

EXPRESSION OF INTEREST QUESTIONS

DEVELOPING CRP COALITION INFORMATION

Please provide the following information:

- Contact names for **two** core coalition members of the CRP coalition able to correspond with EJI
 1. Dorritt Miller
 2. Barbara Cheives
- Email Address(es)
 1. dmiller@pbcgov.org
 2. barbara@convergeandassociates.com
- Phone Number(s)
 1. (561) 355-2046
 2. (561) 689-2428
- County and State of Interest [Palm Beach County, FL](#)
- Have the coalition contacts lived in the community for at least two years? [Yes](#)
- Has the coalition read the *Reconstruction in America* report and the *Lynching in America: Confronting the Legacy of Racial Terror in America* report? [Yes](#)

COMMUNITY ASSESSMENT QUESTIONS

1. Please tell us about the CRP coalition members. It would be helpful to know how you came together and the motivation for interest in EJI's CRP projects for your community. In this response, please also share the names and affiliations of the main members of the CRP coalition, including whether any coalition members are elected officials or local government entities and detailing the group's intentional inclusion of African American community members, local leaders, and institutions.

Several local (Palm Beach County, FL) media sources have written stories about terror lynchings, particularly in Florida and specifically the two recorded lynchings in Palm Beach County. These stories included previous news accounts, referenced government meeting minutes, grand jury outcomes, and historical research done by the Palm Beach County Historical Society. Palm Beach County Commissioner, Gregg Weiss, has drawn attention at public Board of County Commissioner (BCC) meetings to racial terrorism lynchings and the efforts of the Equal Justice Initiative. The BCC directed staff to work with the community toward education and engagement with the ultimate goal of claiming the Palm Beach County monument located at EJI in Montgomery Alabama. At the same time, several community members reached out to Commissioners expressing interest in being involved, several of whom have visited the Memorial for Peace and Justice and seen the monument listing the names of Henry Simmons and Samuel Nelson who were lynched in Palm Beach County. The

Palm Beach County Community Remembrance Project coalition was formed by a diverse group of individuals interested in lending their time and talents to this incredibly important work. The coalition is geographically diverse representative of the various areas of our County. Our County is rich in urban, suburban and rural landscapes and has 39 municipalities within the County. The range of demographics in our community is striking. Our County is home to economic extremes including both mega-wealthy communities and communities with 40% unemployment and median household incomes below the poverty rate. Racial and economic tensions have a long and complex history in Palm Beach County and continue to the present day. When the coalition formed, we were intentional to include a diverse representation from our County. The Palm Beach County Community Remembrance Project has also been intentional to include African American community members, local leaders and institutions within the core membership and on the working sub-committees.

Main members of the Palm Beach County Community Remembrance Project include:

Bryan Boysaw, local Attorney (Chair)

Barbara Cheives, Converge and Associates (Co Vice-Chair)

Josephine Gon, Jewish Federation of Palm Beach County (Co Vice-Chair)

Edith Bush, MLK Coordinating Committee

Mark Schneider, ACLU Palm Beach County Chapter

Charlene Farrington, S.D. Spady Cultural Heritage Museum

Richard Perry, Entrepreneur

The Rev. Burl Salmon, The Church of Bethesda-by-the-Sea

Dorritt Miller, Assistant County Administrator, Palm Beach County

Jennifer Cirillo, Assistant Director Parks & Recreation, Palm Beach County

Tammy Fields, Youth Services Director, Palm Beach County

2. Please describe the current demographics of your county. How might these demographics influence local community remembrance work?

The current demographics of Palm Beach County are as follows:



QuickFacts

Palm Beach County, Florida; United States

QuickFacts provides statistics for all states and counties, and for cities and towns with a *population of 5,000 or more*.

