Time: 3:00pm – 6:00pm EST

<table>
<thead>
<tr>
<th>TIME</th>
<th>AGENDA ITEM &amp; DESCRIPTION</th>
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<tbody>
<tr>
<td>2:50pm – 3:00pm</td>
<td>Gather</td>
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<tr>
<td>3:00pm – 3:08pm</td>
<td>Welcome and Kick-off</td>
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<tr>
<td>(8 minutes)</td>
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<tr>
<td>3:08pm – 3:15pm</td>
<td>Round of Introductions &amp; Setting the Stage</td>
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<td>(7 minutes)</td>
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<tr>
<td>3:15pm – 3:40pm</td>
<td>Summary and Discussion of Key Themes from Focused Conversations</td>
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<tr>
<td>(25 minutes)</td>
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<tr>
<td>3:40pm – 3:50pm</td>
<td>Transition and Introduction to the Mural Collaboration Board</td>
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<td>(10 minutes)</td>
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<tr>
<td>3:50pm – 4:35pm</td>
<td>Working Session 1: Defining &amp; Prioritizing Projects</td>
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<td>(45 minutes)</td>
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<tr>
<td>4:35pm – 4:40pm</td>
<td>BREAK</td>
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<tr>
<td>4:40pm – 5:55pm</td>
<td>Working Session 2: Action Planning Kick-Off</td>
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<td>(75 minutes)</td>
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<tr>
<td>5:55pm – 6:00pm</td>
<td>Next Steps &amp; Closing</td>
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Welcome and Kick Off

Co-Chair Pat Parker opened the meeting at 3:03 pm. She welcomed Commission members and guests. Co-Chair Jim Leloudis then noted that this was the Commission’s last meeting with the Turn of Events team. Further, he discussed that the team has spent time with the info gathered from the facilitated conversations and have returned to help the Commission set priorities for projects over the next year and a half and to think in concrete terms about this work. Parker then discussed that this meeting would also allow the group to think about an alternative to their current structure and transition from subcommittees into project based groups. Leloudis then handed the floor over to Mayme Webb-Bledsoe from the Turn of Events team.

Round of Introductions & Setting the Stage

Webb-Bledsoe then introduced the remainder of the Turn of Events team - Barbara Lau and Monica Murphy. Monica Murphy discussed the logistics and online platform called Mural which would be used for the workshop. She encouraged participants to engage thoroughly throughout the session and then turned the floor back to Mayme.

Summary and Discussion of Key Themes from Focused Conversations

Webb-Bledsoe described that the first task is to review the summaries of the three focused conversations. This information will be used guide the work of the rest of this consensus workshop. The commission members introduced themselves and identified what resonated with them most. Commonly mentioned items included connecting this work to the community, a long-term commitment from UNC to equity, and using the Commission’s power to make bolder moves and stronger recommendations.

Webb-Bledsoe then asked Commission members to think about what strikes them as hopeful, opportunities that exist within this work and things that might be currently missing from the Commission’s work. Conversation arose around topics such as policy change, communication, and operationalization of the Commission’s goals.

Transition and Introduction to the Mural Collaboration Board

Monica Murphy shared her screen and explained to Commission members how to use the mural collaboration board platform. The group began by analyzing the Commission’s current action plan. Commission members read the seven components of the action plan which are as follows:

- Conduct research to produce dossiers explaining the history behind individuals named on the landscape
- Memorialize the known names of the enslaved people who built and sustained the early university and the contributions of others whose identities we likely will never know
- Research the history of two university-owned cemeteries in which enslaved people are buried and install public exhibits to honor their memory
• Investigate the university’s participation in the domestic slave trade and the ways wealth created by this practice financed the early university.
• Partner with the local community to collect and make publicly accessible the history of later generations of African Americans who contributed – without recognition – to the life of the university.
• Use our shared understanding of history to frame policy changes that will dismantle structures of institutional racism that impede the success and well-being of students, staff, and faculty of color.
• Consider a proposal for a K-12 educational program to redress the long-term consequences of marginalization and institutional racism.

Commission members then analyzed the items within the action plan and worked to identify actual projects and tasks centered around each action item.

• Land acknowledgement:
  o Conduct basic research on university lands
  o Discuss protocol for who and what situations will involve the use of land acknowledgement
  o Seek partnership and direction from native communities (Triangle Native American Society, State Commission, UNC American Indian Center, etc.)

