

**APPENDIX D:  
Community Input &  
Engagement**

# Community Engagement Plan

## Subcommittee Focus Groups & Interviews - 05

Question/prompt-based guided discussion with select participants, based on their experience/expertise to the issue and/or work at hand.

## Commission Presentations - 04

Presentations and discussions with Brookhaven SJREC partner organizations and local businesses, nonprofits, communities of faith and civic groups.



## 01 - Civic Dinners

Self-facilitated gatherings of 6-10 people to stimulates community dialogue on equity and inclusion.

## 02 - Community Pop-ups

Interactive tables set up at key community locations to gain broad community input, perspective and engagement on issues of equity and social justice in Brookhaven.

## 03 - Council District Discussions

District based discussions to gain broad community input, perspective and engagement on issues of equity and social justice in Brookhaven.



# Community Engagement Timeline & Expectations

Activity	Dates	Commissioner Expectations
Civic Dinners*	6/28-7/2 7/5-8/6 8/9-8/13	<ul style="list-style-type: none"><li>● <b>Participate</b> in a Civic Dinner with other Commissioners</li><li>● <b>Host</b> a Civic Dinner for/with community members (<b>20 volunteers</b>)</li><li>● <b>Attend</b> a culminating City-sponsored Civic Dinner event (<b>40 volunteers</b>)</li></ul>
Community Pop-Ups (6)**	7/10-7/17	<ul style="list-style-type: none"><li>● <b>Volunteer</b> to participate in a 2-3 hour community pop-up event</li><li>● 12 volunteers needed (6 events x <b>2 volunteers</b>/event)</li></ul>
Council District Discussions (4)**	8/10-8/31	<ul style="list-style-type: none"><li>● <b>Volunteer</b> to participate in a 90-minute council district event in August</li><li>● 12 volunteers needed (4 events x <b>3 volunteers</b>/event)</li></ul>
Commission Presentations*	7/1 - 8/31	<ul style="list-style-type: none"><li>● <b>Support presentations</b> to a Brookhaven community partner about SJREC</li></ul>

*\***You** determine the exact date, time, and location*

*\*\*See **sign-up sheets** for the exact date, time, and location*



# Civic Dinners



EVENT	DATE	LOCATIONS	PURPOSE
<b>Commission-only Conversations</b>	Week of June 28	Homes, parks, restaurants, coffee shops, wherever is most convenient	To become familiar with the conversation and the role of host
<b>Commissioner-hosted conversations across the community</b>	Month of July	Homes, parks, restaurants, coffee shops, wherever is most convenient	To invite others into the conversation and hear their stories. To gain their feedback through the survey tool at the end of the event.
<b>City-sponsored dinners and events</b>	August 9-13	Restaurants across Brookhaven and other partner organizations TBD	To invite others into the conversation and hear their stories. To gain their feedback through the survey tool at the end of the event.



# City-Sponsored Civic Dinner (Inclusivv) Event Info

- Date: Monday, August 9, 2021
- Time: 6:30-8:30 PM
- Locations:
  - Arnette's Chop Shop
  - Petite Violette
  - El Potro
  - EATaliano Kitchen
  - Villa Christina



# Council District Discussion Events

<b>Date</b>	<b>Time</b>	<b>Location</b>
Tuesday, August 10	6-7:30 pm	Our Lady of Assumption Catholic Church (District 1)
Tuesday, August 17	6-7:30 pm	Brookhaven City Hall (District 2)
Tuesday, August 24	6-7:30 pm	Brookhaven City Hall (District 3)
Tuesday, August 31	6-7:30 pm	Latin American Association (District 4)



# Community Pop-Up Events

<b>Date</b>	<b>Time</b>	<b>Location</b>
Saturday, July 10	10am-12pm	Brookhaven Library (District 3)
Saturday, July 17	10am-12pm	Northeast Plaza (District 4)
Saturday, July 17	2-4pm	Briarwood Park Pool (District 2)
Sunday, July 18	2-4pm	Murphey Candler Park Pool (District 1)
Saturday, July 31	12-10pm	Brookhaven Cherry Blossom Festival, Brookhaven-Oglethorpe MARTA Station (District 2)
Friday, August 6	5-7pm	Intersection of Buford Hwy & N Cliff Valley Rd (District 4)
Wednesday, August 18	6-8pm	Brookhaven Food Truck Roundup, Blackburn Park (District 2)



# SJREC Community Pop-Up Survey

---

\* Required

1. Select today's date and location \*

*Mark only one oval.*

- Saturday, July 10 // Brookhaven Library
- Saturday, July 17 // Northeast Plaza
- Saturday, July 17 // Briarwood Park Pool
- Sunday, July 18 // Murphey Candler Park Pool
- Saturday, July 31 // Brookhaven Cherry Blossom Festival
- Friday, August 6 // Intersection of Buford Hwy & N Cliff Valley Rd
- Wednesday, August 18 // Brookhaven Food Truck Roundup

2. If you feel comfortable doing so, please select your race/ethnicity.

*Check all that apply.*

- African American/Black
- American Indian
- Asian American/Pacific Islander
- Latino/a/x
- Middle Eastern/North African
- White/Caucasian

Other:  \_\_\_\_\_

3. Are you a resident of the City of Brookhaven?

*Mark only one oval.*

- Yes
- No



4. How much do you care about issues of racial equity in the City of Brookhaven?

*Mark only one oval.*

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Deeply

5. Based on your experience, is Brookhaven a community welcoming to all backgrounds?

*Mark only one oval.*

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very welcoming

6. How should the City of Brookhaven prioritize issues of racial equity?

*Mark only one oval.*

- Not at all
- Low
- Moderate
- Significant priority
- High/top priority

7. As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?

---

---

---

---

---

---

This content is neither created nor endorsed by Google.

Google Forms

**HOSTED BY THE CITY OF BROOKHAVEN'S SOCIAL  
JUSTICE, RACE, AND EQUITY COMMISSION**

# **Conversations on Racial Equity**

Just bring yourself and a desire to join the conversation!  
Attendance is free and the cost of the meal is covered, but  
**registration is required.**

**August 9, 2021. 6:30 PM-8:30 PM**

**Petite Violette, El Potro, EATaliano Kitchen,  
or Villa Christina.**

This conversation confronts the issues of racial injustice and explores  
how we can achieve true equity for all.

**Register for the restaurant of your choice at  
[cividdinners.com/brookhaven](https://cividdinners.com/brookhaven)**



**CIVIC DINNERS™**



# RACIAL EQUITY

A conversation about the systemic barriers facing people of color, and how we can and must dismantle them.

CONVERSATIONS THAT MATTER



## HOST GUIDE

Thank you for your leadership in hosting a Racial Equity conversation.

### YOUR ROLE AS HOST

As a host, your main role is setting a date and time for your virtual dinner, inviting folks along (friends, neighbors, colleagues or your community), and facilitating the conversation by following our simple conversation guide (don't worry, it's easy!).

#### Here are just a few things to keep in mind as a host:

- Keep track of your dinner on [cividdinners.com/brookhaven-racial-equity](https://cividdinners.com/brookhaven-racial-equity)
- During COVID-19 all Civic Dinners are virtual, but we promise the experience is just as powerful.
- While it's called a 'dinner,' you and your guests don't have to eat during the conversation or even have the Civic Dinner during a meal time.
- This Host Guide includes all you'll need to guide the conversation so you can sit back, relax and listen.
- These conversations are designed to be inclusive, and diversity of thought and background is encouraged. That said, whoever takes part is meant to be there.
- We encourage you to take screenshots of your dinner and share with **@CivicDinners #CivicDinners**
- After the dinner, Civic Dinners will follow up with guests with a short survey that encourages them to share their stories, ideas, and any commitments to further action.

Need some help? Email [support@cividdinners.com](mailto:support@cividdinners.com)

### THE CIVIC DINNER FORMAT



4-8 GUESTS



3 BIG QUESTIONS



EQUAL TIME TO SHARE



ONE VOICE AT A TIME



## Host Checklist

### BEFORE YOUR VIRTUAL DINNER

---

#### Invite guests!

Who do you think would enjoy or benefit from this conversation? Think of friends, family, neighbors, colleagues and members of your community. We recommend inviting around 10 people (the goal is to have 4-8 guests but not everyone invited will attend and last minute cancellations may happen). Great ways to get the word out include posting on social media, texting the dinner link to friends or acquaintances, sending out an email, or asking your friends to invite their friends.

If you have decided to use your own virtual room it's a good idea to include helpful instructions on your dinner page. For example, if you're using Zoom, remind guests to download the Zoom app in advance. You can update your instructions on your dinner page at any time. (Just be sure not to have the Zoom link visible on the dinner page for privacy purposes.)

### DURING YOUR VIRTUAL DINNER

---

**Log in 10 minutes early to the virtual room.**

**Have this host guide visible on screen or printed out, especially the last two pages with the questions.**

**If you like, grab a drink or some snacks and settle in.**

**Welcome guests as they join.**

**Once everyone has joined**, welcome them and explain the following helpful tips for a seamless virtual conversation (and/or post these tips into the chat):

1. Check to make sure your sound and video are working.
2. Update your name so that everyone knows how to address you properly.
3. Mute yourself if you are not the one speaking to help reduce background noise.
4. After you're finished speaking, call out the next speaker to avoid awkward pauses. If that person isn't quite ready they can say "pass".
5. Use the chat feature as a way to share resources, links, contact information or comment on what others are saying. It's a great way to feel connected to each other.
6. Stay present. Let's pretend we're around the dinner table. Do your best to stay fully engaged and not multitask during the conversation.

### AT THE END OF YOUR CIVIC DINNER

---

**Take a screenshot!** Ask everyone if they're comfortable taking a photo and let those who aren't comfortable exit the meeting room first. Then tag us **@CivicDinners** — we love to see your smiling faces and hear your stories!

**Encourage your guests to fill out the important survey in their inbox.** It's quick! This survey helps us track all the ideas and actions that are mentioned.

**Invite everyone to host their own conversation!**



## Host Facilitation Best Practices

Some of the tips below might not apply to your conversation, but we want you to feel extra prepared, so we have provided you with some simple facilitation tips to set you up for success!

### GENERAL FACILITATION TIPS

---

#### How do you keep the conversation moving?

If 1-2 people are dominating the conversation use your best judgment of when to kindly interrupt and acknowledge their passion by saying something like, "Thank you so much for sharing your perspective. Given our limited time, I want to make sure we hear from others before we move on to the next question." Then, call on someone else who hasn't shared yet or move on to the next question.

If the whole group gets way off track and you're running out of time to answer the next question(s), you can politely say, "Sorry to interrupt, but just want to have a quick time check — I know a few of us have a hard stop at the end time, and we want to make sure we end on the final question. If we have time afterwards, I'd love to continue this conversation."

If there are guests who haven't shared yet and the group hasn't noticed, you can say something like, "Mary, I'd love to hear what you think about it, or what your experience has been."

#### What to do if someone says something that is completely false or something you strongly disagree with?

It's great that we live in a society that allows differences of opinions, and the best way to interject or encourage people to respond in a productive way is to say:

- I like what you said about \_\_\_ but I'm struggling with your statement about \_\_\_.
- I can see \_\_\_ but what about \_\_\_?
- My concern with that is \_\_\_
- I think we may have different ideas on how to \_\_\_
- I would like to understand. Can you tell me more about what you mean by \_\_\_?

#### What do I do if someone says something hurtful?

Explain how their statements affected you. Express your thoughts respectfully, using responses such as:

- When I hear that, I feel \_\_\_\_\_ because \_\_\_\_\_.

### HOSTING AT WORK OR WITHIN AN ORGANIZATION

---

#### What do I do if someone mentions someone else by name who isn't at the table in a negative context?

Given the environment, if someone mentions someone by name where others might be able to identify them (and the subject is not a known celebrity, but a colleague or peer), try your best to interrupt by saying something like, "Thank you for sharing, however as the host I must ask that we not mention names of those who aren't here out of respect for everyone."

#### What do I do if someone tells a traumatic story that may require professional support?

It doesn't happen very often, but if someone feels safe to share a traumatic story or painful experience you can support them by acknowledging their bravery for sharing and recommend relevant support services (for example, phone lines and employee support organizations). Take care not to allow the group to probe the person for further information. It is important to end the conversation on a positive and supportive note if something like this is shared. The important thing is to show empathy while also taking care not to get into private matters. Do your best to keep the conversation on track and make sure to end on the uplifting final question.



## RACIAL EQUITY

### CONVERSATION GUIDE

#### Thank you for joining this Racial Equity conversation.

Dr. Martin Luther King, Jr. said, "I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident, that all men are created equal.'" Now, more than 50 years later, Dr King's dream has yet to be realized, as systemic racism endures in the United States. While some fight to transform the status quo, many struggle to accept the reality of racial injustice, and still others have become emboldened to publicly embrace white supremacy. This conversation confronts these issues and explores how we can achieve true equity for all.

#### How it works:



4-8  
GUESTS



3 BIG  
QUESTIONS



EQUAL TIME  
TO SHARE



ONE VOICE  
AT A TIME

### GROUND RULES

Here are some ground rules to create a safe space for conversation:

#### BE CURIOUS AND WILLING TO LEARN

Conversation is as much about listening as it is about talking. Listen and be open to hearing all points of view. As you learn, try to sit with any discomfort and remember that it's okay to be wrong at times. Let's normalize changing our minds after listening to new perspectives.

#### BE MINDFUL AND SHOW RESPECT

Conversations encourage vulnerability. Be mindful of people's privacy and acknowledge their bravery. What is said here stays here, what is learned here leaves here.

#### LIVED EXPERIENCE

Be respectful of those with lived experience. Avoid tokenizing them or putting an undue burden on them by asking them to educate or explain. Let them take the lead with how much they want to share.

#### SUSPEND JUDGMENT AND ASSUMPTIONS

Setting judgments aside opens you up to learning from others and helps them feel respected and appreciated. Rather than making assumptions, listen and ask questions to better understand who another person is and where they are coming from.

#### BE AUTHENTIC AND WELCOME THAT FROM OTHERS

Speak authentically from your personal experience. Personal stories open our hearts. Look for common ground and appreciate the differences in the beliefs and opinions of others.



## Conversation Guide

**Introductions:** Share your name, where you grew up, and one person who you consider to be a hero.  
1 minute per person

**Question 1:** While equality seeks to promote fairness and justice, equity seeks to understand what different people need in order to enjoy full, healthy lives.<sup>1</sup> Equity is important because it acknowledges that not everyone is starting from the same place, or has the same needs.  
2-3 minutes per person

**Can you recall a moment when you first realized society isn't always just, impartial and fair to all races? Did you think you should do something about it? Did you feel you *could* do something about it?**

**Question 2:** Consider the following:  
3-4 minutes per person

- The typical White family has eight times the wealth of the typical Black family and five times the wealth of the typical Hispanic family.<sup>2</sup>
- The Covid mortality rate for Native Americans is almost twice that of white Americans.<sup>3</sup>
- Asian Americans continue to face discrimination in the workplace, with research showing they are the least likely group to be promoted to management.<sup>4</sup>

**What are some past events or policies that have contributed to racial inequality in America? How are racial inequities maintained or amplified today?**

**Question 3:** Anti-racism activist Tim Wise said, "If we don't figure out a way to create equity, real equity, of opportunity and access, to good schools, housing, health care, and decent paying jobs, we're not going to survive as a productive and healthy society."  
3-4 minutes per person

**What does real racial equity look like to you? What progress would you like to see this country achieve in your lifetime? And what's one thing you or your community can do to help make this vision come true?**

**What's next:** Thank you for participating in this conversation and sharing your stories, values and vision. Next, you will receive a survey asking for your feedback and your thoughts on **Racial Equity**.

\*Remember to take a photo of the dinner and share on social media.  
**#RacialEquity #CivicDinners @CivicDinners**

<sup>1</sup>Equity vs. Equality and Other Racial Justice Definitions." The Annie E. Casey Foundation, April 14, 2021.

<sup>2</sup>Bhutta, Neil, Andrew C. Chang, Lisa J. Dettling, Joanne W. Hsu, and Julia Hewitt. "Disparities in Wealth by Race and Ethnicity in the 2019 Survey of Consumer Finances." The Fed, September 28, 2020.

<sup>3</sup>Lakhani, Nina. "Exclusive: Indigenous Americans Dying from Covid at Twice the Rate of White Americans." The Guardian. Guardian News and Media, February 4, 2021.

<sup>4</sup>Gee, Buck, and Denise Peck. "Asian Americans Are the Least Likely Group in the U.S. to Be Promoted to Management." Harvard Business Review, May 31, 2018.



