

Russell City Reparative Justice Project

Steering Committee Meeting
PROGRESS REPORT



OCTOBER 25, 2023

REPARATIVE JUSTICE PROJECT CHARTER

In cooperation and coordination with former Russell City residents and descendants and other community stakeholders, the RCRJP is being carried out in four phases of work—some of which may take place concurrently.

Phase 1: Pre-Work Phase - Entails discovery, fact-finding and academic research; formation of a governing structure for the Project team and participants; and identifying and contacting former residents and descendants.

Phase 2: Community Building, Storytelling and Discussion Phase - Involves establishment and implementation of the Project team governing structure; community-based information gathering and storytelling; **consideration and evaluation of reparative justice models**; and synthesis of learning from academic research and community-based research and storytelling.

Phase 3: Proposals Development Phase - Object of developing consensus on proposals and recommendations for City Council consideration and potential consideration by other governing bodies for appropriate restitution and/or reparative justice responses.

Phase 4: City Council Action - Involves City Council action and potential actions by other governing bodies to approve and implement reparative justice responses.



We Are Here

STEERING COMMITTEE



Russell City Reparative Justice Project
Steering Committee

In October 2022,
community members
involved with the Russell
City Reparative Justice
Project nominated 18
individuals to be considered
for the project's Steering
Committee.

- Community members **selected 11 committee members and two alternates** to serve as representatives to serve on the Steering Committee as representatives of the Russell City Community.
- The Steering Committee members **voted to increase** the number of Steering Committee members **from 11 to 13 and two alternates.**

STEERING COMMITTEE ROLE:

- Represent the Russell City Community in communications between the City of Hayward and the larger Russell City community
- Make decisions for the Russell City community
- Maintain communication of any developments and decisions to the Russell City community

Steering Committee Progress Report

Gloria Moore
(Voting Member)

Aisha Knowles
(Voting Member / Chair)

Michael V. Johnson
(Voting Member / Parliamentarian)

Aiyana Knowles
(Voting Member)

Deborah Harris
(Voting Member / Treasurer)

Marian Johnson
(Voting Member)

Elizabeth Sanchez
(Voting Member / Vice-Chair)

Russell City Reparative Justice Project
Steering Committee

Toni Wynn
(Voting Member)

Carolyn Johnson
(Voting Member)

Michael D. Johnson
(Voting Member)

Cindy Torres
(Voting Member)

Priscilla Figueroa
(Voting Member)

Francesca Thomas
(Voting Member)

Cathy Rodriguez
(Alternate Member)

Velda Goe
(Alternate Member)

***What are word clouds?** A word cloud is a collection, or cluster, of words depicted in different sizes. The bigger and bolder the word appears, the more often it's mentioned within a given text and the more important it is. This word cloud is based on the key words from each Committee Members Statements.

Steering
Committee
Word Cloud*



**Word clouds (also known as text clouds or tag clouds) work in a simple way: the more a specific word appears in a source of textual data (such as a speech, blog post, or database), the bigger and bolder it appears in the word cloud.*

STEERING COMMITTEE DEFINITION OF REPARATIVE JUSTICE

The Steering Committee Members for the Russell City Reparative Justice Project, agree that Reparative Justice for the former residents and descendants of the Russell City community includes:

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- *Addressing the harm inflicted*
 - *Holding everyone who caused the harm accountable*
 - *Placing all options for reparations and restitution on the table for consideration*
 - *Correcting the historical record*

In the final analysis, for the former residents and descendants of the Russell City Community, Reparative Justice means:

Repairing the Harm. Restoring the Land. Repaying the Debt.

MEETING SCHEDULE

PROJECT TIMELINE

Key Dates

8/22/22 – The COH hires the Center on Juvenile & Criminal Justice (SF Researchers) to conduct project research

12/1/22 – The 1st Meeting of the Steering Committee is convened

2/8/23 - Meeting facilitation support ended.

