

City of Hyattsville
Race & Equity Task Force Committee Meeting Minutes
August 26, 2025
7:00PM- 8:30PM

PARTICIPANTS:

TASK FORCE MEMBERS:

Co-Chair Nykia Clemonts (NC)
Co-Chair Daniel Amador Renard (DA)
Record Keeper Secretary Jocelyn Medallo (JM)
Member Jessica Garth (JG)

STAFF:

Race & Equity Officer Shakira Louimarre (SL)

COMMUNITY MEMBERS:

Marshall

AGENDA / MINUTES:

7:07 pm - Welcome & Call to Order – Co-chair Amador

7:07 pm - 7:08 pm – Roll Call – Co-chair Clemonts

7:08 pm - 7:10 pm – Acknowledgement of Guests and Public Comment– Co-chair Amador

- Welcome, Marshall. If you have any comments, please raise your hand and we can unmute you. Or you can provide comments in the chat or by email.

7:10 pm – 7:11 pm – Approval of July Meeting Minutes– Recorder Medallo

- The July minutes of the previous meeting have been circulated. Are there any corrections or amendments? If there are none, may I have a motion to approve the minutes as presented?
- DA moves; NC seconds. All in favor. None opposed. The motion carries. July 2025 minutes are approved.

7:12pm – 7:31 pm – GARE Democracy Resilience Toolkit- Liaison Louimarre

- GARE Democracy Resilience Toolkit [[GARE Public Resources - GARE Online Community](#)]
- SL: This Framework borrows heavily from FEMA's Disaster Management Framework. Why does it mirror FEMA's toolkit? In times of uncertainty and disruption, need to stay

focused and strategic. By mirroring this framework, it has been tested for disaster management and response.

- The Framework is in terms of how we can keep the equity work going and be a support for some of the most vulnerable communities, as changes to policy are coming rapid-fire. More FEMA and GARE – the focus is on minimizing harm and restoring safety after disaster and making sure that regardless of whatever pushback there is for equity work, the City and the Task Force can continue its commitment of equity, fairness, inclusion, and diversity.
- Mitigation – taking early action before issues become bigger challenges. Some of the resident feedback on the changes to the Equity Plan called on us to completely do away with the Equity Plan. So mitigation can be talking about it head-on and talking about. It could also include conducting risk assessment to reduce vulnerabilities, updating equity strategies to match changing political damage, continuing to engage communities to strengthen resistant to anti-democratic ideals. The collective advocacy that we talk about in the plan – including up and down the Route 1 Corridor – is mitigation.
- Preparedness – being proactive before any type of disruption to the work. That means building and training a rapid response team in your jurisdiction. Protecting democratic discourse by combatting information using evidence-based strategies – the City is collecting that data and also the needs of various demographics. Preparing the public through education campaigns so the community knows how to respond when equity is challenged.
- Response – how to act if and when a disruption occurs. That could mean having communications ready and using strategies that are proven – for example, GARE’s Act message. That could mean strengthening that relationship with the City’s Comms if needed. That could include ensuring that the most vulnerable communities can still access information and there is a codified structure in place.
- Recovery – this ensure that any setbacks that could occur does not erase progress. That is putting in place a safety net for the work. The Equity Plan is part of that. Much of the pressure that other states are facing on a high level we are not quite facing that level of push-back. But if there were a need to realign the equity work but ensure that the values remain and communities are still being served.
- Questions / Discussion:
 - DA: Understood why it’s modeled after FEMA. One thing that is interesting is that it’s a framework that will be most effective applied across the City, because one of the assumptions I have is that racial equity is a value that we are working toward as a city. How would it apply to racial equity?
 - NC: That was also my initial thought – why it was modeled after FEMA – but I see where it’s going.

- JG: Interested because it seems to assume a status quo where these institutions come back to status quo or survive the attack.
- JM: Are there case studies from cities that have adopted this Framework and are facing attack that apply this Framework?
- SL: The mitigation and recovery points – City has limited power. But there are examples of response – for example, we as a City have to be thoughtful of the people who gather at events. When we think about food distribution, in areas where people might be the most vulnerable, the City does have to be prepared so that are not behind the curve. There is an internal GARE group where there is a lot of conversation going on and we can talk more about this in another meeting.

7:31 pm – 8:32 pm – Equity Plan Work Session– Liaison Louimarre

- Reviewed Committee Worksheet and workshopped language in that document, including language on the Mission, Scope, and Deliverables of the Task Force.
 - NC: On equity audits, which is part of the proposed scope / deliverables, that is a form of accountability.
 - SL: Do you believe that going forward the Task Force would also take part in the inclusion – along with the equity – work? They are not contingent on each other. Inclusion is along the lines of belonging and one feels comfortable and you can express yourself in your identity and your culture. Is there food that represents the culture? Are there things for kids? That can be experiential whereas equity, for there to be equity, the City needs to make sure that those people are included in decision-making. In practical terms, that means the Task Force could be called upon to support or host different City events that highlight diversity and inclusivity.
 - JM: On composition: Do we have any explicit language on diversity? It can be difficult to recruit members and yet, we diversity across wards and identities brings different perspectives.
 - SL: We can work through language that says there is a preference but does not set a requirement.

8:32 pm – Adjourn Meeting – Co-chair Amador

- NC moves; DA seconds. Meeting is adjourned.