# Brookhaven Civic Dinners Survey - Racial Equity

Thank you for joining this Racial Equity Civic Dinner.

We hope this conversation was welcoming and insightful, and that you leave feeling inspired and ready to take action. So that we can better understand the impact of this conversation on the community, please take a few minutes to complete this survey.

We appreciate your time and feedback!

---

\* Required

1. Email address \*

---

2. Are you a resident of the City of Brookhaven? \*

*Mark only one oval.*

Yes

No

3. Were you a conversation host or guest? \*

*Mark only one oval.*

Host

Guest

4. If you feel comfortable doing so, please select your race/ethnicity.

*Check all that apply.*

- African American/Black
- American Indian
- Asian American/Pacific Islander
- Latino/a/x
- Middle Eastern/North African
- White/Caucasian

Other:  \_\_\_\_\_

5. How did you come into this conversation?

*Mark only one oval.*

- Reluctant
- Neutral
- Eager, perhaps with reservations
- Excited

6. Did your self-awareness around racial equity improve because of this conversation?

*Mark only one oval.*

- Yes
- No

7. How much do you care about issues of racial equity in the City of Brookhaven? \*

*Mark only one oval.*

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Deeply

8. Based on your experience, is Brookhaven a community welcoming to all backgrounds? \*

*Mark only one oval.*

	1	2	3	4	5	
Not at all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very welcoming

9. How should the City of Brookhaven prioritize issues of racial equity? \*

*Mark only one oval.*

- Not at all
- Low
- Moderate
- Significant priority
- High/top priority

10. What motivated you to join this conversation?

*Check all that apply.*

- Curious about the topic
- Wanted to meet people in the community
- Always looking for a good conversation
- Eager to see cities take action on racial equity
- Wanted to learn more about Brookhaven's work in this area

Other:  \_\_\_\_\_

11. What is your level of inspiration to take action after the conversation? \*

*Mark only one oval.*

	1	2	3	4	5	
None	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very inspired

12. What are your key takeaways from the conversation (points people made that resonate with you)?

---

---

---

---

---

13. Are there any action steps that you commit to as you leave this conversation? If so, what are they?

---

---

---

---

---

14. As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?

---

---

---

---

---

15. Would you like to be made aware of future engagement opportunities with this Commission?

*Mark only one oval.*

Yes

No

16. Is there anything else that you'd like our team to know about your experience?

---

---

---

---

---

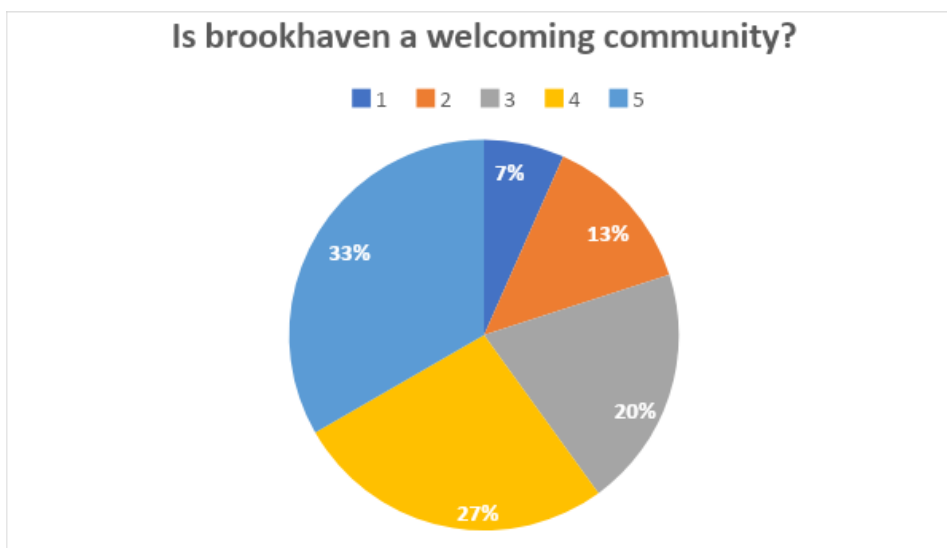
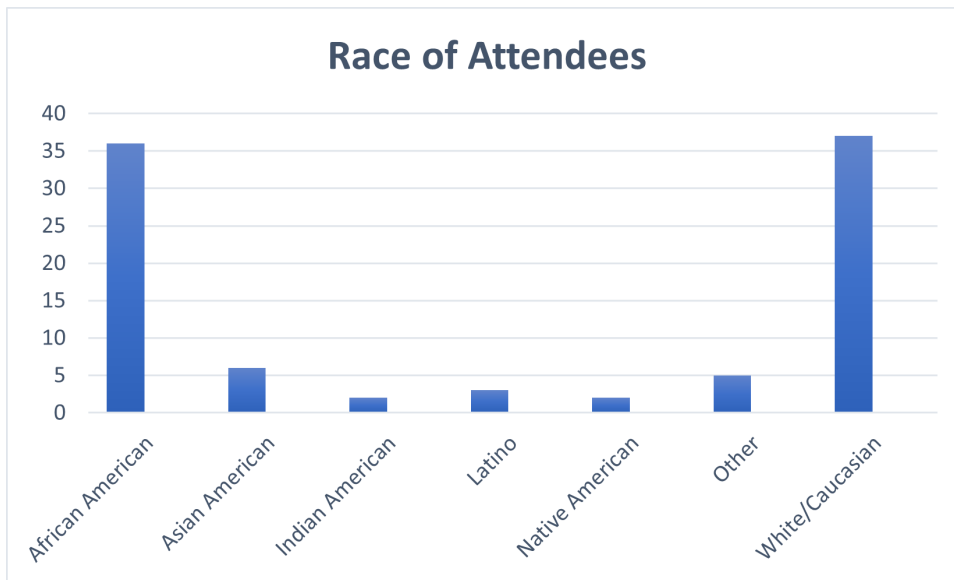
---

This content is neither created nor endorsed by Google.

Google Forms

## Brookhaven Civic Dinners Survey

- 151 attendees. 117 surveys completed – **77% completion rate!**
- 92 of 117 (79%) were residents of Brookhaven
- Of those, **69%** were eager or excited to participate
- **68%** of respondents said **their self-awareness around racial equity improved**
- **79%** said the City should make racial equity “High/top priority” or “Significant priority” in policy making
- 79% stated they were **inspired** or **very inspired to take action** after the dinners
- Key takeaways: Conversation is powerful, more is needed, individual lessons



# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
6/30/2021 21:40:18	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	4	2	Significant priority	Wanted to meet people in the community, Always looking for a good conversation, Wanted to learn more about Brookhaven's work in this area	3	The statement that "Brookhaven was created to distance itself" and that equity was not an ideal that was factored into the vision for the city but, because it "looks bad" to share truth the city attempts to give the impression of equity for all.	Continue to listen to varying points of view and to take opportunities for my voice to be heard.	Take at least 2-4 hard recommendations made by the Commission and commit to implementing them. Invite the Mayor and/or City Council to participate in Civic Dinners to hear and to be heard. Does the Mayor and City Council believe there are inequities in Brookhaven? If so, in what areas? Is there a sincere commitment to address or change them? What is the Mayor's and City Council's desired outcome of the work of the SJREC? What is there commitment regarding the outcomes?	Yes	There were 3 of us who were online. A 4th person had issues logging into the system.
6/30/2021 22:00:53	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	3	Significant priority	Eager to see cities take action on racial equity	5	My own biases or biases that I adopt as well as the eagerness of others to promote social equity.			Yes	
7/1/2021 14:46:41	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	4	Significant priority	Eager to see cities take action on racial equity	5	We have a wealth of diverse talent and skillsets to bring to the table!	Yes. Understanding this subject from other people's experiences and the journey we're each having. Finding meaningful and consequential improvements we can effect together with city leadership and citizens' involvement.	Focus on improving outcomes and understand the timeline for each improvement's likely realization of our goal.	Yes	I'm very glad to be a part of this Commission!
7/1/2021 15:46:45	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	3	Significant priority	Always looking for a good conversation	4	older people who have lived through different times can be presently motivated to do Equity work.	Listen more. Talk less.			
7/1/2021 20:03:11	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	2	Significant priority	Eager to see cities take action on racial equity	4	It is vital that we include all voices in Brookhaven in our work. I am concerned that we have unintentionally omitted some key voices.	Continue working on equity and inclusion issues in City.	I am still formulating them	Yes	
7/1/2021 20:08:36	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	5	2	High/top priority	required as a commission member	3	The city/commission leadership would rather have us spend our time in dialogue than actually trying to address the systemic and structural problems that exist in Brookhaven	To continue to challenge the commission to engage in substantive work instead of performative conversations and self-congratulations	I would love to see the Mayor and City Council do a number of things 1) dramatically increase investments in affordable housing in the city. 2) disproportionately invest in businesses owned by People of Color, 3) establish Lynwood Park as a historic district and adopt policy that will prevent it from being gentrified and its residents pushed out by wealth and whiteness, 4) significantly reduce the size and budget of the police department and shift to a model of community-led safety.	No	I think all of the civic dinner meetings held at or catered by a restaurant should be required to be at a "minority-owned" restaurant
7/1/2021 22:41:43	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	4	3	Significant priority	Wanted to meet people in the community, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	4	Allow others to share their perspective and experiences without judgement			Yes	Really enjoyed the open-ended questions that allowed everyone to easily transition to another topic

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
7/1/2021 23:14:38	[REDACTED]	Yes	Guest	African American/Black	Excited	No	5	3	High/top priority	Wanted to meet people in the community	5	We have some committed residents of Brookhaven interested to actively make progress, pleased to be included	Host a civic dinner...or 2	Would expect that confirmation of commitments as a result of recommendations be shared with commission, including details like who will carry out actions/what can be expected/and targeted dates by when the actions will begin and end. It would be important to understand why any of the recommendations wouldn't be accepted with an opportunity to engage around the topic with a genuine attempt to find alternative solutions.	Yes	Great getting to know my fellow commissioners a little better - awesome group and honored to be included.
7/8/2021 21:01:06	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	4	Significant priority	Eager to see cities take action on racial equity, Wanted to hear others' experiences and goals.	5	Historical genesis of systemic racism and its aftereffects today.	Keep reading, learning, participating and sharing with my friends and neighbors.	Improve economic opportunities and outcomes for economically disadvantaged individuals and families.	Yes	Learning never stops.
7/8/2021 21:55:07	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	4	Significant priority	Curious about the topic, I am a member of the SJREC	4	We need more conversation with our neighbors to make changes.				It was great to have a frank and civil conversation regarding a difficult subject
7/8/2021 21:56:05	[REDACTED]	Yes	Host	African American/Black	Neutral	Yes	5	5	High/top priority	Eager to see cities take action on racial equity	5	That there needs to be some training that de-program the mindsets that was derived from the historical past.	To consciously drive honest conversations in my circles to change society one step at a time...		Yes	We had a great dialogue and conversation at our civic dinner. The experiences shared by all was sincere.
7/8/2021 22:18:25	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	4	4	Moderate	Wanted to learn more about Brookhaven's work in this area	4	Brookhaven P.D. adjusting its arrest and data collection to accurately reflect the population's being charged.	Continuing to call out and challenge inaccurate or insensitive comments or conversations, particularly among those who SHOULD know better.	Ongoing SJREC Town Halls on topics 1-3 times a year, open to the public or web streamed.	Yes	Great restaurant choice and host.
7/9/2021 8:44:55	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	5	4	High/top priority	Wanted to meet people in the community, Always looking for a good conversation	5	How much work there is to go to change systems and cultural mindsets.	Continue to work for the commission, and provide opportunities and resources that can help individuals grow in consciousness.	I'm on the commission.	Yes	No.
7/29/2021 22:22:38	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	4	High/top priority	Eager to see cities take action on racial equity	5	Social and legal systems promoting inequity include access to education, voting access, racial/ethnic segregation, financing/generational wealth, incarceration, language barriers.	Spread the word about joining our Civic Dinners, take small steps where you live and work to expand awareness of inequities, talk with those who may not understand that we have racist systems which promote inequity.		Yes	
7/30/2021 11:22:09	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	No	4	3	Significant priority	Always looking for a good conversation	2	In general, the understanding of the legacy of racial inequity is shallow.	Voter engagement	The city of Brookhaven's founding was based on a new segregation--geographic and economic. Not sure where to go from there.	Yes	
7/30/2021 14:22:11	[REDACTED]	No	Host	White/Caucasian	Excited	Yes	4	3	Significant priority	Curious about the topic, Always looking for a good conversation, I'm finding that hearing other people's views on/experiences with race helps me develop greater understanding of this topic and what can be done to remedy racial inequities.	4	1. That conversations about race are bigger than just conversations about Black/White dynamics. 2. That there are extremists on both the Left and the Right but plenty of Moderates in the middle with whom we can have productive conversations where everyone listens to understand and is open to learning new things.	To learn more about my own racial biases.	Not at this time.	Yes	1. Tom Woodward was a wonderful host! 2. For people responding to this survey who are not from Brookhaven, it would be nice to have "Not applicable" (N/A) or "Don't Know" options on the questions specifically related to Brookhaven.
7/30/2021 16:04:05	[REDACTED]	Yes	Guest	Latino/a/x	Eager, perhaps with reservations	No	3	5	Significant priority	Wanted to meet people in the community	2	My own privilege, the empathy of my neighbors	Engage in difficult conversations with others	No	Yes	It brought me closer together to my community and I networked with a neighbor to engage in a different group that discusses politics.



# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/1/2021 15:48:54	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	2	High/top priority	Eager to see cities take action on racial equity	4	<p>Police need to get the name, phone number, and details of the "suspicious activity noted" from people who call to report "suspicious activity" on private property and make a determination of whether the caller might be racially profiling the "suspected criminal." A follow-up educational call needs to be made to the caller, if a reasonable investigation of the "suspicious activity" (one officer drive-by of the place where the "suspicious activity" is supposedly taking place, not carloads of officers) determines that the "suspected criminal" was racially profiled by the caller.</p> <p>Action needs to be taken to prevent much needed funds from being diverted from our public schools.</p> <p>Critical race theory needs to be taught in schools and Whites need to be educated on white privilege.</p> <p>More Whites need to openly speak out against racist policies and activities within their circles of relatives, friends, and associates (become antiracists).</p>	I will continue to get into "good trouble" and engage in conversation with others who are committed to build the beloved community of which Dr. Martin L. King and John Lewis spoke.	Have regular social activities where neighbors are encouraged to share stories and get to know each other as fellow human beings	Yes	I enjoyed the honest exchange between the participants.
8/2/2021 10:58:59	[REDACTED]	Yes	Host	White/Caucasian	Reluctant	Yes	5	3	Significant priority	Wanted to learn more about Brookhaven's work in this area	4	<p>There definitely is prejudice in Brookhaven-black people out in their yard or walking are considered "suspicious activity"; basically white people do not realize that black people are our neighbors and have a place in our community and what should be the response of the Brookhaven police--Do they need to send 3 or more police cars?; A good way to understand equality vs. equity--you give two people a stick to strike a pinatta. One person is tall and can reach the pinatta without difficulty, but a short person cannot reach the pinatta to strike it. Equality is you give each a stick to strike the pinatta; Equity is when you give the short person a stool to reach the pinatta to strike it</p>	I am on the Police Accountability sub-committee. I would like to find out more about their response to calls of "Suspicious Activity". Do they do any follow-up with the neighbor who calls in the "Suspicious Activity" to educate the neighbor that blacks do live in our neighborhoods and can certainly walk our streets? How do they decide how many police cars to send? Any difference if white or black person involved? Brookhaven's policy on affordable housing --I will send this statement to participants	Reconsider affordable housing in Brookhaven, gentrification; equitable taxation to businesses moving into N. Druid Hills Rd area; Need to educate Brookhaven citizens regarding the presence and acceptance of our fellow neighbors of color; Continued training of Brookhaven police in handling various situations, particularly if there really is "suspicious activity" or just misguided Brookhaven neighbors and educating them regarding people of color in our city	Yes	Two persons did not make it to the gathering, Suzanne Ernst and Frank McClosky; Thank you to Inclusiv for making it pretty easy to do, thank you to Brookhaven Parks and Recreation for granting us free use of the Blackburn Park Pavilion. I thought it went pretty well.
8/2/2021 11:45:36	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	2	High/top priority	Wanted to meet people in the community, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	<p>We have a long way to go as a community to end racism. Much work as individuals is yet to be done.</p>	To stay engaged and seek other opportunities for similar discussions with neighbors.	Somehow provide constructive feedback to white people who call the police about Black neighbors walking in their own yards and neighborhoods. If victims are willing, share stories anonymously of racially motivated requests for police with entire community in Brookhaven newsletter.	Yes	It was a very powerful meeting. Grateful it was not just all white people at the discussion.