4/12/23 – COH hires the Ceres Research Group to facilitate Steering Committee meetings

4/30/23 - SF Researchers Contract terminated

9/27/23 - September Public Meeting was cancelled; Ceres Research Group gives their notice to end their contract with the COH

11/15/23 – Public meeting is being repurposed to present a project update to the COH Community Services Commission

RUSSELL CITY REPARATIVE JUSTICE PROJECT STEERING COMMITTEE MEETING PLANNER - 2022-2023

PROJECT	RUSSELL CITY REPARATIVE JUSTICE PROJECT	Dates highlighted in gray below reflect meetings held, those in blue reflect working session meetings scheduled. The dates highlighted in green below are the public meeting dates scheduled. 11/14/2023 is the proposed presentation of recommendations to the Hayward City Council.
ORGANIZER	STEERING COMMITTEE	

MEETING PREPARATION	STARTING	ENDING	MEETING OWNER / FACILITATOR	STARTING	ENDING
PHASE 4 - MEETING # 19	6/15/2023	9/12/2023	WS* - AGENDA TBD / PM* PREP	9/13/2023 - 6p	9/13/2023 - 8p
PHASE 4 - MEETING # 20	6/29/2023	9/26/2023	PM* - INVITED GUEST PRESENTATIONS	9/27/2023 - 6p	9/27/2023 - 8p
PHASE 4 - MEETING # 21	7/13/2023	10/10/2023	WS* - AGENDA TBD / PM* PREP	10/11/2023 - 6p	10/11/2023 - 8p
PHASE 4 - MEETING # 22	7/27/2023	10/24/2023	PM* - INVITED GUEST PRESENTATIONS	10/25/2023 - 6p	10/25/2023 - 8p
PHASE 4 - MEETING # 23	8/16/2023	10/31/2023	WS* - AGENDA TBD / PM* PREP	11/1/2023 - 6p	11/1/2023 - 8p
PHASE 4 - MEETING # 24	8/30/2023	11/14/2023	PM* - REPARATION RECOMMENDATIONS	11/15/2023 - 6p	11/15/2023 - 8p

DECEMBER 2022							JANUARY 2023							FEBRUARY 2023							MARCH 2023							APRIL 2023							MAY 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7				1	2	3	4				1	2	3	4							1	1	2	3	4	5	6	
4	5	6	7	8	9	10	8	9	10	11	12	13	14	5	6	7	8	9	10	11	5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
11	12	13	14	15	16	17	15	16	17	18	19	20	21	12	13	14	15	16	17	18	12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
18	19	20	21	22	23	24	22	23	24	25	26	27	28	19	20	21	22	23	24	25	19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
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JUNE 2023							JULY 2023							AUGUST 2023							SEPTEMBER 2023							OCTOBER 2023							NOVEMBER 2023						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3						1			1	2	3	4	5						1	2	1	2	3	4	5	6	7				1	2	3	4	
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12	3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19	10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26	17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25
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							30	31																																	

* WS = Working Session; PM = Public Meeting

PROJECT ACTIVITY TO DATE

- **September 13, 2022** - Project Meeting 1: The first of a series of conversations stemming in part from the Council's desire to more fully understand what happened during this displacement. Participants **discussed the creation of a project steering committee.**
- **September 29, 2022** - Project Meeting 2: Participants continued the discussion about creating a steering committee and further **outlined the nomination process and timeline.**
- **October 20, 2022** - Project Meeting 3: Participants learned more about the Steering Committee candidates and **discussed timelines for the voting period.**
- **December 1, 2022** - Steering Committee Meeting: During the first meeting of the Steering Committee **participants discussed upcoming meeting objectives, team assignments and the decision-making process.**
- **December 14, 2022** - Steering Committee Meeting: During this meeting, the committee discussed: **the project scope, voting and quorum, and committee roles**
- **January 18, 2023** - Steering Committee Meeting: - Received update from the SF research team about the status of the project.
- **February 8, 2023** - Steering Committee Meeting: Working session to establish communications protocol with the City of Hayward, **approved the collective definition of reparative justice & considered the expansion of the steering committee.**
- **February 22, 2023** – Steering Committee Meeting: **Consider RFP process for a new project facilitator**, identified potential speakers for the public meetings, and **confirmed the addition of new members.**
- **March 15, 2023** - Steering Committee Meeting: **Introduced new steering committee members (Priscilla Figueroa, Francesca Thomas and Cathy Rodriguez)** & provided direction for future research by the SF research team.