All Topics	Palm Beach County, Florida	United States
Population estimates, July 1, 2019, (V2019)	1,496,770	328,239,523
PEOPLE		
Population		
Population estimates, July 1, 2019, (V2019)	1,496,770	328,239,523
Population estimates base, April 1, 2010, (V2019)	1,320,135	308,758,105
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019)	13.4%	6.3%
Population, Census, April 1, 2010	1,320,134	308,745,538
Age and Sex		
Persons under 5 years, percent	▲ 5.1%	▲ 6.0%
Persons under 18 years, percent	▲ 19.0%	▲ 22.3%
Persons 65 years and over, percent	▲ 24.4%	▲ 16.5%
Female persons, percent	▲ 51.5%	▲ 50.8%
Race and Hispanic Origin		
White alone, percent	▲ 74.6%	▲ 76.3%
Black or African American alone, percent (a)	▲ 19.8%	▲ 13.4%
American Indian and Alaska Native alone, percent (a)	▲ 0.6%	▲ 1.3%
Asian alone, percent (a)	▲ 2.9%	▲ 5.9%
Native Hawaiian and Other Pacific Islander alone, percent (a)	▲ 0.1%	▲ 0.2%
Two or More Races, percent	▲ 1.9%	▲ 2.8%
Hispanic or Latino, percent (b)	▲ 23.4%	▲ 18.5%
White alone, not Hispanic or Latino, percent	▲ 53.5%	▲ 60.1%
Population Characteristics		
Veterans, 2015-2019	80,824	18,230,322
Foreign born persons, percent, 2015-2019	25.4%	13.6%
Housing		
Housing units, July 1, 2019, (V2019)	693,140	139,684,244
Owner-occupied housing unit rate, 2015-2019	68.9%	64.0%
Median value of owner-occupied housing units, 2015-2019	\$283,600	\$217,500
Median selected monthly owner costs -with a mortgage, 2015-2019	\$1,816	\$1,595
Median selected monthly owner costs -without a mortgage, 2015-2019	\$685	\$500
Median gross rent, 2015-2019	\$1,398	\$1,062
Building permits, 2019	5,550	1,386,048

Families & Living Arrangements

Households, 2015-2019	554,095	120,756,048
Persons per household, 2015-2019	2.61	2.62
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019	85.0%	85.8%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019	32.1%	21.6%

Computer and Internet Use

Households with a computer, percent, 2015-2019	92.4%	90.3%
Households with a broadband Internet subscription, percent, 2015-2019	85.0%	82.7%

Education

High school graduate or higher, percent of persons age 25 years+, 2015-2019	88.5%	88.0%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019	36.7%	32.1%

Health

With a disability, under age 65 years, percent, 2015-2019	6.7%	8.6%
Persons without health insurance, under age 65 years, percent	▲ 17.9%	▲ 9.5%

Economy

In civilian labor force, total, percent of population age 16 years+, 2015-2019	59.7%	63.0%
In civilian labor force, female, percent of population age 16 years+, 2015-2019	54.4%	58.3%
Total accommodation and food services sales, 2012 (\$1,000) (c)	3,467,277	708,138,598
Total health care and social assistance receipts/revenue, 2012 (\$1,000) (c)	9,756,686	2,040,441,203
Total manufacturers shipments, 2012 (\$1,000) (c)	3,550,407	5,696,729,632
Total merchant wholesaler sales, 2012 (\$1,000) (c)	12,157,346	5,208,023,478
Total retail sales, 2012 (\$1,000) (c)	19,700,117	4,219,821,871
Total retail sales per capita, 2012 (c)	\$14,522	\$13,443

Income & Poverty

Median household income (in 2019 dollars), 2015-2019	\$63,299	\$62,843
Per capita income in past 12 months (in 2019 dollars), 2015-2019	\$39,933	\$34,103
Persons in poverty, percent	▲ 11.4%	▲ 10.5%

These current demographics influence the coalition's remembrance work in that there remains a great divide of extremes in Palm Beach County. The wealth of certain areas in the County skews the median household income. When the Town of Palm Beach is removed from this overall median household income data for the county, the median drops from \$63,229 to below \$30,000 a year. There is a clear and visible segregation in neighborhoods of the ultra-wealthy and the poor which also follow historic racial segregation, redlining of neighborhoods, and environmental isolation through infrastructure such as waterways, railway corridors and highway construction.

The community where Henry Simmons body was found, on the island of Palm Beach, is home to the ultra-wealthy who are mostly white as well as the 45th President of the United States of America. The separation of this community continues to this day demographically as well as through physical barriers to the rest of Palm Beach County. Moving forward, truth-telling and reconciliation work on the island of Palm Beach will be significantly meaningful.

Even though it was less than 100 years ago, other than a few news stories over the years, the lynchings in Palm Beach County have gone largely unrecognized and forgotten to history. We aim to change that.