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/2/2021 21:02:31	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	3	Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	We lack diversity and affordability and will have to work hard to not be mostly white privileged and to invest in affordable housing and rhoad a that have diverse populations to make sure they can stay	Speak to family and follow up and stay informed	Be proactive in spending with black business leaders and highlighting success stories ans recruiting to to city leadership so we can have more success and build from there	Yes	Thankn
8/5/2021 20:53:07	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	No	5	5	Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	There were no Black men present (that wasn't a point anyone made, just something that I noticed).	Follow up with the connections made this evening so that I can get more actively involved in the community.		Yes	
8/5/2021 21:01:26	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	Yes	4	3	Moderate	Eager to see cities take action on racial equity	3	Generational wealth and education are key factors	No action	Not at this time	Yes	
8/5/2021 21:04:48	[REDACTED]	Yes	Guest	African American/Black	Excited		5	4	Significant priority	Wanted to meet people in the community. Eager to see cities take action on racial equity	5	Appreciated the open dialogue and authenticity	Continue the conversations and continue to make strides to raise awareness	Making preservation of Lynwood Park a priority. The history is so deeply important		Charlene was an excellent host and she is deeply passionate about this work
8/5/2021 22:13:24	[REDACTED]	Yes	Host	African American/Black	Excited	No	4	2	Significant priority	Wanted to meet people in the community. Always looking for a good conversation. Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/6/2021 0:13:29	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	Yes	4	3	Moderate	Eager to see cities take action on racial equity	3	Generational wealth and education are key factors	No action	Not at this time	Yes	
8/6/2021 9:20:47	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	4	Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	4	The importance of creating city policies that ensure affordable housing so people of color are not gradually displaced from Brookhaven due to rising rent/housing costs. Taking efforts to preserve historically black neighborhoods like Lynwood Park. Developing programs for youth to learn trade skills (not just assume a college track for all) like auto repair, HVAC, plumbing, electrician, sewing, etc.	I would be willing to volunteer to support racial equity initiatives the commission decides to move forward with.	Focus on policies that prioritize affordable housing in Brookhaven. As a therapist, its a dream of mine that a mental health response team be added to the Public Safety department for dispatch when mental health crisis calls come in.	Yes	Very positive experience. Host created a welcoming and safe space for listening and sharing. Giving 3 questions ahead of time may be helpful for people who process information differently so they can read/reflect before arriving to dinners.
8/6/2021 9:22:14	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	4	High/top priority	Eager to see cities take action on racial equity	5	The generational wealth gap is impactful in our community.	Follow through on addressing inequities.	Top priority to fund and implement the Lynwood Recognition Ordinance provisions.	Yes	
8/6/2021 15:36:23	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	No	5	3	Significant priority	Eager to see cities take action on racial equity	5	lack of affordable housing in Brookhaven, the preservation of history in Brookhaven	I plan to encourage others in my community to get in on the conversation		Yes	
8/9/2021 19:41:05	[REDACTED]	No	Host	African American/Black	Excited	Yes	5	4	Significant priority	Curious about the topic	3	We are all different!	Listening more	More cultural events. Train city staff	Yes	Thank you!
8/9/2021 20:12:39	[REDACTED]	No	Host	African American/Black	Excited	Yes	5	4	High/top priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation. Wanted to learn more about Brookhaven's work in this area	5	People either have a sense of belonging or don't. POC typically feel as if they don't belong.	Keep continuing this conversation!		Yes	
8/9/2021 20:12:43	[REDACTED]	No	Host	African American/Black	Eager, perhaps with reservations	Yes	4	4	Significant priority	Curious about the topic	5	We all have different perspectives based on our life experiences.	Continue the conversation. I was a part of a dynamic group.	No, not at this time.	Yes	Great group.
8/9/2021 20:17:16	[REDACTED]	Yes	Guest	Asian American/Pacific Islander	Excited	Yes	4	3	High/top priority	Eager to see cities take action on racial equity	4	points of view are different and worth listening to		Incorporate BLM into all city signage	Yes	
8/9/2021 20:18:17	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	3	Significant priority	Always looking for a good conversation	4	Equity	Read and listen		Yes	
8/9/2021 20:19:59	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	4	4	Significant priority	Eager to see cities take action on racial equity	4	Listening to understand - conversations key to understanding and growth	Speaking out when I am aware of inequality in our community		Yes	Great facilitator - Ashani

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/9/2021 20:20:04	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	2	Significant priority	Wanted to meet people in the community, Eager to see cities take action on racial equity.	4	What you learn you'll take with you.	Create more conversations about DEI	Housing equity	Yes	Not at this time
8/9/2021 20:20:13	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	3	High/top priority	Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	More work needs to be done and there are ways I can get involved (eg host w civic dinner)	Yes- hosting a civic dinner	Bring more representatives in the community to the table	Yes	My host Cate Murithi-Kohl was amazing!
8/9/2021 20:20:30	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	5	4	Significant priority	Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/9/2021 20:20:57	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	5	High/top priority	Wanted to meet people in the community	5	Keep giving my inclusive viewpoint	Talk to more people	No	Yes	Great discussion
8/9/2021 20:20:59	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	3	Significant priority	Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/9/2021 20:21:09	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	4	5	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	Suppression over time.	Yes. Work on interactions with all people.	Keep the effort going and keep it at the forefront.	Yes	Interesting stuff
8/9/2021 20:21:12	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	4	High/top priority	Curious about the topic, Eager to see cities take action on racial equity	5	That there is more I can do to educate myself about systemic racism and impact	Further education and have more of these types of conversation day to day	Examine policies for impact	Yes	Fantastic experience and thankful the City of Brookhaven is promoting these conversations in the community! The impact will go far beyond this evening.
8/9/2021 20:23:12	[REDACTED]	Yes	Guest	African American/Black	Neutral	Yes	4	5	Significant priority	Curious about the topic, Wanted to meet people in the community	5				No	I loved this creating dialogue is always such a blessing to furthering society
8/9/2021 20:24:04	[REDACTED]	Yes	Host	African American/Black	Eager, perhaps with reservations	Yes	4	4	Significant priority	Eager to see cities take action on racial equity	4	There is an opportunity for white allies to build bridges with friends who don't interact with people of color.	Be Neighbory!!	I hope that the Brookhaven can continue to focus on prioritizing affordable housing as a pathway for creating opportunities for all.	Yes	Thank you for such a wonderful experience! Not long enough to answer questions more thoroughly.
8/9/2021 20:24:26	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	5	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	Excellent open dialogue.	Listen more.	Definitely.	Yes	
8/9/2021 20:24:27	[REDACTED]	Yes	Guest	African American/Black, White/Caucasian	Eager, perhaps with reservations	Yes	5	3	High/top priority	Curious about the topic, Always looking for a good conversation, Eager to see cities take action on racial equity	5	One important thing I took away from this conversation is the importance of the inclusion of different languages.	I will challenge myself to attend more events like this one to help my community and to learn more	Please include more languages on signage throughout the city to make it easier for people to get around and for people to be more comfortable.	Yes	Thank you! It was very fun
8/9/2021 20:24:28	[REDACTED]	Yes	Guest	Latino/a/x	Neutral	Yes	4	4	Significant priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	3		Get more involved.	More dinners like this and walks to raise money	Yes	
8/9/2021 20:24:33	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	5	4	Significant priority	Wanted to learn more about Brookhaven's work in this area	4	Listen	Listen		Yes	
8/9/2021 20:24:38	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	5	5	Significant priority	Curious about the topic	5	Sense of belonging	Heightened awareness	More civic meetings	Yes	
8/9/2021 20:24:41	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	3	High/top priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	We begin with what we are passionate about	I will push for recognition of areas where homes were taken from black families	Continue these conversations, ask for specific commitments at these dinners	Yes	This was fantastic and very useful.
8/9/2021 20:24:41	[REDACTED]	Yes	Guest	Indian American	Neutral	Yes	5	5	Significant priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Wanted to learn more about Brookhaven's work in this area	4				Yes	

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/9/2021 20:24:57	[REDACTED]	Yes	Host	Asian American/Pacific Islander	Excited	Yes	5	4	High/top priority	Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity	5				Yes	
8/9/2021 20:24:59	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	5	High/top priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	Learned a lot from the guest	Take part in the community	Be more inclusive	Yes	Great job
8/9/2021 20:25:25	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	5	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	We have a lot of work to do but people anxious to do it.	To keep the conversation going and serve in any way asked.	Decriminalize crimes that target minorities, hire social workers and utilize them instead of police for matters that don't require guns.	Yes	Please keep this work going!
8/9/2021 20:25:41	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5	5	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	We still have work to do on bias awareness			Yes	
8/9/2021 20:25:48	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	5	5	Moderate	Wanted to learn more about Brookhaven's work in this area	3	You can't legislate equity			Yes	
8/9/2021 20:25:56	[REDACTED]	Yes	Host	White/Caucasian	Excited	No	5	3	High/top priority	Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	Misunderstanding of affirmative action from other group members	To continue the convo with neighbors	I'd like to serve on the commission	Yes	Hi Jenn!
8/9/2021 20:26:16	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	Yes	4	4	Significant priority	Wanted to meet people in the community	3				No	
8/9/2021 20:26:23	[REDACTED]	Yes	Host	Asian American/Pacific Islander	Eager, perhaps with reservations	Yes	5	4	High/top priority	Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	Stay curious and be open.	Yes, be more open to talking to strangers in my neighborhood.		Yes	
8/9/2021 20:26:29	[REDACTED]	Yes	Guest	African American/Black, Asian American/Pacific Islander, White/Caucasian	Excited	Yes	5	2	High/top priority	Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	Conversations are powerful.	I commit to carrying on the conversation.	More forums on this topic	Yes	Great experience worth repeating!
8/9/2021 20:26:31	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	1	5	Not at all	Curious about the topic	1	America is free	No	Leave me alone	Yes	L leave us alone
8/9/2021 20:26:53	[REDACTED]	No	Guest	African American/Black	Excited	Yes	3	3	High/top priority	Curious about the topic, Always looking for a good conversation, Eager to see cities take action on racial equity, Went to Oglethorpe, interested to see the progressive changes	5	People side with those who look like them or they relate to and that can hold us back at times.	I can commit to doing more research and being more open to convo like these.	Maybe a public forum for feedback on how the city is handling racial issues.	Yes	
8/9/2021 20:26:53	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	3	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	Everyone comes from a different place - but we all have to be aimed in unison at true racial equity.			Yes	
8/9/2021 20:27:05	[REDACTED]	Yes	Guest	Asian American/Pacific Islander, Middle Eastern/North African, Indian Muslim	Eager, perhaps with reservations	Yes	4	4	Significant priority	Eager to see cities take action on racial equity, Represent the Muslim American group	4	There's plenty of inequity in Brookhaven still lots of opportunity for improvement	Learn more about Lynnwood inequity	I'd like Brookhaven to consider additional communities like the Muslim community	Yes	
8/9/2021 20:27:21	[REDACTED]	Yes	Guest	American Indian	Neutral	No	1	5	Not at all	Brookhaven doesn't need this BS - we are a very diverse community - go to Atlanta where this is a problem	1	We are one people	None - except organizations like this promote racial divide	Disband - we don't need your group in our diverse community - stop wasting tax payer money	Yes	
8/9/2021 20:27:21	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	5	Significant priority	Curious about the topic, Always looking for a good conversation	5	racial groups are not monolithic	continue to engage in conversation	listen to the community	Yes	
8/9/2021 20:27:30	[REDACTED]	Yes	Guest		Neutral	No	3	2	Moderate	All the above	3	Not sure	Continue to be vocal. Continue to dig deeper	listen to the community	Yes	
8/9/2021 20:27:33	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	3	High/top priority	Eager to see cities take action on racial equity	5	Ignorance is prevalent. Shared experience and narrative is important/ may be the closest they will come to expanding their lens. More of this!	Host more dinners		Yes	

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/9/2021 20:27:33	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	5	5	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	Didn't realize it was a hot topic here.	keeping connected with comm	not yet	Yes	more time with comm
8/9/2021 20:27:37	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	4	High/top priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	Exposure is key to changing the root of racial issues	Continuing the conversation	Opening up the conversation to inclusive urban development	Yes	Zaki did an amazing job facilitating
8/9/2021 20:27:39	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	2	High/top priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	4	We have lot of work to do.	Listen better to all folks.	More of these kinds of interaction.	Yes	Not at this time
8/9/2021 20:27:41	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	5	Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation, Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	More opportunities to bring different cultures together is key to make progress in leveling the playing field.	Continue finding opportunities to reach out and expand cross cultural experiences.		Yes	
8/9/2021 20:27:52	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	5	High/top priority	Always looking for a good conversation	5	People's diverse thoughts	Continue the dialogues		Yes	
8/9/2021 20:28:16	[REDACTED]	Yes	Host	Latino/a/x	Excited	Yes	5	5	High/top priority	Eager to see cities take action on racial equity. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	We need to continue these conversations and better understanding of the history of racial inequalities.	Be engaged not shy away from discussing the issue. Our table would welcome another dinner.		Yes	
8/9/2021 20:28:28	[REDACTED]	No	Guest	Middle Eastern/North African	Neutral	Yes	5	4	Moderate	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	Acknowledge the past. What you focus on expands.	Continue asking hard questions	Mental health de-escalation training for the police Dept.	Yes	Table # 9 was phenomenal at open, honest conversation
8/9/2021 20:28:39	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	4	4	Significant priority	Wanted to learn more about Brookhaven's work in this area	3	We have a ways to go to reduce racism in Brookhaven, Atlanta and Georgia	Yes - I'm going to engage Cross Keys High School	More engagement with Big Brothers and Big Sisters of Atlanta for Brookhaven kids	Yes	
8/9/2021 20:28:44	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	5	3	Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation, Eager to see cities take action on racial equity	5	There is work to do	Continue the work	More conversations, more diversity in contracts	Yes	
8/9/2021 20:28:48	[REDACTED]	Yes	Guest	African American/Black	Neutral	Yes	5	3	High/top priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation, Eager to see cities take action on racial equity	4	Learning other people's point of view	Tell others about that Brookhaven racial discussion event	Continue these discussions to make the event bigger	Yes	
8/9/2021 20:28:55	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	4	High/top priority	Eager to see cities take action on racial equity	5	The disparity and challenges race is/has been in the community.	Yes., to be a voice and stand up and speak up about the concerns of race, social justice, and equity in our community	work on the issues our community faces	Yes	
8/9/2021 20:29:05	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	4	4	Significant priority	Eager to see cities take action on racial equity	4		Unsure right now.	More conversations like this one!	Yes	
8/9/2021 20:29:30	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	3	5	Moderate	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation	3	Trying to learn what equity truly means and what we can even do about it	Keeping an open mind to further conversations and learning more and more precisely what equity means	Have conversations with people starting with those who are experts on the topic and can better guide us in the right direction	Yes	
8/9/2021 20:29:45	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	1	5	Not at all	Curious about the topic	1	None	No	Stop	Yes	Stop social engineering
8/9/2021 20:29:49	[REDACTED]	No	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	3	2	High/top priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation, Eager to see cities take action on racial equity	4	It's in my hands to move change in my communities and being in touch with people in my community is key	Join outreach committees my Spiritual Living Center of Atlanta offers to make change happen.	Signage in multiple languages or at least include a QR code WHEN there's no space. You're speaking so make sure people can listen to you, read you. And don't make it all on just the internet...print is alive.	Yes	
8/9/2021 20:29:51	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	5	Significant priority	Wanted to learn more about Brookhaven's work in this area	5	People that care are really trying!	Open		Yes	
8/9/2021 20:30:10	[REDACTED]	No	Guest	African American/Black	Eager, perhaps with reservations	No	5	1	Significant priority	Always looking for a good conversation	4	Racial inequality is getting worse not better. In Brookhaven it's now disguised though economic means.	Vote! Call attention to the lack of affordable housing in Brookhaven (which overwhelmingly effects people of color).	Add some working class people into every decision that is made. Brookhaven, like most of the State, is run/controlled by an the "good old boy" network.	Yes	Meet some good people. Food was excellent!