• Names on the landscape:
  o Develop plan for disseminating dossiers
  o Develop processed structure or process for renaming buildings and putting names on the landscape

• Barbee cemetery (and others) AND Unsung Founders Memorial:
  o Develop process for engaging the community in determining how to move forward with this work
  o Develop a process for addressing the urgent issues that are important to the community

• Equity initiative in local schools
  o Conduct a historical inquiry into UNC’s history with local schools

• Community education
  o RHA project

Discussion arose within all of these areas. Monica then opened up the floor for Commission members to insert any missing items to the mural board. Members then took a moment to identify their top two priority items. From there, the Commission identified the following main priority items: names on the landscape, community education, Barbee Cemetery and other cemeteries connected to the University, Unsung Founders memorial, equity initiative in local schools, creating a media platform to share our resources, and the land acknowledgement. Conversation ensued around the projects identified, the structure of the Commission and expanding the communication piece of Commission work to cataloguing the work that is being done.

After deciding on projects that the group will focus on, Commission members had the opportunity to identify projects they would like to work on and the key tasks for these projects.
The teams are as follows:

- Barbee Cemetery and Unsung Founders Memorial: Dawna Jones, Seth Kotch, Danita Horton, Joseph Jordan
- Equity Initiative in Local Schools: Danita Mason-Hogans, Sherick Hughes, Sydni Walker, Josmell Perez
- Land Acknowledgement: Larry Chavis, Ariana Avila, Joseph Jordan
- Names on the Landscape and Community Education: Jim Leloudis, Graham Watkins, Nick Graham, Kenneth Jenken,
- Communicating the work: Pat Parker, Ron Harris, Dawna Jones

After identifying the groups, Murphy opened up the floor for discussion on next steps. Discussion centered around how everyone should move forward in this new structure.

The meeting ended at 6:05 pm.

Attachments:  Turn of Events - focus conversations review & presentation
              Turn of Events - completed mural board
**Key Themes that Resonated Across Sub-Committees**

- There is so much value in community collaboration and partnership.
- When we think about race, we have to have a way to share the lived experience. How do we communicate across difference?
- Telling the story of how the work is impacting the community and commission members is important to do because accomplishment can happen on many levels.
- Making decisions about where to focus our efforts will be key to our success.
- How can we use our power to make bolder moves and stronger recommendations?

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### Commission members want to ensure the work...

- Amplifies voices and visibility of employees and Chapel Hill residents
- Changes the landscape of the campus
- Changes the culture and narrative in a way that is lasting
- Leaves something in place that is real, measurable, and tangible

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### HALLMARKS OF THIS PAST YEAR

During conversations, we heard examples that demonstrated the breadth of the individual and collective impacts felt through the commission’s work this past year. When asked to share hallmarks of the past year, members shared the following:

- **Exploring the history of building names & making recommendations on renaming them**
- **Presented to 200 people at Delta Airlines about the work of the commission**
- **Convening the community advisory board for the cemetery project was responsive to the community’s desire to be seen, heard, and valued**
- **Even in a pandemic, we have reached a threshold of deep understanding**
- **Engaging in uncomfortable conversations, doing research, & making impactful recommendations**
- **We have examples of work that show that we have been responsive to community and student needs**
- **Seeing the stories of UNC’s past come out**
- **Engaging community members in work on Barbee cemetery**
- **The community’s interest and desire to contribute to the commission’s work**
- **The opportunity to talk about the past differently**
- **Learning the history of the Barbee Cemetery**
- **Publishing of dossiers. They have been informative and enlightening about the history**
HOPES & DESIRES FOR THE FUTURE

The hopes and desires for the Commission are many and cross a variety of different areas. There is much work to be done and the thoughts about what the long-term path forward could look like is inspiring and transformative. Below are a summative snapshot of the hopes that members have for the commission and its work.

- There will be a class on Diversity, Economic Equality, and History
- Increased visibility and requests for speaking engagements and presentations about our work
- More wonderful and collaborative partnerships will be sparked, particularly with other organizations on campus
- We will have websites and platforms for dissemination, such as videos and social media that allow people to engage with the history
- There will be a mechanism in place to address the grievances of current and former employees in relation to race
- As a part of their Carolina experience, students will have access to the University history
- Strategies will be in place to address the disparities and inequities in recruitment, acceptance, and retention or students and staff
- A long term commitment from our Institution to equity
- The work of this commission will distinguish it from others and we will be a leader in this space

WHAT CAN REALISTICALLY BE ACCOMPLISHED IN THE NEXT 1.5 YEARS?