South Florida is also a destination for immigrant populations with more than a quarter of the population of Palm Beach County born outside of the United States, nearly double the national percentage. Our community has close proximity and cultural ties specifically to the Caribbean Islands. Our community is also very transient with seasonal migrant farm communities and people often moving throughout Southeast Florida. There is a connection of the lynching of Samuel Nelson to Miami which we will continue to explore further. We will aim to have open lines of communication with the TEAR Coalition in Miami and the Rubin Stacy Coalition in Broward County as our communities were connected then and are connected now.

We have a large Jewish population and a very large Holocaust survivor population. Given the rise in antisemitism in America and incidents in Florida, and the close involvement of Jews in the Civil Rights Movement, these demographics and experiences do also influence our community remembrance work.

3. To the best of your knowledge, which organizations or entities in your community are most engaged in racial justice work, and which have not yet taken the opportunity to confront this history? Are there connections to these groups within the existing working group of the coalition?

Organizations in our community most engaged in racial justice work:

MLK Coordinating Committee *

ACLU*

Jewish Federation of Palm Beach County*

Converge and Associates*

S.D. Spady Cultural Heritage Museum*

The Urban League of Palm Beach County

Palm Beach County Board of County Commissioners*

Historical Society of Palm Beach County+

Children's Services Council+

Birth to 22: United for Brighter Futures Alliance*

Palm Health Foundation

BeWell PBC

Community Foundation of Palm Beach and Martin Counties+

Organizing Against Racism+

United Way of Palm Beach County

My Brother's Keeper Initiative+

Palm Beach County School Board – Superintendent Committee on Black Student Achievement+

City of West Palm Beach Mayor's Initiative

Catalyst for Justice

Freedom Fighters for Justice

Moms Demand Action

PEACE

Mothers Against Murderers

** indicates representation within the existing core working group of the coalition and*

+ indicates connection through working group member or representation on sub-committee.

Organizations not yet taken the opportunity to confront this history:

Some local schools

Some local municipalities

Other civic organizations

4. What, if any, prior efforts in this county and/or community have taken place over the last 10 years related to reckoning with the history of racial terrorism and lynching? Are you

aware of any efforts that involved relatives of any lynching victim(s)? Depending on your answer, explain the community response.

Palm Beach County's My Brother's Keeper Alliance, Youth Services Department and the Birth to 22 Alliance hosted two Race to Equity Summits (in 2017 and 2019) connecting national, regional and local educators, service providers and community members, especially youth, to topics of racial equity and building more diverse, equitable, and inclusive learning and professional environments in our community.

The Palm Beach County Community Services, Youth Services Departments, Parks and Recreation and Library Departments make diversity, equity, and inclusion a priority. The Youth Services Department has led the My Brother's Keeper Alliance since its inception and conducts regular trainings on Race-based Implicit Bias and Microaggressions and Trauma Informed Care.

In recent years, the Palm Beach County Library System has offered opportunities for public dialog on the history of racial terrorism in the form of book and film discussions, historical lectures, and author talks. An award-winning, ongoing partnership with the PBC Criminal Justice Commission (CJC) has produced programs featuring panels of experts, litigators, law enforcement representatives, academics, and community leaders guiding attendees through moderated presentations on criminal justice and race here in Palm Beach County as well as discussing books and films exploring racism in America, the criminal justice system, and mass incarceration. Books and films that have been featured as part of this collaborative programming series are:

- *Just Mercy* by Bryan Stevenson
- *13th* (Film screening and discussion of Ava DuVernay's documentary)
- *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* by Michelle Alexander
- *Stony the Road: Reconstruction, White Supremacy, and the Rise of Jim Crow* by Henry Louis Gates Jr
- *Pushout: The Criminalization of Black Girls in Schools* (Film screening and discussion held at two branch locations)

The onset of COVID-19 disrupted the remainder of 2020 plans, but the library has transitioned to virtual programming and will continue this series beginning with a discussion of *Vanguard: How Black Women Broke Barriers, Won the Vote, and Insisted on Equality for All* in June 2021.

Aside from this collaborative series, the library has also offered discussions on Ibram X Kendi's *Stamped from the Beginning: The Definitive History of Racist Ideas in America* and the aforementioned Henry Louis Gates Jr book *Stony the Road: Reconstruction, White Supremacy, and the Rise of Jim Crow* as part of our Book + Art program coordinated in

partnership with the Norton Museum of Art. These programs pair a reading selection with museum artwork(s) and invite the public to discuss both.