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/9/2021 20:30:41	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	3	5 Moderate	Moderate	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation. Wanted to learn more about Brookhaven's work in this area. I am concerned about social justice/police accountability and interested in discussing the role race plays	5		More conversations to understand people's perspectives and motivations in engaging on these issues, and what actions they want government to take	No government coercion! More freedom and equal opportunity for all people, and learning about the ways that institutions have created and perpetuated injustice	Yes	Great food!
8/9/2021 20:30:45	[REDACTED]	Yes	Host	White/Caucasian	Neutral	No	2	5 Moderate	Moderate	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	3				Yes	
8/9/2021 20:31:01	[REDACTED]	No	Guest	African American/Black	Neutral	No	3	3 Moderate	Moderate	Wanted to learn more about Brookhaven's work in this area	3	People willing to openly share their views.	To open.	N/a	No	Good topic to gain perspective.
8/9/2021 20:31:09	[REDACTED]	Yes	Guest	White/Caucasian	Excited	No	3	5 Moderate	Moderate	Curious on how government presents the concept of racial equity	2	Reasonable, friendly interaction with other ethnic groups	Remain open minded.	Encourage all communities to actively support the police	Yes	Enjoyed the evening and the participants.
8/9/2021 20:31:10	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	1	5 Low	Low	Wanted to learn more about Brookhaven's work in this area. Married to a Hispanic man and our children our half Hispanic and wanted. To learn and I was shocked to learn that we were discussing racial issues	1	Brookhaven is very diverse and welcoming	To really get involved with electing proper officials in Brookhaven to keep it great	To judge people on their inside worth and not the color of their skin	Yes	Very nice gathering and well organized
8/9/2021 20:32:28	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	2 High/top priority	High/top priority	Eager to see cities take action on racial equity	5	More time need to be spent together in safe discussions.	Participate in more discussions	Sponsor more opportunities for safe discussions	Yes	
8/9/2021 20:32:36	[REDACTED]	Yes	Guest	African American/Black, Latino/a/x	Eager, perhaps with reservations	Yes	4	3 Significant priority	Significant priority	Wanted to meet people in the community. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	3	Change starts with conversation.	Attend more civic meetings.	Perhaps have these conversations in the neighborhoods.	Yes	Great opportunity to get to know my neighbor that probably would never talk to me.
8/9/2021 20:36:00	[REDACTED]	Yes	Host	White/Caucasian	Reluctant	Yes	4	3 Moderate	Moderate	Curious about the topic	4	Wide range of topics discussed, centered on economics cs and politics	Keep learning	Keep trying to reach more people	Yes	
8/9/2021 20:38:29	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	1	5 Not at all	Not at all	Curious about the topic	1	Stop talking so much about race, it makes our differences a negative. Let us just coexist.	No	Don't spend so much of our tax dollars on these expensive dinners when you tell residents there is no money to fix Stormwater problems. Really bad optics.	No	Focusing on education is the best gift you leave behind. Encourage everyone to do the same. Education, not indoctrination, will relative the problems you perceive. This is the best country to live in, and we have made more progress with race relations than any other in the world. I'm proud of US.
8/9/2021 20:39:56	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5	3 High/top priority	High/top priority	Eager to see cities take action on racial equity	5	Although racial equity will never occur, these conversations on a local level is a start to head in that direction	Become more active on SJREC	Set a specific date for the city to take action on the recommendations, or drop them; don't stay in limbo	Yes	Conni was a great and challenging host. Our team had divergent views and treated each other with respect. Honest communication was the key
8/9/2021 20:44:08	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	2 Significant priority	Significant priority	Eager to see cities take action on racial equity	5	That some people are scared to express their full opinions and that might be because their lack of experiences with the issue at hand. But they've been open to hearing the conversation and that is a great start	I guess maybe try to engage in more meaningful conversations with strangers. But I will say that as a black woman, sometimes it feels like I have to constantly explain racism to people is exhausting and draining. And creates some disassociation. Which is where my hesitancy to even come to the dinner came from.	Definitely more homebuilt incentives for minorities. The divide in Brookhaven is very noticeable and the housing prices definitely uphold the racial divide and wealth gap	Yes	It went way better than I thought and think this was a great setting for an open talk. It was a little loud in the room though

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/9/2021 20:46:26	[REDACTED]	Yes	Guest	African American/Black	Neutral	Yes	5	3	Significant priority	Curious about the topic, Wanted to meet people in the community, Wanted to learn more about Brookhaven's work in this area	4	More needs to be done in sharing and learning about the social inequalities, schools, work areas, etc	Keep in touch with new people I met	More community involvement like this for discussing issues	Yes	I enjoyed this conversation this evening. Thank you
8/9/2021 20:46:37	[REDACTED]	Yes	Guest	African American/Black	Excited	No	5	5	Significant priority	Always looking for a good conversation	5	That not all black people identify with being African American.	N/A	No	Yes	
8/9/2021 20:50:14	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	5	High/top priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	Learned a lot from the guest	Take part in the community	Be more inclusive	Yes	Great job
8/9/2021 20:51:58	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	4	Significant priority	Eager to see cities take action on racial equity	5	We need to dialogue with people of other races to listen and understand "their stories"	To continue having conversations with others about race equity	to continue getting groups of people together to have more discussion on this topic	Yes	It was a wonderful experience, hearing others speak of their experiences, and making new friends that I would probably not have met. One comment, though: it was very difficult hearing others in the group with all the discussions from the other groups.
8/9/2021 20:55:48	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	4	3	Moderate	Curious about the topic	4	Be more aware, more willing			Yes	
8/9/2021 21:13:11	[REDACTED]	Yes	Guest	White/Caucasian	Excited	No	5	4	Moderate	Wanted to meet people in the community, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	4		Work towards election equity		Yes	
8/9/2021 21:26:30	[REDACTED]	Yes	Host	African American/Black	Neutral	No	5	2	Significant priority	Curious about the topic, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	4	People are not very aware of Brookhaven's investment in this space or priorities to drive improvements. The people in my group were curious in this area but not particularly motivated to do anything different?	Continue to drive awareness in the disparities in this space. I don't know that we had any representation from the Asian or Hispanic community either in this forum	Partner with the Dekalb school board to support supplements in education disparities. Affordable housing and gentrification are a particular concern for disadvantaged communities	Yes	Glad you created the forum. Conversations across different communities are desperately needed.
8/9/2021 21:42:48	[REDACTED]	No	Guest	African American/Black	Excited	No	3	4	Significant priority	Eager to see cities take action on racial equity, Wanted to bring a black perspective as needed	5	Equity must begin through educating our communities and collaborating with diverse groups	Stay connected to the initiative centered around curriculum reform at Oglethorpe Univ.	Collaborate with neighboring commissioners	Yes	Great table talk that I can only pushes all to take action and influence
8/9/2021 22:05:52	[REDACTED]	Yes	Host	Asian American/Pacific Islander	Eager, perhaps with reservations	No	4	4	High/top priority	Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/9/2021 22:10:11	[REDACTED]	Yes	Guest	Asian American/Pacific Islander	Excited	Yes	5	5	High/top priority	Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	To keep the conversation going. To be open to listen to everybody's experiences and respect their truths.	To participate more in the community betterment.	To have more engagement with our local precinct so we get to know our law enforcement and they know us.	Yes	Just want these meetings to happen more.
8/9/2021 22:37:49	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	5	4	Significant priority	Eager to see cities take action on racial equity	5	Concerns for the present and future for equality.	Even though the world may be on fire and in turmoil, continue praying and reminding people to live in the moment and keep hope alive.	Work shops for all people who are suffering from economic/mental instability/homelessness/ etc. during these times are necessary to keep sanity and may help with some crime.	Yes	People are in dire need of conversation and to open up of all areas pertaining to social justice.
8/9/2021 22:43:35	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	4	3	High/top priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity	5	Community communication is key to addressing needs and sharing viewpoints.			No	

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/10/2021 1:13:50	[REDACTED]	Yes	Host	African American/Black	Excited	Yes	5	3	Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/10/2021 1:26:41	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	5	5	Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation. Wanted to learn more about Brookhaven's work in this area	4				Yes	
8/10/2021 3:14:55	[REDACTED]	Yes	Guest	African American/Black	Eager, perhaps with reservations	Yes	5	3	High/top priority	Wanted to meet people in the community. Always looking for a good conversation. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	More work needs to be done and there are ways I can get involved (eg host w civic dinner)	Yes- hosting a civic dinner	Bring more representatives in the community to the table	Yes	My host Cate Murithi-Kohl was amazing!
8/10/2021 6:13:17	[REDACTED]	No	Guest	White/Caucasian	Excited	No	5	3	Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	Challenging us to keep working on this	Continue working		Yes	
8/10/2021 6:13:25	[REDACTED]	No	Guest	White/Caucasian	Excited	No	5	3	Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	Challenging us to keep working on this	Continue working		Yes	
8/10/2021 8:02:21	[REDACTED]	Yes	Host	White/Caucasian	Eager, perhaps with reservations	Yes	4	2	Significant priority		4	white people should embrace other races. give them a seat at the table and not fear them	to actively seek opportunities to bring together people of different backgrounds for civil discourse and increased understanding	I don't have a solution but rather an observation. these types of events tend to attract open-minded people. the folks who are missing are the ones who need to be there but don't know it.	Yes	thank you for offering this experience. it was very meaningful for me.
8/10/2021 8:04:27	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	3	High/top priority	Wanted to learn more about Brookhaven's work in this area	5	Everyone comes from a different place - but we all have to be aimed in unison at true racial equity.			Yes	
8/10/2021 9:31:31	[REDACTED]	Yes	Guest	African American/Black, Asian American/Pacific Islander, White/Caucasian	Excited	Yes	5	2	High/top priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	Conversations are powerful.	I commit to carrying on the conversation.	More forums on this topic	Yes	Great experience worth repeating!
8/10/2021 10:26:44	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	3	5	Not at all	Curious about the topic	3	The term "equity" was not clearly defined. I think the word is being misused in this context.	Continue to be nice to everybody no matter their race. Encourage people to really think about what they mean when they use the word "equity".	No.	Yes	It was a good experience. There are a lot of nice people in Brookhaven.
8/10/2021 11:34:51	[REDACTED]	Yes	Guest	African American/Black	Neutral	Yes	4	5	Significant priority	Curious about the topic. Wanted to meet people in the community	5				No	I loved this creating dialogue is always such a blessing to furthering society
8/10/2021 12:02:30	[REDACTED]	No	Guest	anglo	Excited	Yes	4	3	Significant priority	Eager to see cities take action on racial equity	4	there's a lot of work to do. we are not a kind society	continue to learn Spanish. continue with volunteer opportunities as Covid lets up	be vigilant in opening up housing diversity and opportunities; educate vs. the prejudice of "property values"	Yes	I appreciate the effort that went into it. I wish Chamblee would follow suit!
8/10/2021 12:33:47	[REDACTED]	Yes	Guest	American Indian	Neutral	No	1	5	Not at all	Brookhaven doesn't need this BS - we are a very diverse community - go to atlanta where this is a problem	1	We are one people	None - except organizations like this promote racial divide	Disband - we don't need your group in our diverse community - stop wasting tax payer money	Yes	
8/10/2021 14:28:34	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	3	Significant priority	Wanted to meet people in the community. Always looking for a good conversation. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	5	We are in desperate need to re-ignite and build up deeper humility and empathy in our world, which can start in our immediate community. The work of policy certainly continues in the midst of it, hand-in-hand with the work of the heart.	I will plan to find opportunities for my faith community to get more involved in conversations on race and our community.	not at this time	Yes	thank you!



# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/10/2021 15:05:45	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	4	Significant priority	Eager to see cities take action on racial equity	5	Empathy for others' experience is key and informed by our own personal experience/exposure. We are born "innocent" and free of racism. Racism is learned or taught. We are continually learning about racist policies and systems. Role models (vs. say, media portrayal of racial stereotypes) are important to change harmful biases and behaviors. Generational struggles and stresses should be paid attention to, e.g., young people's concern/fear over their economic challenges, climate change, political polarization, etc. Universal healthcare including mental healthcare is a right. Housing is a right.	Continue the conversations.		Yes	We had a meaningful and memorable evening!
8/10/2021 16:17:25	[REDACTED]	Yes	Guest	White/Caucasian	Excited	No	5	3	Significant priority	Wanted to learn more about Brookhaven's work in this area	4	I started the Blackburn community garden in response to what happened in Ferguson about 8 or 9 years ago. I explained that it was my intention to bring folks together from different social economic, racial and cultural areas together to share with each other and get to know each other because I believe that people are just people and when you get to know them you can't just hate them. the more you can create opportunities for people to come together the better our entire country works. But you need to be able to her them talk to each other and share ideas. A park is a perfect location. Especially in a garden. The ladies liked this idea and knew about the garden. They were cynical about the city and I set them straight about some things. The person next to me, if she had the chance, and we could have heard her better, was trying to say "well my white sister was pulled over by the cops and treated badly, so what is the big deal..." and I tried to say but she wasn't killed which is the difference and why a black boys parents have to tell him about what might happen to him. I don't think it hit home with her and we needed to be able to talk it through and it was impossible.	The parks are not inclusive enough. There are folks on Buford Highway who would love to play soccer on the weekends but the Blackburn fields are locked because they are rented out to Concord so only kids whose families can afford to pay for their kids to play soccer will get to play there. We need to have city leagues and soccer for everyone. They used to play on the field by the large pavilion at Blackburn and that was taken from them. I was also told by a resident that we don't want a basketball hoop put up because that encouraged the wrong people to come. Actually this 71 year old white lady would love to have a place to shoot hoops like they have at Keswick park.	The person who was given the script with questions at our table wasn't very good at staying on topic and we didn't get to all of the questions. She even skipped #1 and started with 2 and I had to get them back to #1. I don't think we got to a part where we discussed action stops. One lady did say after we all acknowledged that wrong and unfair things had happened, what could we do to change it or make it better. To which we all said I don't know and that was that. There just wasn't much diversity at my table and I didn't come away with any thing new.	Yes	I think it could have been handled much better. The facilitators sat at their own table and talked to each other. I really felt like we were on our own. We didn't have a good mix of folks at our table and the conversation wasn't particularly illuminating. There was someone at our table that could have used some illuminating, but we couldn't hear each other talk. When they did this in Decatur years ago a facilitator sat at the table and lead the discussion in a room where everyone could hear each other. I was disappointed because this is a passion of mine. Thanks for the dinner.

