard
 - Increased community engagement and public participation in meetings
 - Strengthening partnerships with community institutions and preserving local history
 - Ensuring minoritized communities have equitable access to resources and representation
 - Emphasis on unity, healing, reconciliation, and solution-oriented work

c. Values Discussion

- The committee discussed values needed to fulfill its purpose and to guide both internal culture and public-facing work. Values identified included:
 - Safety
 - Respect
 - Inclusivity & representation
 - Collaboration
 - Community engagement
 - Healing
 - Reconciliation
 - Equity
 - Justice
 - Transparency
 - Truth
 - Learning & growth
 - Open-mindedness / willingness to hear critique
 - Dialogue
 - Advocacy
 - Perseverance
- Chair emphasized the importance of committee culture and safety for members, and noted the committee will refine the values into a smaller set of core values/guiding principles at the next meeting.
- Action for next meeting: Review the values list (via minutes) and narrow to core values and guiding principles.

6. Community Engagement and Accessibility

- The committee discussed ways to increase public awareness and participation, including:
Rotating meeting locations to improve accessibility and reach residents who may not be comfortable attending meetings in Council Chambers (examples discussed included MAC Center, Newton Community Center, VFW).
- Increasing public awareness through City channels (meeting dates/times/locations) and possible announcements through the City Council liaison when topics arise that fall within the committee's purview.
- Creating a more welcoming atmosphere for community participation, including the idea of offering coffee/refreshments at meetings.
- Nick Rice, City Administrator, shared that increased public engagement helps strengthen committee impact and noted that committees can serve as a key avenue for gathering community input on issues that are front-and-center in the city.

7. Announcements

- Salisbury Police-Related Incidents (Information Gathering)
 - Sophia Peters provided an update regarding recent public release of body-worn camera footage related to a prior officer-involved shooting and shared that community concern may increase as a result. The committee discussed the importance of:
 - Remaining in an information-gathering role (not taking a formal stance at this stage)
 - Seeking verified information and being careful to avoid misinformation
 - Mindfulness that meeting discussion becomes part of the public record
 - Next step: The committee agreed for Chair Amber Green to reach out to the Police Accountability Board (or appropriate administrative office) to request an updated report and/or invite a representative to a future meeting to share information and process updates.
- MLK Tri-County Coalition Event
 - Vice-Chair Kenisha Le'Cole shared an update on the Martin Luther King Jr. Tri-County Coalition event and noted strong community attendance and representation.

8. Adjournment

- Motion: Kat Savoy
Second: Joe Venosa
Adjourned: Approximately 7:04 p.m.

Next meeting is Wednesday, February 18, 2026 · 6:00 PM – 7:00 PM

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Action Items Summary

Task	Responsible Party
Contact the Police Accountability Board (or relevant administrative office) to request an updated report and/or invite a representative to the next meeting regarding recent police incidents (including the officer-involved shooting and traffic stop).	Amber
Review these minutes and refine/narrow the values list into core values and guiding principles at the next meeting.	All Committee Members
Share draft administrative guidelines/code of conduct with the committee for review when available.	Amber
Increase public awareness of the committee and meeting details through City channels and appropriate announcements at City Council	Amber Green & Melissa Holland
Explore a plan for rotating meeting locations to increase accessibility and engagement, with ideas brought to next meeting.	All Committee Members
Consider refreshments/coffee at future meetings to encourage participation, with ideas brought to next meeting.	All Committee Members