Some additional related programming of note offered by the library:

- Multiple discussions of essays published as part of the New York Times Magazine's 1619 Project
- Lecture and discussion, *The Legacy of Margaret Garner: Lessons of Survival & Empowerment for Today*
- Screening of the film, *Selma: The Bridge to the Ballot*
- A presentation by Dr. Aisha Johnson-Jones on her book: "The African American Struggle for Library Equality: The Untold Story of the Julius Rosenwald Fund Library Program"
- Library staff led discussions of *How to be an Antiracist* by Ibram X. Kendi and *Caste: The Origins of our Discontents* by Isabel Wilkerson
- A screening of the documentary film *Whose Streets* followed by a discussion led by Dr. Tameka Hobbs
- A discussion with Chris Wilson, author of *The Master Plan: My Journey From Life in Prison to a Life of Purpose* facilitated by Barbara Cheives of Converge & Associates
- Dr. Paul Ortiz presenting on his book *An African American and Latinx History of the United States*

The Birth to 22 Alliance is a collaboration of over 300 youth serving organizations coordinating cradle to career strategies for youth. They, along with the Community Services Department of Palm Beach County, are members of the Government Alliance on Racial Equity (GARE). Quarterly convenings are held called "Advancing the Mission". All participants are required to have completed the Racial Equity Institute (REI) training. Birth to 22 also has an active Becoming a Trauma Informed Community Action Team who strengthens awareness of personal trauma, adverse childhood experiences, community and historical trauma, and works to build resources for establishing healing and resilience.

Regarding efforts with relatives of the lynching victims: both Fr. Burl Salmon and Debi Murray, Chief Curator of the Palm Beach County Historical Society, have been in contact with relatives of Henry Simmons who live in Hawthorne, FL (240 miles away). Relatives of Samuel Nelson have not been identified.

5. What types of outreach do you believe could be most effective in allowing the broader community to engage with the history of racial terror and its present-day legacies?

The Palm Beach County Community Remembrance Project Education and Community Engagement Sub-committee is developing a robust education and engagement program including, but not limited to film screenings, book clubs, essay and art contests, lectures, walks, historical tours, and memorial services. We plan to launch a website for additional

education and outreach in the near future. We will also maintain outreach to the coalitions working on this engagement in the broader South Florida community to leverage momentum and share knowledge.

6. How does your community currently understand the connections between local histories of racial injustice and inequality and contemporary challenges that still impact Black and people of color today in your community?

Our community is astute in linking local and histories of racial injustice and inequities with contemporary challenges. Within our local criminal justice system, Palm Beach County has been working on this issue for years now and below are just a few examples:

- Using the model of the “*Informed and Engaged*” series co-sponsored by the Palm Beach County Library and the Palm Beach County Criminal Justice Commission (CJC), we have delved into this history through book discussions, lectures, and movies (see question 4).
- *The Safety and Justice Challenge Project*. This project is funded by the John D. and Catherine T. MacArthur Foundation and has afforded the county an opportunity to dive deeper into our jail population and its racial disparities. The overall goal of this project is to reduce the over-reliance of incarceration for low-level offenses, while maintaining public safety. Over the past three-years, the numbers of individuals being held in jail have been reduced by more than 35%; however, the disparities among African-Americans in jail persist and is actually widening. African-Americans are significantly over-represented in the county jail, making up 19% of the county’s population, but 54% of the jail population. The average length of stay for African-Americans is 37-days, Hispanic’s 31-days and Whites 21-days (*Palm Beach County CJC*). To create a holistic and community-driven process to finding community-based solutions, the CJC established a Racial Equity Team to oversee this work. This committee is comprised of government, business, community leadership and people with lived experiences with the criminal justice system to identify issues, review data, and make recommendations for systems reform.
- *Community Forums on Policing*. In the wake of the George Floyd and Briana Taylor murders, the BCC tasked its Administration and the CJC with creating a way to ensure tragedies like these do not occur in Palm Beach County. The CJC started by first surveying all 23 local law enforcement agencies on their internal policies relating to chokeholds/neck restraints, police accountability, reporting officer misconduct, diversity and inclusion training, body cameras, and citizen review boards. The results of the survey indicated Palm Beach County local law enforcement agencies were well ahead of other local and national jurisdictions. It also revealed the need to expand and build stronger communications and relationships between communities and law enforcement. Therefore, the creation of community forums emerged. A total of nine (9) forums were held throughout the county from July 2020 through April 2021. These forums engaged a diverse group of residents, community leaders, law enforcement, and elected officials and were

facilitated by experienced Moderators, including coalition core member, Barbara Cheives.