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/10/2021 16:34:07	[REDACTED]	Yes	Guest	White/Caucasian	Excited		4		4 Significant priority	Always looking for a good conversation	4	Listen to understand. Building relationships with people eliminates subconscious fear.	Be more proactive on addressing behavior that is not supportive of others.	Became more sensitized to financial barriers that exist for many folks to get ID cards for voting. Having an initiative to help remove those barriers (individually and City funded) - including voluntary resources to help homeless get birth certificates, procure ID cards, etc. would seem to be something that all residents could embrace.	Yes	Host (Alyssa was great).
8/10/2021 16:36:33	[REDACTED]	Yes	Guest	Latino/a/x	Excited	Yes	5		1 High/top priority	Eager to see cities take action on racial equity	5				Yes	
8/10/2021 16:39:55	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5		5 High/top priority	Wanted to meet people in the community	5	Learning from others and Educating others who are unaware to what's happening in the Black community.	N/A	More recreational services for Latino and Black youth! Nightly basketball leagues.etc	Yes	N/A
8/10/2021 16:57:23	[REDACTED]	No	Guest	African American/Black	Eager, perhaps with reservations	No	4		2 Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area	4	Everyone has a story and we need to listen and be compassionate in order to learn about each other.	To continue to have conversations around race issues, no matter how uncomfortable, that educate and inform.	There's a very specific training course around "Whiteness" developed by Rev. Dr. David Alexander, of the Spiritual Living Center of Atlanta, that the commission might want to consider looking into.	Yes	A couple of tables needed more diversity. One was an all white table and 2 others were predominantly black. A little more mix-up. I commend the City of Brookhaven for such a gallant effort to bring communities together for the betterment of the City/metro community.
8/10/2021 17:14:51	[REDACTED]	Yes	Host	African American/Black	Excited	No	4		3 Significant priority	Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area. I work with a non profit org that serves in the Brookhaven community and is deeply impacted by initiatives the city may or may not take	4				Yes	
8/10/2021 17:23:47	[REDACTED]	No	Guest	American Indian, Latino/a/x	Excited	Yes	5		3 High/top priority	Curious about the topic, Wanted to meet people in the community. Always looking for a good conversation	5	Residents of Brookhaven want to champion diversity and inclusivity. They understand the vibrancy of their neighborhood's demographic. They want equity.	I will continue to champion for Brookhaven and find collaborations that bring resources back to the community.	More inclusivity around language, having communication in more than just English. City council members being more engaged with the community. Utilizing city funding for resources needed in the community.	Yes	This event was a great and uplifting experience. My hope is that other municipalities will want to also adopt this concept.
8/10/2021 17:59:58	[REDACTED]	Yes	Guest	African American/Black	Excited	No	2		5 Low	Curious about the topic	1	There seemed to be more facilitators than actual guests making me wonder where are all the people concerned about racial equity in Brookhaven? Perhaps nobody sees a concern in this area?	I plan on running for the Brookhaven mayoral spot. We definitely need a change	Keep on doing exactly what you have been doing Brookhaven! This is almost welcoming area to visit and to live. Already diverse by nature. No need to try to find issues if they don't exist	Yes	It was nice to see how are tax dollars are being wasted
8/10/2021 19:05:57	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5		5 Significant priority	Eager to see cities take action on racial equity	5	Let's base our views on others on character, strengths, and personality, rather than race, National, origin or sexual identity.	Equal opportunity and treatment for all!	Promote equity and inclusion for all citizens of the City of Brookhaven.	Yes	
8/10/2021 19:48:12	[REDACTED]	Yes	Host	African American/Black		No	5		3 High/top priority	I am a Social Justice Commissioner	5	Policy changes, education, exposure and opportunities for minorities of all ages, and in all sectors in the "game changer."	I suggest more of these conversations...people had much more to say than the conversations allowed.		Yes	Great experience.
8/10/2021 19:50:55	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	4		3 High/top priority	Curious about the topic, Wanted to meet people in the community. Always looking for a good conversation, Eager to see cities take action on racial equity	5	Community communication is key to addressing needs and sharing viewpoints.			No	

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/10/2021 21:23:45	[REDACTED]	Yes	Guest		Excited	No	5		3 Significant priority	Wanted to learn more about Brookhaven's work in this area				Facilitating the conversation was a good first step towards addressing social injustice, race and equality. That said, these issues are systemic and have multiple layers which means that there isn't just one silver bullet to fix these problems. It will require many small actions and meaningful baby steps that collectively, can have a huge impact.  One suggestion is to start with the Mayor and the Council to ensure that they, too, have had the difficult and uncomfortable conversations with each other. They could even use a book like Unconscious Bias or Race Theory to help guide the conversation. Maybe take one chapter and discuss/dissect what it means and more importantly, commit to steps each will take in their personal and professional lives to help improve this cause. Asking the question - what will I personally do differently? It could be as simple as promising to speak up when around others who use racial slurs or use rhetoric to spur controversial chaos. Simply put, it starts with yourself. This helps ensure the sustainability of such projects or causes. If not, then it may just become the "flavor of the month".	Yes	First, I'd like to thank you again for hosting the event. I'd also like to acknowledge the City of Brookhaven for willing to be more inclusive and to listen; something we should not take for granted. That said, there were some participants whose behavior appeared to be unwilling to listen, and instead politicize issues. I found this to be very counter productive. I'm not at all suggesting that we should all share the same views but when you're completely unwilling to come up with ideas and have an open mind, there's no way to respectfully agree to disagree.  I would like to speak with someone from the committee to provide further context and examples.
8/10/2021 23:29:05	[REDACTED]	Yes	Guest	African American/Black	Excited	Yes	5		3 High/top priority	Eager to see cities take action on racial equity		Everyone's willingness to take steps towards equality.	Continue to be open to have the hard conversations and to bring awareness to social issues.	Continue to have these meetings that bring people together.	Yes	Very well organized.
8/11/2021 8:38:44	[REDACTED]	No	Host	White/Caucasian	Neutral	Yes	5		4 Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation					No	
8/11/2021 8:41:44	[REDACTED]	Yes	Guest	White/Caucasian	Eager, perhaps with reservations	Yes	5		5 Significant priority	Curious about the topic. Wanted to meet people in the community. Eager to see cities take action on racial equity. Wanted to learn more about Brookhaven's work in this area		people were open and interested. I would like more such opportunities to talk with them	not yet, but open to ideas		Yes	
8/11/2021 9:40:43	[REDACTED]	Yes	Guest	White/Caucasian		Yes	5		4 Significant priority	Curious about the topic		We had a great discussion at our table and I came away looking forward to continuing the conversation with members of our group and one other table.	I would like to continue to learn about the topic and how it impacts others at our table. Ultimately, how can we help each other with issues currently being faced.	Continue the discussion and look for ways to reduce racial injustice.	Yes	No.
8/11/2021 10:34:27	[REDACTED]	Yes	Guest	African American/Black	Neutral	No	1		5 Not at all	Curious about the topic		1 nothing	Stop doing this	Worry about the parks	Yes	
8/11/2021 10:41:32	[REDACTED]	No	Host	White/Caucasian	Neutral	Yes	5		4 Significant priority	Curious about the topic. Wanted to meet people in the community. Always looking for a good conversation		4			No	

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/11/2021 13:23:29	[REDACTED]	No	Guest	African American/Black	Neutral	No	2	3	High/top priority	Curious about the topic	3	I think there is a lot of talk but no action taken to improve racial injustice	I would like to see civic dinners held in the south DeKalb area. I would like to know what can be done to make this happen.	No, I do not live in the Brookhaven area, therefore I do not have knowledge as to what the Brookhaven Mayor or City Council is doing.	No	Would have been better in a bigger restaurant and people spread out since we are still in COVID environment
8/11/2021 16:10:11	[REDACTED]	Yes	Guest	White/Caucasian	Neutral	No	3	5	Not at all	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Wanted to learn more about Brookhaven's work in this area	3	There was good and detailed civil discourse. A little concerned at the assumptions as to terms like 'equity'. Also concerned that there is a pre-determined ideology behind the topic questions.	A willingness to engage in more dialogue.	Please publish any findings to the public and or planned recommendations 3 weeks prior to presenting any findings or recommendations to the council.	Yes	It was well done.
8/11/2021 16:49:03	[REDACTED]	Yes	Host	African American/Black	Eager, perhaps with reservations	Yes	5	3	Significant priority	Wanted to meet people in the community, Always looking for a good conversation	4	Heard from multiple people that the lack of affordable housing in Brookhaven was a huge equity issue	Following up with city commissioners to see what, if anything, has been considered to address the concern surrounding affordable housing.	More content should be published in Spanish.	Yes	The conversation was great but there is a desperate need to bring voices from different backgrounds to these events. Sometimes it feels as though there is too much agreement and not enough questioning because everyone present wants to embrace diversity in Brookhaven and recognizes that racial equity is an issue. We need to do something to hear from people who don't see it as an issue.
8/12/2021 12:19:02	[REDACTED]	No	Guest	African American/Black	Excited	No	5	3	Significant priority	Eager to see cities take action on racial equity	4	More education & white male involvement.	encourage more conversation	Teach more African-American history from Reconstruction to current day & laws and policies.	Yes	Schedule more discussions.
8/13/2021 12:01:18	[REDACTED]	Yes	Guest	White/Caucasian	Excited	Yes	5	3	High/top priority	Curious about the topic, Wanted to meet people in the community, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	4	Inequities in access to education, healthcare and promotion.	Reading and engaging more.	I hope businesses will continue to support these discussions. I hope the city highlights all across taken to reduce inequities.	Yes	Thank you to your team. I think it was an amazing opportunity. Although only 3 questions, each one had multiple parts and layers too deep to reach in just 2 hours.
8/16/2021 7:51:34	[REDACTED]	Yes	Host	White/Caucasian	Excited	Yes	5	5	Significant priority	Curious about the topic, Wanted to meet people in the community, Always looking for a good conversation, Eager to see cities take action on racial equity, Wanted to learn more about Brookhaven's work in this area	5	More opportunities to bring different cultures together is key to make progress in leveling the playing field.	Continue finding opportunities to reach out and expand cross cultural experiences.		Yes	
8/20/2021 15:27:29	[REDACTED]	No	Guest	White/Caucasian	Excited	Yes	5	4	High/top priority	Wanted to meet people in the community, Always looking for a good conversation	5	How much work there is to go to change systems and cultural mindsets.	Continue to work for the commission, and provide opportunities and resources that can help individuals grow in consciousness.	I'm on the commission.	Yes	No.

# Brookhaven SJREC Racial Equity Civic Dinners Survey Responses

Timestamp	Email address	Are you a resident of the City of Brookhaven?	Were you a conversation host or guest?	If you feel comfortable doing so, please select your race/ethnicity.	How did you come into this conversation?	Did your self-awareness around racial equity improve because of this conversation?	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	What motivated you to join this conversation?	What is your level of inspiration to take action after the conversation?	What are your key takeaways from the conversation (points people made that resonate with you)?	Are there any action steps that you commit to as you leave this conversation? If so, what are they?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?	Would you like to be made aware of future engagement opportunities with this Commission?	Is there anything else that you'd like our team to know about your experience?
8/26/2021 20:50:49	[REDACTED]	Yes	Guest		Excited	No	5	3	Significant priority	Wanted to learn more about Brookhaven's work in this area	5	<p>If people listen to each other respectfully and seek to understand, they will come to the realization that we're not at all that different.</p> <p>We should use facts and do our own research vs. depending on tweets or news channels that spew rhetoric to define our opinions and beliefs.</p>	I need to get more involved, represent my voice and listen.	<p>Facilitating the conversation was a good first step towards addressing social injustice, race and equality. That said, these issues are systemic and have multiple layers which means that there isn't just one silver bullet to fix these problems. It will require many small actions and meaningful baby steps that collectively, can have a huge impact.</p> <p>One suggestion is to start with the Mayor and the Council to ensure that they, too, have had the difficult and uncomfortable conversations with each other. They could even use a book like Unconscious Bias or Race Theory to help guide the conversation. Maybe take one chapter and discuss/dissect what it means and more importantly, commit to steps each will take in their personal and professional lives to help improve this cause. Asking the question - what will I personally do differently? It could be as simple as promising to speak up when around others who use racial slurs or use rhetoric to spur controversial chaos. Simply put, it starts with yourself. This helps ensure the sustainability of such projects or causes. If not, then it may just become the "flavor of the month".</p>	Yes	<p>First, I'd like to thank you again for hosting the event. I'd also like to acknowledge the City of Brookhaven for willing to be more inclusive and to listen; something we should not take for granted. That said, there were some participants whose behavior appeared to be unwilling to listen, and instead politicize issues. I found this to be very counter productive. I'm not at all suggesting that we should all share the same views but when you're completely unwilling to come up with ideas and have an open mind, there's no way to respectfully agree to disagree.</p> <p>I would like to speak with someone from the committee to provide further context and examples.</p>

Brookhaven SJREC Racial Equity Civic Dinners Survey Responses - SPANISH

Timestamp	Correo electrónico	¿Es residente de la ciudad de Brookhaven?	¿Fue anfitrión de una conversación o invitado?	Si se siente cómodo haciéndolo, selección su raza / etnia.	¿Cómo te sentías al iniciar esta conversación?	¿Mejoró su nivel de conciencia sobre la equidad racial tras participar en esta conversación?	¿Cuánto le importan los problemas de equidad racial en la ciudad de Brookhaven?	Basado en su experiencia, ¿Brookhaven es una comunidad que da la bienvenida a las personas de todos los orígenes?	¿Qué tanta prioridad debería darle la Ciudad de Brookhaven a los asuntos relacionados con equidad racial?	¿Qué lo motivó a participar en esta conversación?	¿Qué tan inspirado para actuar se siente después de la conversación?	¿Cuáles son algunas de las conclusiones claves que puede rescatar de la conversación (opiniones de otras personas con las que se identifica)?	¿Hay alguna acción concreta a la que desee comprometerse al salir de esta conversación? ¿Cuáles son?	Conforme la Comisión de Justicia Social, Raza y Equidad hace sus recomendaciones alAlcalde de Brookhaven y al Concejo Municipal. ¿Tiene alguna idea o propuesta específica que le gustaría compartir?	¿Le gustaría conocer sobre futuras oportunidades de participación con esta Comisión?	¿Hay algo más que le gustaría que nuestro equipo supiera sobre su experiencia?
8/9/2021 19:19:24	[REDACTED]	Si	Invitado	Latino	Emocionado	Si	5	5	5 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	La educación compartida nos hace crecer como comunidad	Educación con diversidad	Conocer más sobre nuestra cultura	Si	Nada. Solo dar gracias por preocuparse por nosotros
8/9/2021 19:19:33	[REDACTED]	Si	Anfitrión	Latino	Emocionado	Si	5	5	5 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	Cultivar,educar, tolerancia, discriminación , igualdad,comunicacion	Seguir pláticas cómo está en la comunidad!	Que traten a todos de la misma manera !	Si	Muchas gracias, me gusto mucho esta conversacion !
8/9/2021 19:20:50	[REDACTED]	Si	Invitado	Latino	Emocionado	Si	5	3	3 Significativa	Deseo de que las ciudades actúen sobre la equidad racial	4	La educación compartida nos hace crecer como comunidad	Seguir trabajando para educar a la comunidad al respecto.	Educar a todos los servidores públicos.	Si	Fue muy educativo y fortaleció mi forma de tomar las cosas.
8/9/2021 19:23:47	[REDACTED]	Si	Invitado		Emocionado	Si	5	5	5 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial. Quería conocer más sobre el trabajo de Brookhaven en esta área.	5	Que tenemos que seguir educandonos sobre estos temas que son muy importantes para nuestra comunidad	Educación..respeto.. igualdad ..y humanidad!!!	Ignorancia se convertirá en educación y respeto !!!	Si	Estoy muy agradecida porque es una nueva experiencia muy favorable para mi y mi familia y poder compartirlo con otras personas que de pronto ignoran este tipo de información...muchas gracias!!!
8/9/2021 19:56:18	[REDACTED]	Si	Invitado	Latino	Neutral	No	5	1	1 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	1	There are no equal opportunities.		Treat your community as a whole not just the ones that can vote for you. It will pay off in the future.	Si	I wish you guys would have looked more into who was coming and made the conversations more inclusive such as making each group select someone to answer the questions to the whole dinner.
8/9/2021 19:56:26	[REDACTED]	No	Invitado	Latino	Emocionado	Si	5	5	5 Alta prioridad	Participar en una buena conversación	5	Unidos podemos lograr mas	Educar la comunidad	Apoyar comunidades con poca participación	Si	
8/9/2021 19:56:54	[REDACTED]	Si	Anfitrión	Hispano	Neutral	Si	5	1	1 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	EQUIDAD social será cuando las personas tengan lo suficiente para su crecimiento profesional propio .	Conversación con la ciudad	Me gustaría la ciudad se reúna con nosotros para tratar temas importantes sobre el crecimiento .	Si	Gracias
8/9/2021 19:59:31	[REDACTED]	Si	Invitado	Latino	Emocionado	Si	5	2	2 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	Igualdad de estudio / igualdad de salud / igualdad de vivienda	Si por supuesto informar a más personas para hacer el cambio	Igualdad en escuelas por los niños que son el futuro de este mundo y de este país	Si	Fue una experiencia muy amena excelente
8/9/2021 21:32:47	[REDACTED]	Si	Anfitrión	Latino	Emocionado	Si	5	5	5 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	Cultivar,educar, tolerancia, discriminación , igualdad,comunicacion	Seguir pláticas cómo está en la comunidad!	Que traten a todos de la misma manera !	Si	Muchas gracias, me gusto mucho esta conversacion !
8/9/2021 22:31:48	[REDACTED]	No	Invitado	Latino	Emocionado	Si	5	5	5 Alta prioridad	Deseo de que las ciudades actúen sobre la equidad racial	5	Que también nosotros debemos platicar e informar a nuestra comunidad, comenzando con nuestra familia , despues con nuestros amigos y asi continuar ya que al informar ellos tambien se van educando va conociendo y asi comienzan a repetir y incluir a los demas y tener mas empatia .	Informar a mis familia y amigos y conocidos sobre la equidad racial el respeto y la inclusion para todos.	Me gustaría que tambien informaran mas sobre las personas que sufren de alguna enfermedad o condicion. Como el Autismo ya que como no es fisico muchas veces estas personas son ofendidas y malicatas y señaladas junto con su familia al verlas comportarse diferente. Debemos tener equidad no solo en las razas, si no también en las personas con capacidades diferentes. Que muchas veces son las menos mencionadas o tomadas en cuenta.	Si	Estoy muy agradecida por darnos esta oportunidad ojalá hicieran más para compartir con la comunidad y la ciudad , así tenemos más participación y somos escuchados. Muchas gracias .