PROJECT ACTIVITY TO DATE

- **March 29, 2023** - Steering Committee Meeting: Public session. (Panel Discussion – **Overview of Reparations and Reparative Justice**; Chris Lodgson, Artavia Berry, Mayor Mark Salinas, Kelly McAdoo, City Manager).
- **April 12, 2023** - Steering Committee Meeting: Working session. **Introduction of Ceres Group as new facilitators for the steering committee**, budget update from City staff & updates from the SF research team.
- **May 31, 2023** - Steering Committee Meeting: Working session **Steering committee provided feedback to San Francisco State about their Research Draft Report**. Identified the need for specific data about Russell City property transactions, the limitations of available sources & the **City of Hayward developing an online map of Russell City**
- **June 24, 2023** – Steering Committee Retreat: **All-Day Retreat at the San Leandro Marina Inn**. Key discussions and highlights from the retreat group exercises included (1) the steering committee structure and meeting experience, (2) eligibility criteria for participation in reparations, (3) restitution and compensation as key objectives, (4) rectifying inaccurate perceptions and stigma surrounding Russell City, and (5) drafting an action plan for next steps in creating a final recommendation report for the Hayward City Council
- **June 28, 2023** - Steering Committee Meeting: Public session. (Presentation – **Dr. Marcus Anthony Hunter: Radical Reparations reframing reparations' past, present, and future**)
- **July 12, 2023** - Steering Committee Meeting: Working session. Retreat Debrief summarizing conversations and exercises from the retreat & the introduction to subcommittees and revised work plan & a **committee discussion of a survey for descendant engagement and feedback to understand community-wide perspective**.
- **July 26, 2023** - Steering Committee Meeting: - Public Meeting. (Presentation – **Arnold Chandler: A Framework for Understanding Structural Racism - How to Build a Ghetto: 10 Historical Steps**)
- **August 30, 2023** – **Launch of Community Survey: (Understanding Reparations for Russell City, CA Descendants)** The original deadline to complete this survey was September 20, 2023. The deadline was subsequently extended to September 24, 2023.

PRELIMINARY SURVEY RESULTS

Selected Survey Highlights

- Three hundred seventy-seven surveys were completed (**n=377**)
- **90% (339)** answered that they were a direct descendant of someone who lived in Russell City
- **66% (249)** reported their family suffered a loss of property or land
- **61% (229)** reported that a family member was a resident or property owner when the official relocation process began
- **56% (213)** reported that their family did not receive any form of relocation assistance from Alameda County or the City of Hayward
- **54% (205)** reported that the forced relocation of their family had a noticeable or large impact on their family
- **16% (60)** reported they were former residents of Russell City

Next Steps

- The survey analysis is incomplete. Once completed, it will be submitted and presented to the Steering Committee for our review
- The raw survey data needs to be provided by the Ceres Research Group to the Steering Committee to validate the survey results
- Survey results will be used to develop eligibility criteria, draft reparative justice recommendations and shared with the community for input & feedback
- Final recommendations will be presented to the Hayward City Council for their consideration

DRAFT HARM REPORT SUMMARY

Harm Report Discussion Points

The Ceres Research Group draft report has several key focuses

- The primary goal is to support the former residents of Russell City & their descendants to make their case for reparative justice.
- Conduct a rigorous review of existing research on Russell City
- Document and quantify the harm(s)
- Provide a comprehensive analysis of the impact of the harms
- Present specific examples of what reparative justice could look like for the Russell City community
- Deliver a comprehensive strategy to address every harm that has impacted the Russell City community in a meaningful way

Next Steps

- The Ceres Research Group will review and incorporate the proposed edits and revisions received from the Steering Committee into their final draft of the Harm Report
- The Ceres Research Group will submit their final draft to the Steering Committee for review, approval and comments
- The Harm Report will be utilized by the Steering Committee as a reference and the framework for development of our recommendations

ATTENTION AREAS

CHALLENGES

- The Ceres Research Group has chosen to end their contract with the City of Hayward upon completion of their survey analysis and submission of the final draft of the Harm Report
- Steering Committee is continuing its work without support for its working sessions and facilitation of its community facing public meetings
- Steering Committee is still waiting on the Ceres Research Group to provide us with the raw survey data needed to validate the survey results

OPPORTUNITIES

- Steering Committee is preparing to present a project update to the Community Services Commission in November
- Community-based information gathering (Listening Sessions)
- Identify new facilitator to contract with to support the continuing work of the Steering Committee
- Proposed presentation of final recommendations to the COH City Council in the 2nd quarter of 2024 (April – June)

THANK YOU