To do the deeper dive, the CJC is collaborating with community-based organizations to help move from forums into structured Dialogues to Change communications. The Dialogue to Change program focuses on three core components: organizing, dialogue, and action. Throughout the program the root causes and systemic issues contributing to the overrepresentation of people of color in the criminal justice system will be addressed, and strategies will be developed to reduce the jail population while creating safer communities.

After the facilitated sessions are completed, an action forum is created for the various sites to come together for idea sharing, and the groups decide on what to move forward with. Action teams are formed to carry out their ideas. This work will culminate with a one-day summit to bring together the forum and small group participants to review findings and create items for actionable outcomes to finalize the process. Therefore, each community will move from dialogue to the implementation of an action item they believe will advance community and police relations. This event is scheduled to commence in September 2021.

Our community, located in South Florida, could be referred to as a melting pot with people here identifying with many nationalities and countries of origin. Although there can be on a daily basis, much harmony and tolerance for differing viewpoints, our community continues to experience hate crimes, injustice, and barriers to resource access.

7. At the heart of EJI's Community Remembrance Project is narrative change. The stories we tell about our history reveal our collective consciousness and the alignment between our beliefs and our actions. These narratives also define the boundaries of how we respond to contemporary issues. How does your group hope these projects could impact narratives in your community?

The Palm Beach County Community Remembrance Project hopes our project work will impact the narrative in our community by bringing together a very diverse set of people who would not otherwise engage in a meaningful dialogue. Dialogue, engagement and education efforts will reveal and examine the stories we tell about our history and advance the alignment of equity and justice beliefs with policy and action. We will intentionally involve youth in these projects with the goal of opening conversations among their peers and in their homes to bring about greater awareness and ultimately open the narrative to a much needed change and a fair and just future for all.

EJI CRP QUESTIONS

1. EJI's Community Remembrance Projects include (1) hosting community soil collections, (2) erecting historical markers, and (3) hosting a racial justice essay contest for public high school students. Please share how your group would like to pursue one or more of these projects, as well as any information about the other public education efforts you are doing in the community. Does your coalition have a time frame in mind that you would like to begin pursuing these projects?

Our coalition would like to pursue community soil collection, the erecting of historical markers, and hosting a racial justice essay for high school students. The answers we provided in the Community Assessment questions 4 and 6 above demonstrate our capacity and experience delivering coordinated public engagement and education activities. We would like to begin the soil collection, historic marker erection and essay contest efforts as soon as acceptable to EJI. Our coalition is ready, willing and capable to collaboratively move forward with the three projects listed above.

2. As the bridge between the community and EJI for the facilitation of these projects, can you elaborate on your group's approach to collaboration and conflict resolution within the group and externally with the community? Please detail how you have operated or plan to organize the coalition as it relates to leadership and collaborative roles.

The PBC Community Remembrance Coalition has eleven (11) core group members including a chair and two co-chairs. The core group of coalition members are each charged with serving in a leadership role to one or more sub-committees. The sub-committees must all report back their recommended actions to the core group to received prior approval.

Sub-committees of the coalition include:

- Research Sub-committee
- Community Engagement & Education Sub-committee
- Soil Collection Sub-committee
- Historic Markers Sub-committee
- Finance & Fundraising Sub-committee
- Press Agent & Repository Sub-committee
- Legal Sub-committee
- Monument Sub-committee (future)

The coalition generally follows Roberts Rules of Order in conducting its meetings and all direction is put for a vote prior to final decision. All core group members have agreed to the pledge and conducting themselves in a professional manner seeking to hear other points of view and listen. All actions are weighed against the purpose of the coalition to ensure they

are in line and not mission creep. The Chair of the coalition leads all meetings and is the final word to provide direction on any disputes that may arise. Our coalition Chair is also a practicing attorney skilled in conflict resolution.

We plan to bridge and facilitate these projects fully focused on the mission of the work and handling any disputes that may arise. Our coalition is made of a diverse set of leaders and professionals who are well respected in the community and will serve this effort well.