# SOCIAL JUSTICE, RACE AND EQUITY COMMISSION: DISTRICT 1 DISCUSSION

August 10, 2021



# Welcome & Introductions



# Overview

# SETTING THE STAGE: How did we get here?

Following the **racial unrest and demonstrations** that shook the nation last summer, City leaders sought to proactively create a forum for **open conversation about social justice, race and equity** that would result in **real action**.

(Photo: Bob Andres, Atlanta Journal Constitution)



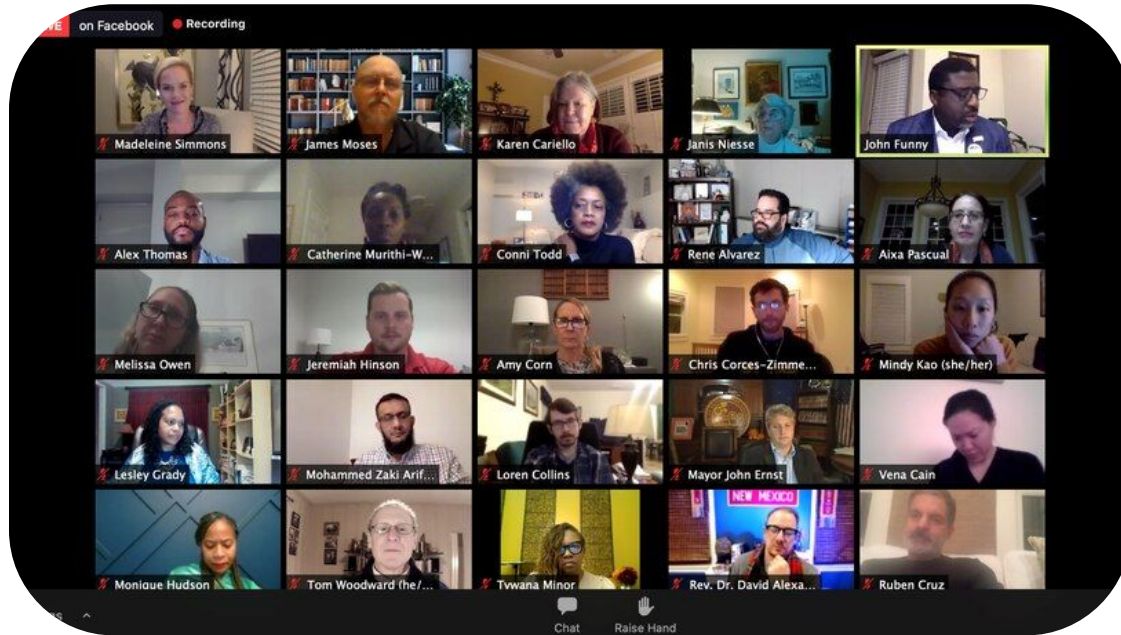
# SETTING THE STAGE: How did we get here?



On September 22, 2020, the Brookhaven City Council unanimously approved a resolution to create a **Social Justice, Race and Equity Commission** and appoint **John J. Funny** as chair.

(Photo: City of Brookhaven)

# SETTING THE STAGE: How did we get here?



Following passage of the resolution, **36 community residents and leaders** were selected to serve as members of the Commission.

(Photo: Atlanta Journal Constitution)

# COMMISSION MEMBERS

David Alexander

Zaki Anwer

Shahrukh Arif

German Berrera

Rudy Beserra

Charlene Bowden

Davis Burnett

Vena Cain

Karen Cariello

Loren Collins

Chris Corces-Zimmerman

Amy Corn

Ruben Cruz

John J. Funny

Jose Hardy

Josh Hearshen

Monique Wright Hudson

Danita Knight

Tywana Minor

James Moses

Catherine Murithi-wohl

William Naglich

Kirk Nelson

Janis Niese

Melissa Owen

Matthew Paetzhold

Marco Palma

Aixa Pascual

Tiffany Russell

William Thomas

Conni Todd

Anibal Torres

Kathy Wells

Beth Wendl

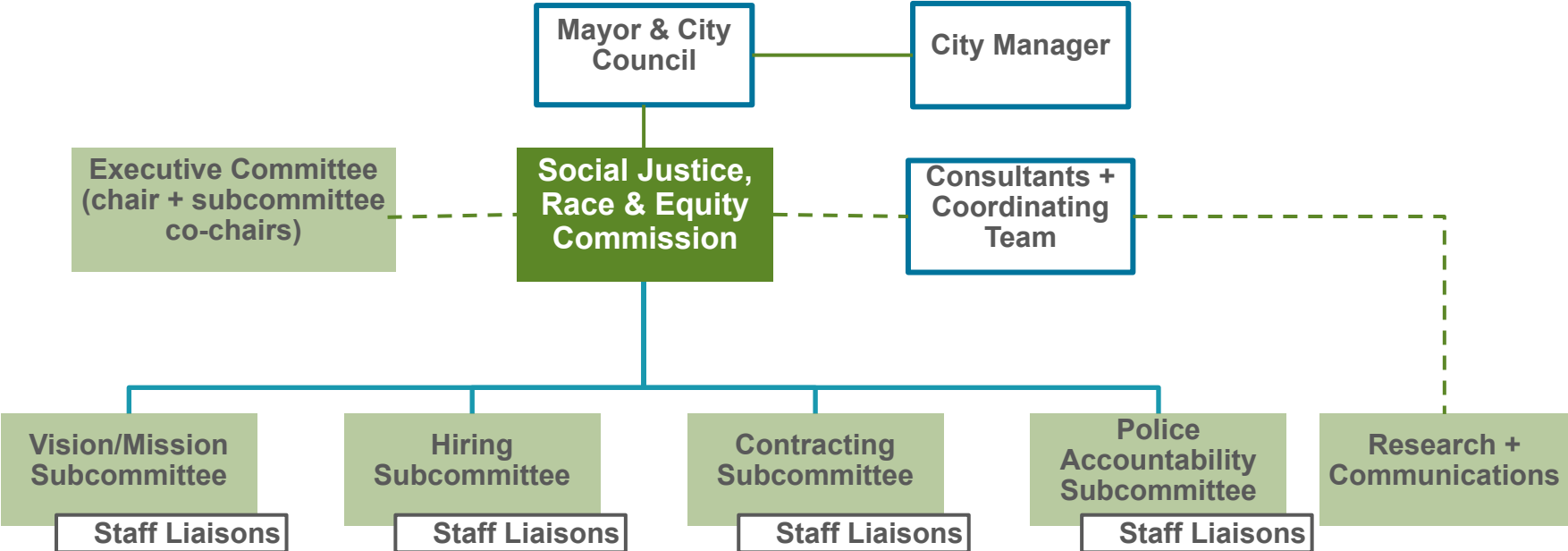
Dr. Kyle Williams

Thomas Woodward

# COMMISSION CHARGE

- Revision of Brookhaven Vision, Mission and Charter
- Recommendations for improvements to Brookhaven policies and protocols to guide:
  - Hiring and Retention
  - Procurement and Contracting
- Recommendations and best practices to guide Brookhaven Police Department policies, actions and accountability regarding use of force
- Proposals to ensure continued, robust citizen participation related to social justice, race and equity
- Examples of innovative policy statements across aligned, connected issues

# COMMISSION STRUCTURE



# Process



# PHASES OF WORK

## PHASE I: Grounding

Deep dive into issues of race and equity; Brookhaven history and demographics

Develop shared understanding/language; review Brookhaven Vision and Mission

Launch community survey

## PHASE II: Organizing

Determine key roles, partners, and stakeholders

Subcommittee activation and review of priority issues as well as best practices by staff liaisons

Develop creative community engagement opportunities

## PHASE III: Aligning

Launch community engagement opportunities

Identify priority issue themes for action

Identify community partners for implementation

## PHASE IV: Leading

Develop Commission recommendations for consideration

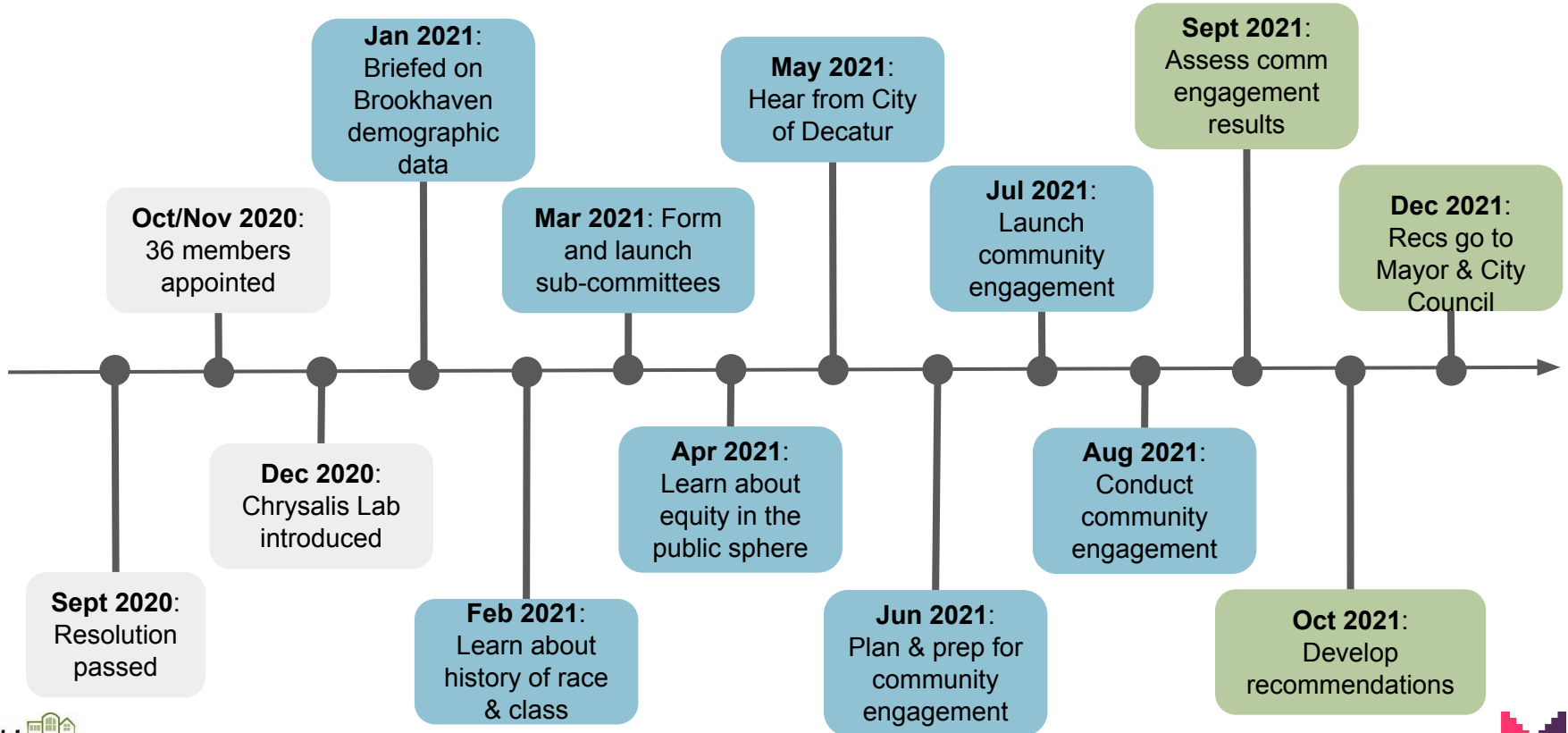
Implementation and action plan for recommendations

Establish path(s) for ongoing public input and community engagement

## SETTING THE STAGE

## PROGRESS

## NEXT STEPS



# Community Engagement

# COMMUNITY ENGAGEMENT PLAN

## Subcommittee Focus Groups & Interviews - 05

Question/prompt-based guided discussion with select participants, based on their experience/expertise to the issue and/or work at hand.

## Council District Discussions - 04

District based discussions to gain broad community input, perspective and engagement on issues of equity and social justice in Brookhaven.



## 01 - Civic Dinners

Self-facilitated gatherings of 6-10 people to stimulates community dialogue on equity and inclusion.

## 02 - Community Pop-ups

Interactive tables set up at key community locations to gain broad community input, perspective and engagement on issues of equity and social justice in Brookhaven.

## 03 - Commission Presentations

Presentations and discussions with Brookhaven SJREC partner organizations and local businesses, nonprofits, communities of faith and civic groups.

# BY THE NUMBERS (as of 8/10/21)



**200+** Civic Dinner participants



**6** Community pop-ups hosted



**4** Council district discussions planned



**100+** Public input surveys completed so far

# Community Discussion

# TELL US WHAT'S ON YOUR MIND!

- Based on your experience, is Brookhaven a community welcoming to all backgrounds?
- How should the City of Brookhaven prioritize issues of racial equity (low, medium, or high priority)?
- As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?