During each focused conversation, subcommittee members were asked to share their thoughts about what could actually be accomplished in the next year and a half. Below is a summary of specific, actionable ideas that were generated.

- Start disseminating our learnings & work
- Foster new partnerships that can support & sustain our work
- Integrating historical information into tours and admissions
- Create toolkits for K-12 schools and the university instructors & leaders
- Develop actual policy for renaming buildings
- Change it progress
- Create a space for people to share their lived experience at UNC
- TELL YOUR STORY
- Note: The information presented in this document provides an overarching summary of the themes, ideas, and perspectives shared during the focused conversation sessions.
The charge of the University Commission on History, Race, and a Way Forward is to explore, engage, and teach the University’s history with race, and provide recommendations to the Chancellor on how we as a University community must reckon with the past. The Commission will focus on the following areas: archive, history, and culture; curriculum development and teaching; and engagement, ethics and reckoning.

### CURRENT ACTION PLAN COMPONENTS

**Conduct research to produce dossier explaining the history behind individuals named on the landscape**

- Memorize the known names of the enslaved people who built and sustained the early university, and those of others whose identities we likely will never know.

**Research the history of two university-owned cemeteries in which enslaved people were buried and install public exhibits to honor the memory of those we knew in unnamed graves.**

**Investigate the university’s participation in the domestic slave trade and the ways wealth created by this practice financed the early university.**

**Partner with the local community to call for and make publicly accessible the history of later generations of African Americans who contributed—without recognition—to the life of the university.**

**Use our shared understanding of the history of slavery and resistance to fashion changes that will dismantle structures of individual shame that impede the success and wellbeing of students, staff, and faculty of color.**

**Consider a proposal for a K-12 educational program to redress the long-term consequences of marginalization and institutional racism.**

### CURRENT & ALREADY PROPOSED PROJECTS

The project teams have identified projects that have been started in some way and others that have been talked about but not started.

- **Project Team 1**

  - Led by Doreen
  - Team Members: Betty, Joseph, and Seth

  - Focus: Research and development of a media platform to share our history and connect our work to recommendations from the Birbeck Report.

- **Project Team 2**

  - Led by Darce
  - Team Members: Derek, Ronda, and Jodi

  - Focus: Creating a media platform for recommended actions.

- **Project Team 3**

  - Led by Larry
  - Team Members: Ken, Jody, and Jyn

  - Focus: Conduct a public dialogue and engage the community.

- **Project Team 4**

  - Led by Nick
  - Team Members: Ariana, Watkins,

  - Focus: Creating a media platform for recommended actions.

- **Project Team 5**

  - Led by Mary
  - Team Members: Pat, Ron, and Donna

  - Focus: Conduct a public dialogue and engage the community.

### WHAT SPECIFIC PROJECTS ARE MISSING?

Look back at the action plan components above, the current and prepared projects and the current project list and think of missing components.

- **Linking Past**

  - Connect the stories of people who have never had a voice.

- **Equity**

  - Develop a digital/indexing tool to allow for the removal of names on the landscape.

- **Memorialize the known names of others whose identities we likely will never know.**

- **Develop a digital/indexing tool to allow for the removal of names on the landscape**

- **Unsung charging the early university.**

- **Equity/Change**

  - Conduct a public dialogue and engage the community.

- **Equity**

  - Develop a digital/indexing tool to allow for the removal of names on the landscape.

### WHAT PROJECTS SHOULD YOU CONSIDER PRIORITIZING?

In the next 1.5 years, what projects do we need to take on to complete our first year action plan?

- **WHAT PROJECTS SHOULD YOU CONSIDER PRIORITIZING??**

  - Develop process for renaming buildings & putting names on the landscape.

  - Conducting a public dialogue and engaging the community.

  - Creating a media platform to share our history and connect our work to recommendations from the Birbeck Report.

### PRIORITIZED PROJECT BUCKETS AND TEAMS

These project teams and proposed projects provide a roadmap for how the commission can focus its efforts for the next 1.5 years.

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