

Justice System Task Force Meeting (Zoom)

Notes from
Monday 4/12/21
6:00 PM

This brief summary is the record for the April Justice System Task Force meeting. Say his name: Daunte Wright, may his soul rest in peace. Please hold him, his family and all who feel the loss and pain of his death in our hearts and prayers. Thank you to everyone who attended tonight's meeting focusing on white culture and its impact on each of us, on RocACTS and on the JSTF. We'll get formal minutes out asap. These are key points from tonight's conversation. Please reply all and add other points that I didn't manage to capture:

- Recommendation that the RocACTS Board be composed of at least 2/3 Black, Latino, Asian American and Indigenous people. There is not a current member of the Board who is Indigenous.
- The intentionality to change existing white culture, to bring diversity and inclusion to organizations such as RocACTS, must be constant. When the constancy of attention to this intention wavers at all, we slip back into old habits and patterns of white culture.
- Not enough effort exists for change, so small changes get made but constant intentionality toward strong change doesn't happen.
- Real change requires access to seats of power.
- Passion is part of Black, Latino and Indigenous cultures and must not be shut down and marginalized by white cultural norms, and must not be mistaken for anger.
- The white mindset establishes protocols, spoken and implied, that create an unwelcoming atmosphere in many spaces that ostensibly work toward equity and anti-racist work.
- Intersecting issues of culture, race and gender must be addressed.
- White people must unlearn dysfunctional and racist attitudes and ideas that exclude the participation of Black, Latino and Indigenous people.
- We must engage in the difficult conversations, do our inner work together and stay with the work for the long haul and not walk away.
- Open the RocACTS retreat to all members so we can all work together on the issues.

- Give land reverence during meetings, acknowledging that we are settlers on the ancestral lands of Indigenous peoples.
- This conversation is a beginning and will continue.
- We would like to invite Ginny Fifield to our next meeting.
- During these difficult days, please connect with your Black and Asian American friends and offer them support and care. People are hurting and exhausted.

Kathleen Fitzpatrick
JSTF Chair

Next Meeting: May 10, 2021 at 6 pm