---

# Thank you!





# Community Engagement Results

# Community Engagement Results: Number of Events & Hosts



**41** Inclusive  
Conversations



**7** Community  
Pop-Ups



**4** Council District  
Discussions



**29** Commissioners  
Event Hosts

# Community Engagement Results:

## Number of Community Members Engaged



**218** Inclusive  
Conversation  
Guests



**134** Citizens  
Surveyed at  
Pop-ups



**11** Council District  
Discussion  
Attendees

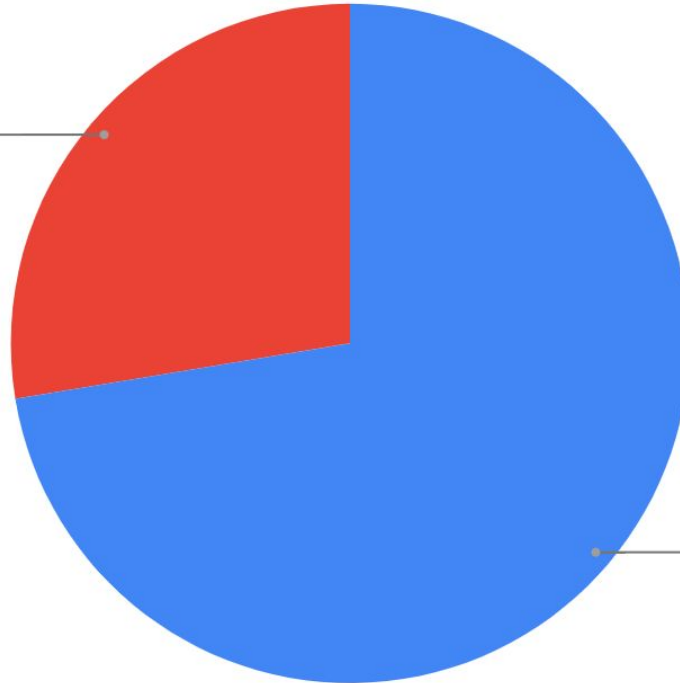


**363** Total Community  
Members  
Engaged

# Aggregated Survey Results

Resident

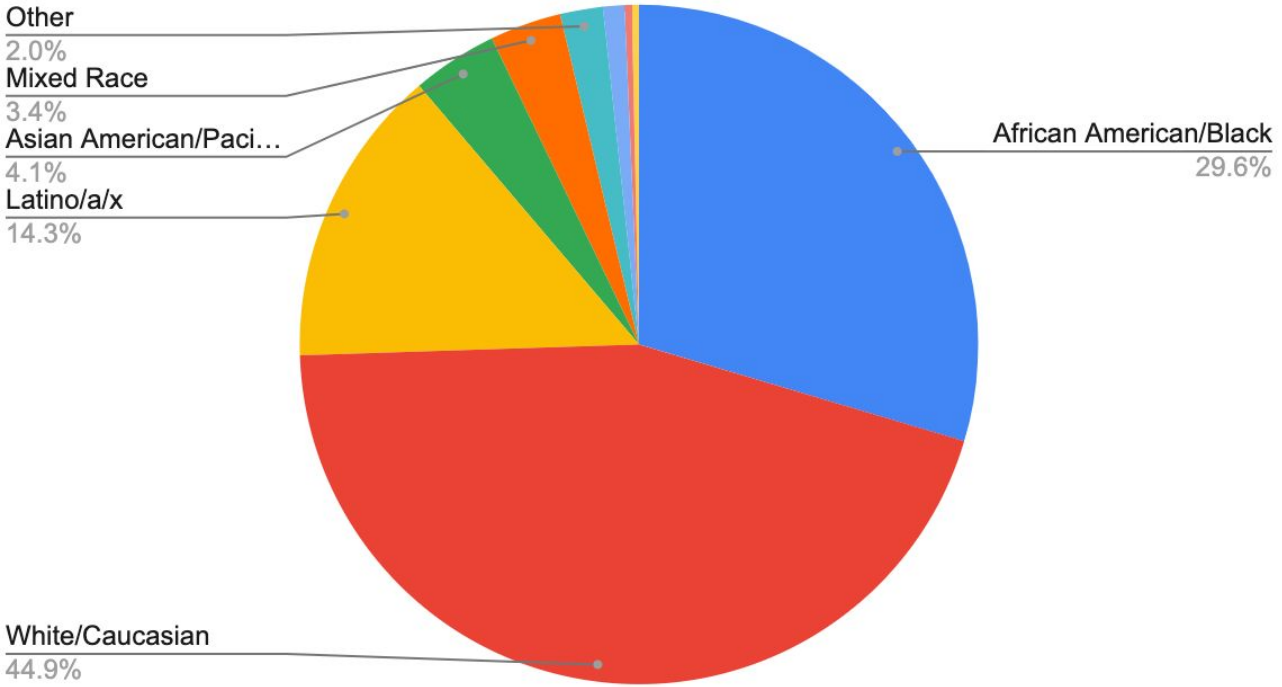
No  
27.6%



Yes  
72.4%

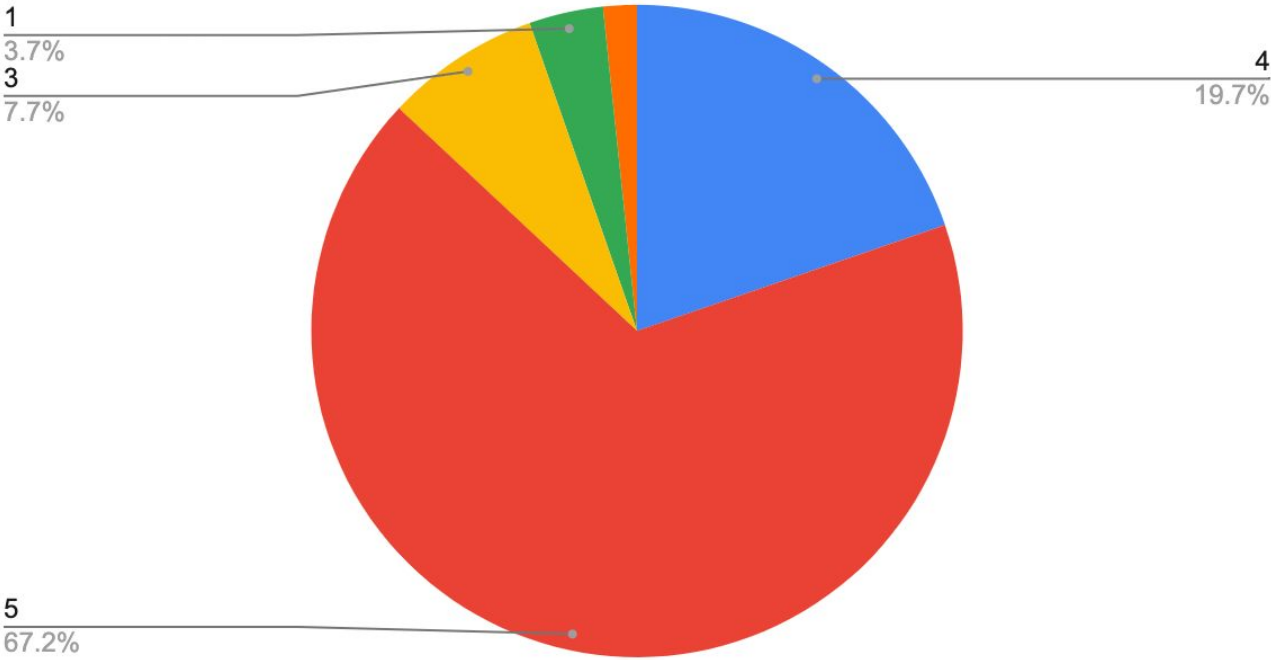
# Aggregated Survey Results

## Race

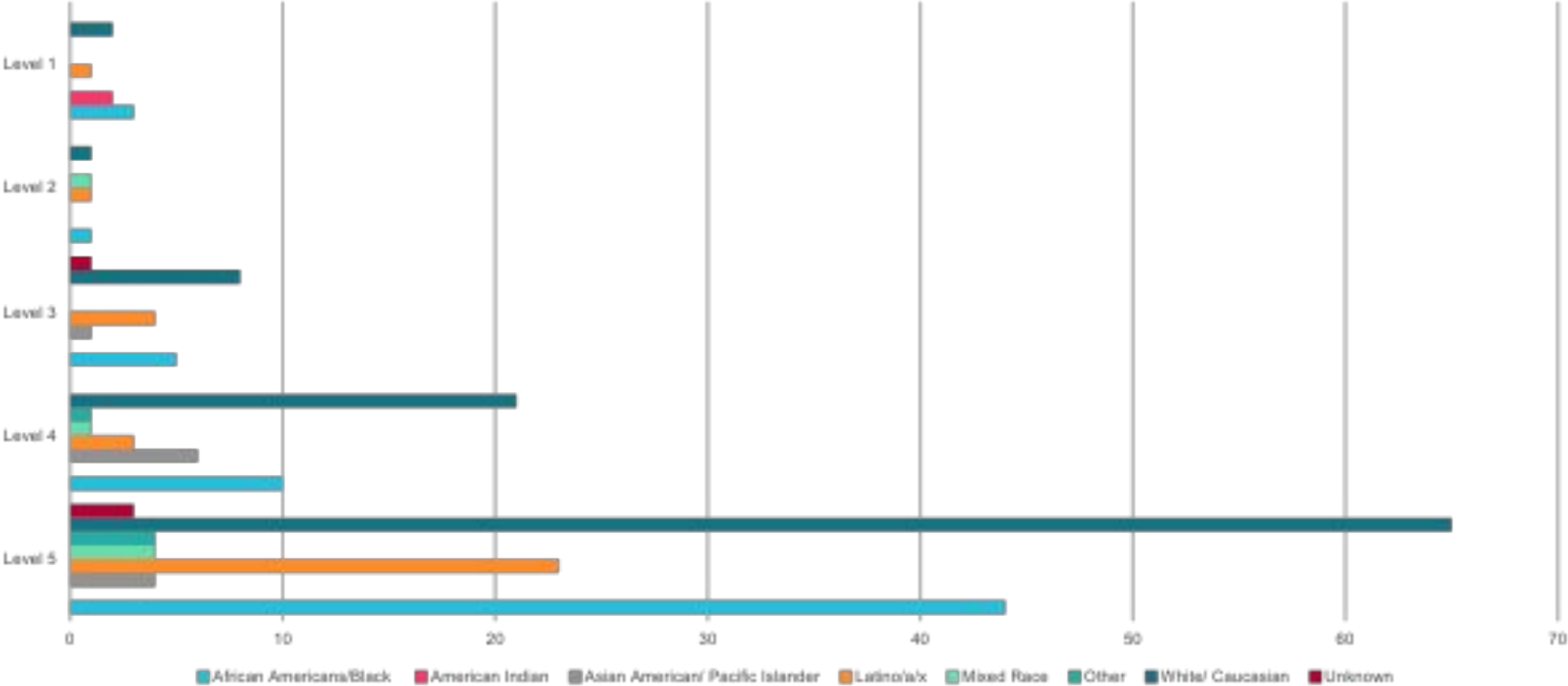


# Aggregated Survey Results

How much do you care about issues of racial equity in the City of Brookhaven?  
Rate your response on a scale of 1-5, 1 being not at all and 5 being deeply.

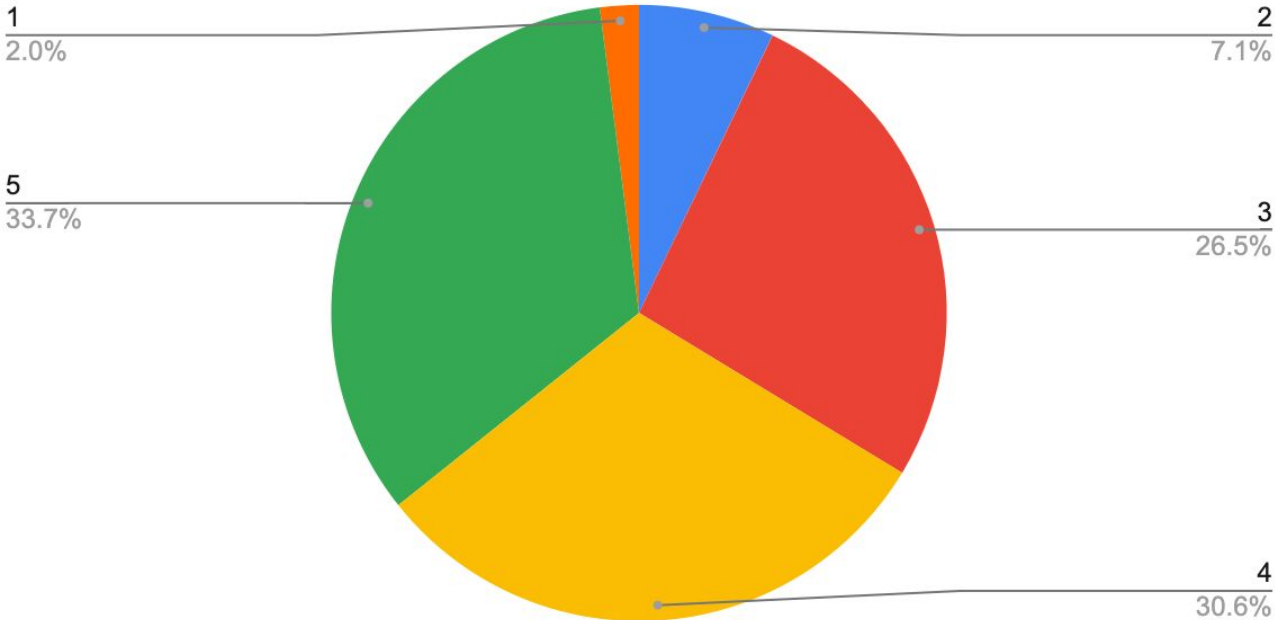


# Residents Only: How much do you care about issues of racial equity in the City of Brookhaven?



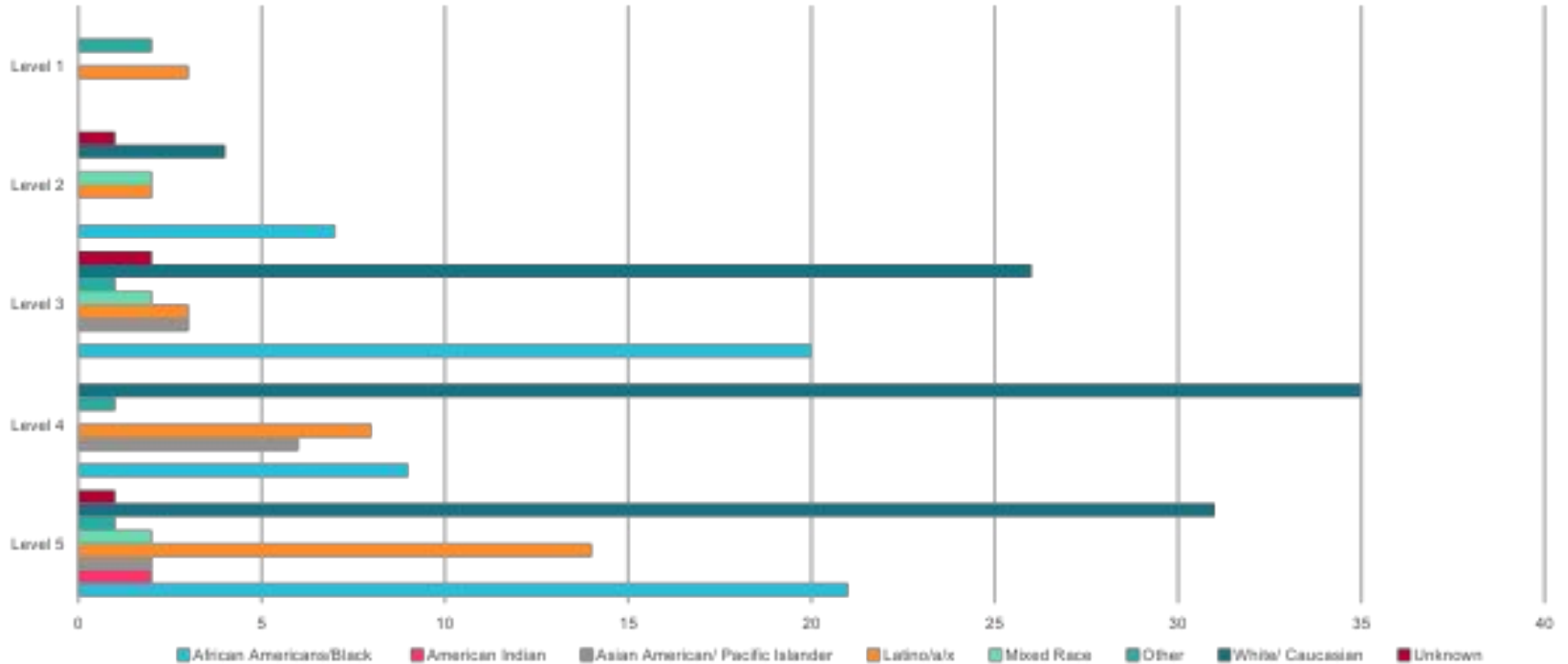
# Aggregated Survey Results

Based on your experience, is Brookhaven a community welcoming to all backgrounds? Rate your response on a scale of 1-5, 1 being not at all and 5 being very welcoming.