3. Based on your familiarity with the community and responses to the community assessment questions, what similarities and differences do you anticipate will emerge between the responses of African American community members and those of community members who are not African American to these projects in your area? How do you think your group will plan to handle and/or respond to any resistance to this effort and projects?

The coalition anticipates varied perspectives regarding the projects we will be working on in the County. Based on our experience and the success of the Race to Equity Summits, we anticipate large public support of these efforts based on the progressive nature of most of our community and the demonstrated willingness to address inequities and injustices.

We also recognize that not everyone will have the same perspective on this work. We will respond with trauma-informed care, particularly understanding the impact (directly and indirectly) of racial terrorism and injustice and the generational traumas in our African-American community. We will respond with love, facts and truth-telling work seeking to educate. We also fully recognize that hate exists in our current society and we will continue to be resolve in our mission.

4. Please list any questions or concerns your working group has for EJI at this time.

We would like to continue to have an open line of communication with EJI as questions arise. As we move forward, we do have questions relating to EJI's expectations of realistic timelines and roles, particularly related to formalizing a plan for the historic markers, soil collection and ultimately the monument project.

5. Please review the CRP Values and Pledge section below. **Submit a completed pledge statement** with your expression of interest answers.

Please see completed pledge below.

CRP VALUES AND PLEDGE

EJI hopes that the CRP effort will be a continued process that emphasizes the need for, and the power of, collective remembrance. Local coalitions have the opportunity to facilitate conversations and experiences that increase local commitment to restorative

justice and collective healing and change how community members interact with each other. To facilitate a process of healing and repair, we ask that our partner coalitions commit to honoring certain values as you engage in community remembrance work. Through these values, we commit to healing and repair both in the substance of the work and through the process by which the work is done. **Please review these values, consider if there are local values that should also be included, and please affirm these values as individuals and a collective engaged in this work if your coalition would like to pursue EJI's Community Remembrance Projects.**

Narrative Truth-Telling

Facilitate a deeper understanding of the era of racial terrorism.

Remembering and acknowledging the past is a way to practice justice. Narrative truth-telling recognizes that creating a more just society is possible, but it requires us learning from our past and being willing to confront the silence and false narratives that have maintained injustice in our present. How we live with the past - repeating its legacies or disrupting legacies of injustice - depends on how we remember and talk about the past. When we use language that accurately and precisely describes what happened and why it happened, we create space for restorative justice. It is important to have a clear narrative story about the racial terror lynchings that took place in your community and what interests those lynchings were designed to protect.

- *Narrative truth-telling has the power to shed light on contemporary forms of racial injustice. It helps communities say “never again” to racial injustice by clarifying the roles of white supremacy, violence, and injustice in maintaining racial hierarchy.*
- *Without narrative truth-telling, we may misunderstand racial terrorism as a thing of the past that is unconnected to the way we live our lives today.*

Trauma-Informed Approach

Prioritize the voices of those closest to the individuals being memorialized.

Racial terror lynchings targeted entire communities while also targeting individuals and their families. These projects and the other engagement efforts that community coalitions develop should center the African American experience of racial injustice, empower African American community members who have directly borne this trauma, and invite the entire community to use truth to give voice to those experiences and expose their legacies.

- *Trauma-informed work prioritizes the lived experiences of people directly harmed. It takes national phenomena and makes them particular and personal. It invites those directly harmed to share the weight of their burden and allows the community to bear witness as a form of solidarity and commitment to improvement.*
- *Without this commitment to a trauma-informed approach, remembrance work may feel abstract and intangible. Anchoring the work in the reality of the impact of this injustice allows space for meaningful repair to be developed.*

Collaboration

Consistently make space for your strength and my strength to become our collective strength.

The pain that led to the tragic deaths we are memorializing was created by collaborative violence and silence. The process of remembering, publicly acknowledging, and learning from this history must also unfold through collaborative effort. Creating cultures that model commitment to racial justice requires that we recognize the diversity of strengths we all bring to the table and seek opportunities to celebrate each other's successes.

- *Collaboration helps to create a culture that models the racial justice we want in our communities. It recognizes the diversity of strengths we all bring to the table and seeks opportunities to use each person's strengths to better the collective work.*
- *Lack of collaboration is harmful to collective goals. When decision-making power isn't shared meaningfully and effectively, the coalition does not benefit from the full potential of the community.*

Listening with Respect

Pay attention to what is and is not being said.

Staying open to new ideas and new voices requires commitment to listening and respecting the person offering the idea. Offer respect to every coalition member and sincerely listen to their ideas. We agree to listen also to silence and recognize that silence does not always convey agreement. Sometimes people are silent because they feel disempowered or not valued. Invite people into conversations in which your primary role is to listen for understanding.

- *Listening with respect allows the group to benefit from the widest range of*

feedback. People are more likely to provide valuable guidance, feedback, and redirection when they believe that their voice will be taken seriously. Effective collaboration requires listening with respect.

- *A lack of listening with respect can reduce support for the coalition even when people value the work being done. It can lead to interpersonal challenges that prevent widespread community engagement with the local history the coalition wishes to elevate.*

Just Kindness

Consistently act and speak from a place of goodwill towards others.

In this effort, coalition members will encounter individuals in different places along the spectrum of engagement, understanding, willingness to hear, learn, and see, and openness to this meaningful and necessary conversation. Regardless of where someone falls on the spectrum of supporting or resisting our efforts, we agree to treat each person with kindness that is grounded in our commitment to truth and reconciliation. We choose to approach adversarial reactions with grace for the other person, committing to a response that reflects the need for collective healing. We choose to offer strategic and tactical responses to move the work forward in a healthy way.

- *Kindness supports people through the difficult work of pushing past discomfort in order to elevate justice. It invites people to come to the work as they are and then work in community with others to reimagine what is possible.*
- *A lack of kindness can lead to responses that further reduce the level of support for the community remembrance project. Kindness is a position we can choose to rise to in the midst of difficult circumstances with others.*

Open Communication

Share any information that is relevant to the work.

Open communication ensures that everyone in the coalition feels engaged and empowered to contribute to the advancement of the coalition's efforts. Effective communication ensures that the coalition is on the same page and works collaboratively towards shared goals. Open communication is also a tool to help navigate any challenges that may arise. Each member of the group comes from different backgrounds and a range of personal and professional responsibilities. Communicating clearly and proactively can help to work through any conflict that might distract from the work.

- *Open communication requires a foundation of trust. Trust within the coalition will grow and strengthen over time. This commitment will create space for coalition members to be vulnerable and open with the remembrance work.*

Self-Awareness

Reflect often on whether your own participation is advancing the work of raising awareness and the work of building community.

Community members come to this work in a variety of ways. Some have extensive backgrounds in talking about race and poverty. Others wish to grow in those skills by supporting existing conversations or launching new ones. Come to the work open, ready to learn and share, and willing to reflect on your own exposure to racial equity and inequity throughout your life. Participate in the work in ways that avoid hierarchy and instead prioritize grassroots organizing.

- *Self-awareness allows us to consciously choose how to engage with those around us. It makes space for other people to share equitably and collaboratively. This leads to more effective engagement as a team.*
- *A lack of self-awareness can push the important work of memorialization to the margins and center the interests and priorities of people who have not done the work of self-reflection.*

Commitment

Commit to a long-term engagement with this work.

Coalitions are encouraged to engage in genuine and sustained work aimed at advancing a new era of truth and justice. The community remembrance projects are more than discrete projects, but an opportunity to build an infrastructure of truth-telling that lasts for generations. The symbolism of some of these projects is strengthened by building an environment and culture that reckons with the past and its legacies.

- *A long-term commitment to this work means that each individual commits to work towards a more just community beyond the duration of the life of any specific projects.*

CRP Values Pledge

Please select only one of the following pledge options to include at the end of your expression of interest answers. Please include the pledge option of your choice into

your expression of interest document and insert names of the coalition contacts and any others who would like to be represented in the pledge agreement, along with any additional information as needed:

We **Palm Beach County Community Remembrance Project** [Bryan Boysaw, Barbara Cheives, Josephine Gon, Edith Bush, Mark Schneider, Charlene Farrington, Richard Perry, The Rev. Burl Salmon, Dorritt Miller, Jennifer Cirillo, Tammy Fields], pledge to uphold the values of **Narrative Truth-Telling, Trauma-Informed Approach, Collaboration, Listening with Respect, Just Kindness, Open Communication, Self Awareness,** and **Commitment** personally and in our involvement as members of this coalition while participating in the Community Remembrance Project. Likewise, we pledge to be open to others holding us accountable to these Community Remembrance Project Values.