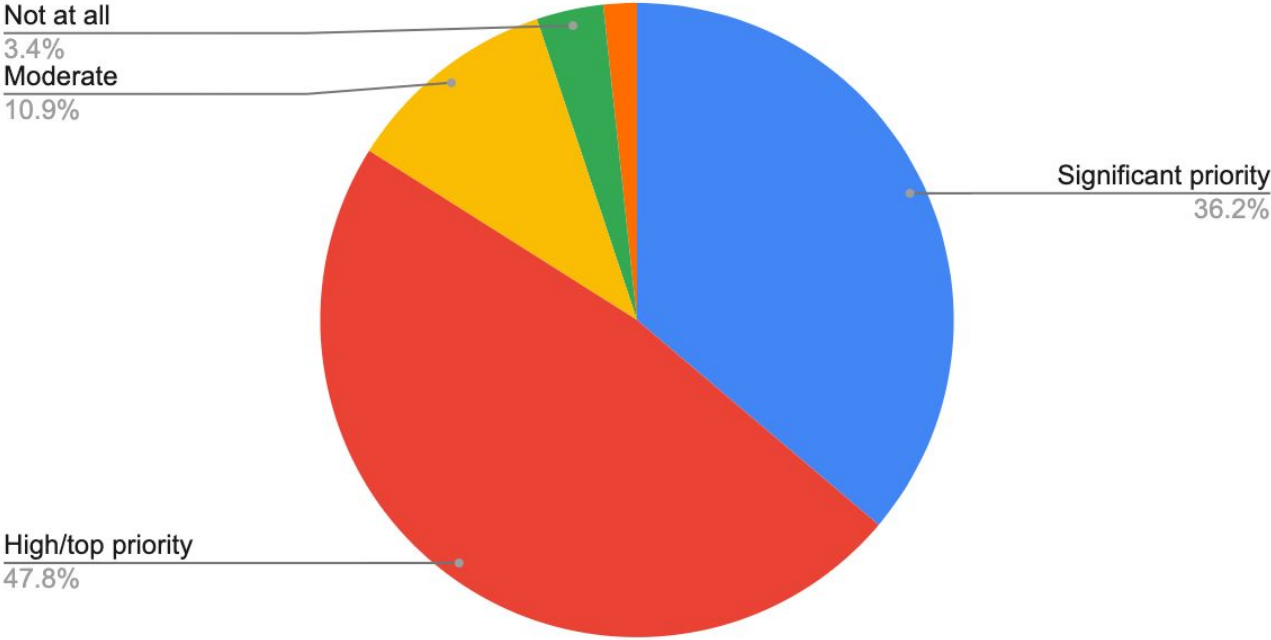


# Residents Only: Based on your experience, is Brookhaven a community welcoming to all backgrounds?

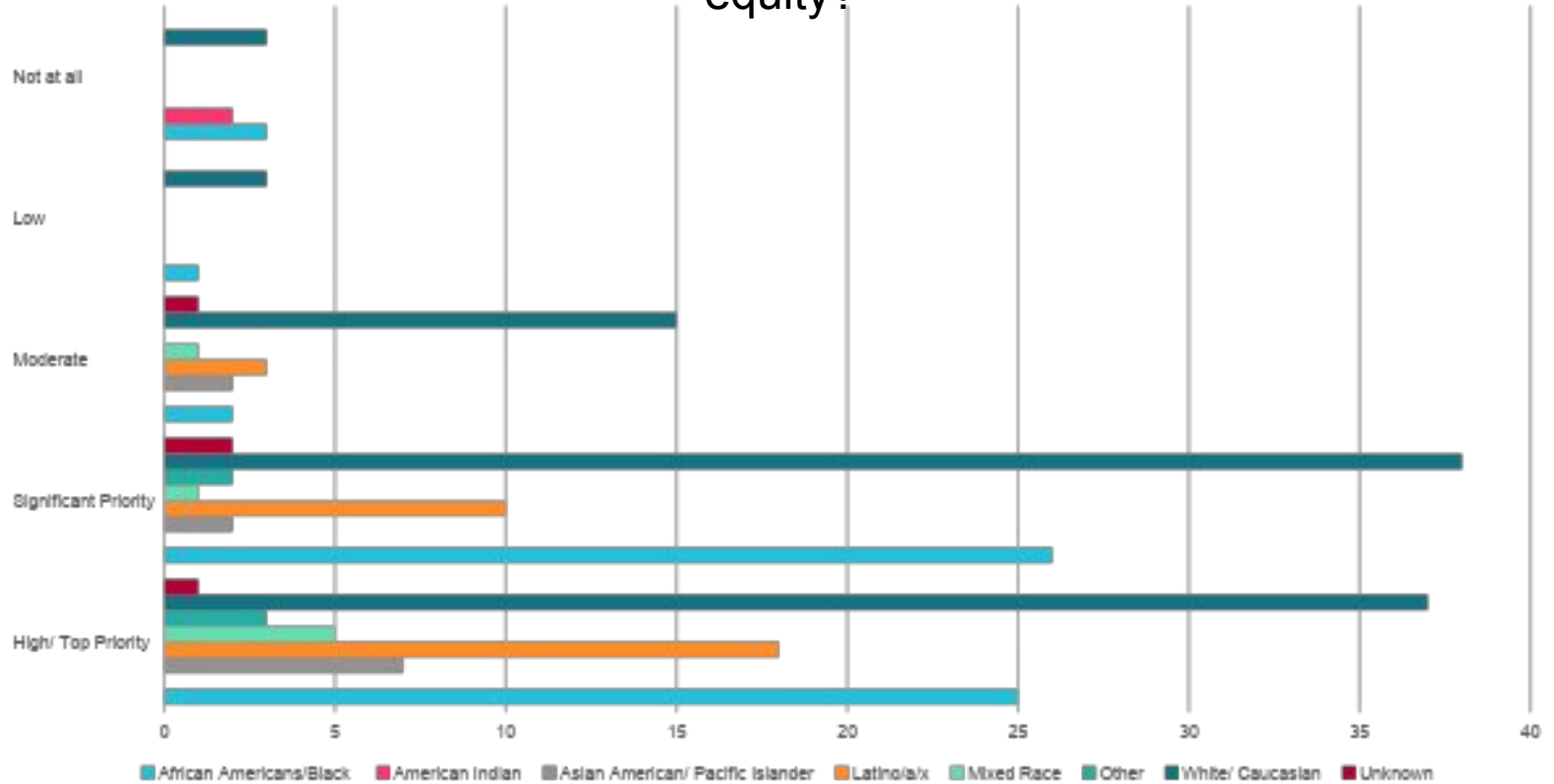


# Aggregated Survey Results

How should the City of Brookhaven prioritize issues of racial equity?



# Residents Only: How should the City of Brookhaven prioritize issues of racial equity?



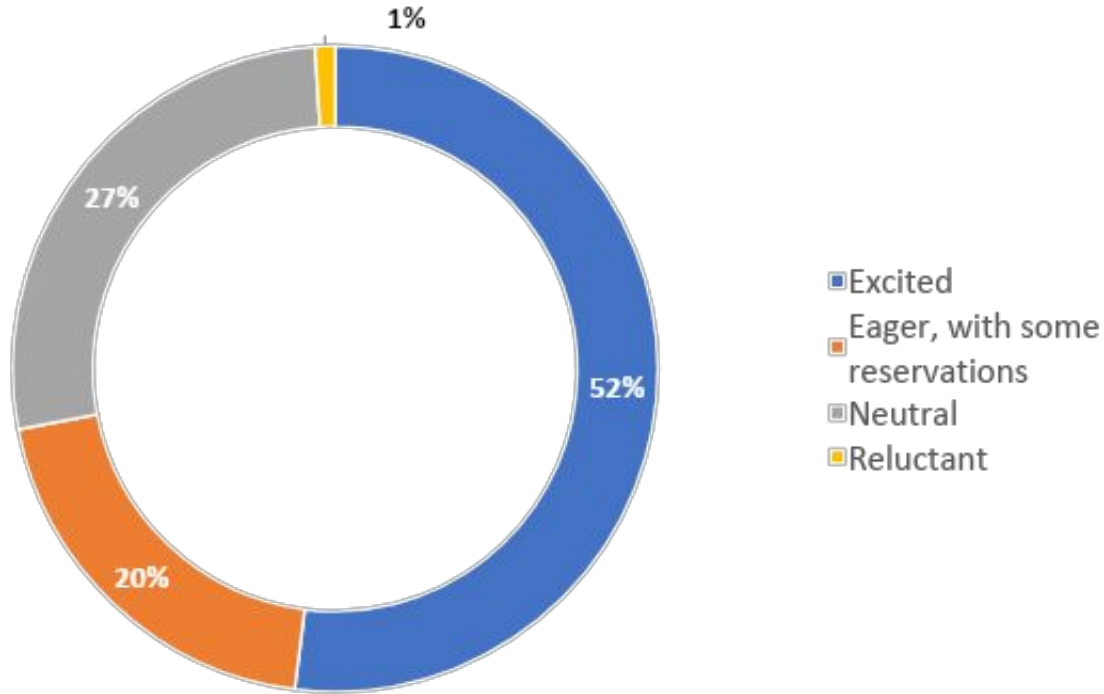
# Aggregated Survey Results

As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?

Continued <b>community engagement</b> around issues of race & equity	<b>26</b>
<b>Housing</b> affordability and addressing <b>gentrification</b>	<b>18</b>
Highlight <b>cultures</b> represented in Brookhaven, esp. African American history	<b>13</b>
Greater <b>inclusion</b>	<b>12</b>
<b>Police</b> relationships/connecting with community	<b>7</b>
Equity in <b>education</b>	<b>7</b>

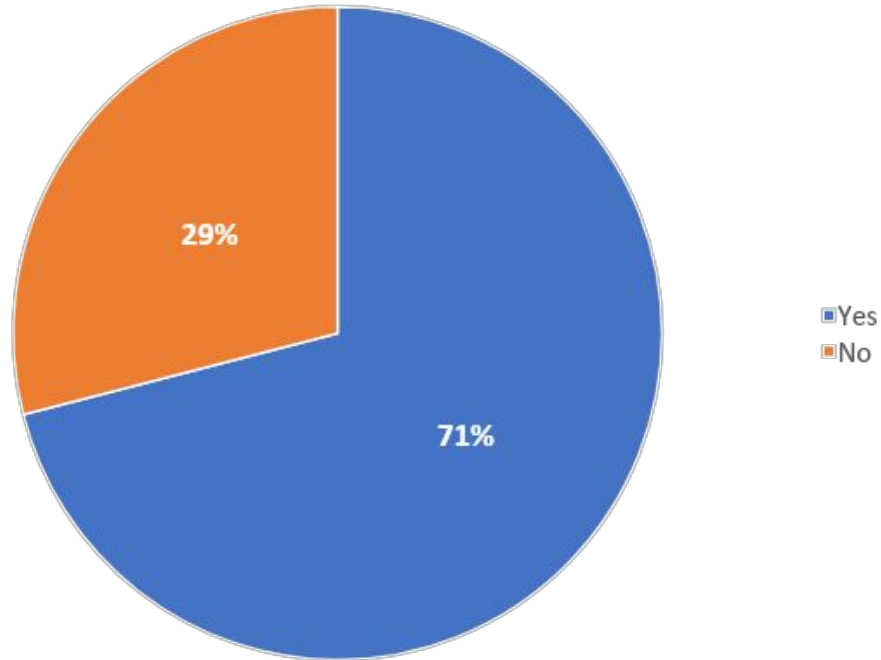
# Inclusivv Survey Results

How did you come into this conversation?



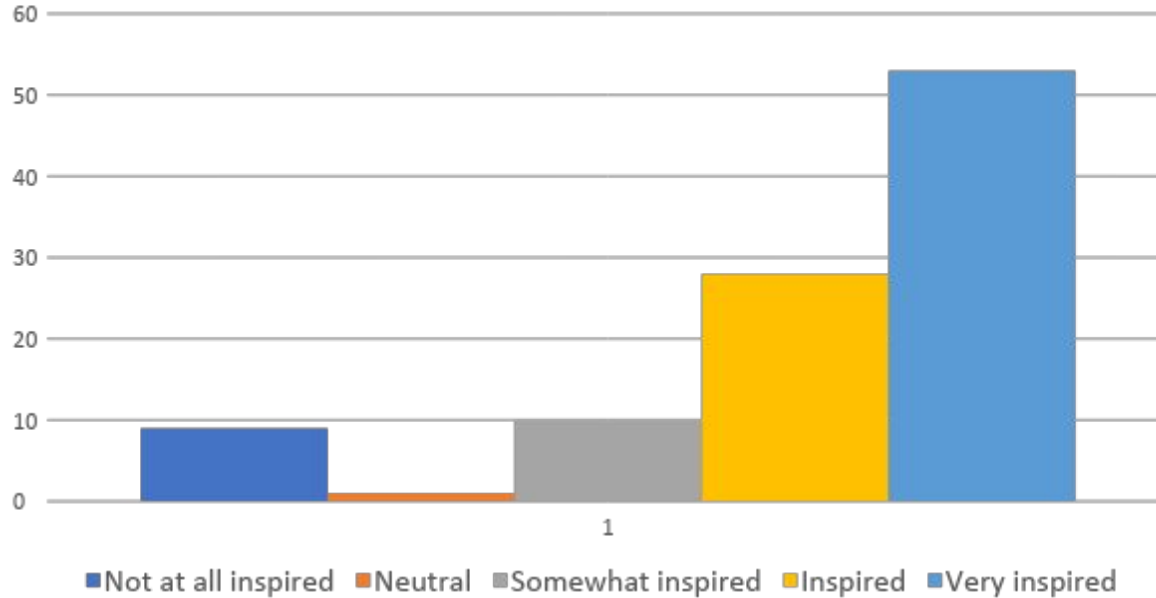
# Inclusivv Survey Results

Did your self-awareness around racial equity improve because of this conversation?



# Inclusivv Survey Results

What is your level of inspiration to take action after the conversation?



**\*\* 80% of respondents either 'inspired' or 'very inspired' to take action! \*\***

# Highlights and Other Considerations:

- Those who might oppose prioritizing issues of racial equity may not have been as willing to engage with us
- Cultural and language barriers were problematic
- Covid 19 fear may have decreased engagement
- “Anti” forces organized to attend Civic Dinners to voice discontent
- Inclement weather/storms caused low attendance and rescheduling

***Big kudos to Commissioner Pascual and Marcela Cortes for spanish translation support!***



SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	African American/Black	4	2	Significant priority	Take at least 2-4 hard recommendations made by the Commission and commit to implementing them. Invite the Mayor and/or City Council to participate in Civic Dinners to hear and to be heard. Does the Mayor and City Council believe there are inequities in Brookhaven? If so, in what areas? Is there a sincere commitment to address or change them? What is the Mayor's and City Council's desired outcome of the work of the SJREC? What is their commitment regarding the outcomes?
Civic Dinners	Yes	African American/Black	5	3	Significant priority	
Civic Dinners	Yes	African American/Black	4	3	Significant priority	
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Would expect that confirmation of commitments as a result of recommendations be shared with commission, including details like who will carry out actions/what can be expected/and targeted dates by when the actions will begin and end. It would be important to understand why any of the recommendations wouldn't be accepted with an opportunity to engage around the topic with a genuine attempt to find alternative solutions.
Civic Dinners	Yes	African American/Black	5	5	High/top priority	
Civic Dinners	Yes	African American/Black	5	2	High/top priority	Have regular social activities where neighbors are encouraged to share stories and get to know each other as fellow human beings
Civic Dinners	Yes	African American/Black	5	5	Significant priority	
Civic Dinners	Yes	African American/Black	5	4	Significant priority	Making preservation of Lynwood Park a priority. The history is so deeply important
Civic Dinners	Yes	African American/Black	4	2	Significant priority	
Civic Dinners	Yes	African American/Black	5	3	Significant priority	
Civic Dinners	Yes	African American/Black	5	3	Significant priority	
Civic Dinners	Yes	African American/Black	5	2	Significant priority	Housing equity
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Bring more representatives in the community to the table
Civic Dinners	Yes	African American/Black	5	4	Significant priority	
Civic Dinners	Yes	African American/Black	4	5	Significant priority	

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	African American/Black	4	4	Significant priority	I hope that the Brookhaven can continue to focus on prioritizing affordable housing as a pathway for creating opportunities for all.
Civic Dinners	Yes	African American/Black	5	5	High/top priority	Definitely.
Civic Dinners	Yes	African American/Black	5	5	High/top priority	Be more inclusive
Civic Dinners	Yes	African American/Black	1	5	Not at all	Leave me alone
Civic Dinners	Yes	African American/Black	5	5	Significant priority	listen to the community
Civic Dinners	Yes	African American/Black	5	3	High/top priority	
Civic Dinners	Yes	African American/Black	5	4	High/top priority	Opening up the conversation to inclusive urban development
Civic Dinners	Yes	African American/Black	5	5	High/top priority	
Civic Dinners	Yes	African American/Black	5	3	Significant priority	More conversations, more diversity in contracts
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Continue these discussions to make the event bigger
Civic Dinners	Yes	African American/Black	5	4	High/top priority	Let's keep talking about this issue and make some concrete plans to work on the issues our community faces
Civic Dinners	Yes	African American/Black	1	5	Not at all	Stop
Civic Dinners	Yes	African American/Black	5	5	Significant priority	
Civic Dinners	Yes	African American/Black	5	2	High/top priority	Sponsor more opportunities for safe discussions
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Set a specific date for the city to take action on the recommendations, or drop them; don't stay in limbo
Civic Dinners	Yes	African American/Black	5	2	Significant priority	Definitely more homebuilt incentives for minorities. The divide in Brookhaven is very noticeable and the housing prices definitely uphold the racial divide and wealth gap
Civic Dinners	Yes	African American/Black	5	3	Significant priority	More community involvement like this for discussing issues
Civic Dinners	Yes	African American/Black	5	5	Significant priority	No
Civic Dinners	Yes	African American/Black	5	5	High/top priority	Be more inclusive
Civic Dinners	Yes	African American/Black	5	2	Significant priority	Partner with the Dekalb school board to support supplements in education disparities. Affordable housing and gentrification are a particular concern for disadvantaged communities

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	African American/Black	5	4	Significant priority	Work shops for all people who are suffering from economic/mental instability/homelessness/etc. during these times are necessary to keep sanity and may help with some crime.
Civic Dinners	Yes	African American/Black	5	3	Significant priority	
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Bring more representatives in the community to the table
Civic Dinners	Yes	African American/Black	4	5	Significant priority	
Civic Dinners	Yes	African American/Black	5	5	High/top priority	More recreational services for Latino and Black youth!. Nightly basketball leagues.etc
Civic Dinners	Yes	African American/Black	4	3	Significant priority	
Civic Dinners	Yes	African American/Black	2	5	Low	Keep on doing exactly what you have been doing Brookhaven! This is almost welcoming area to visit and to live. Already diverse by nature. No need to try to find issues if they don't exist
Civic Dinners	Yes	African American/Black	5	3	High/top priority	
Civic Dinners	Yes	African American/Black	5	3	High/top priority	Continue to have these meeting that bring people together.
Civic Dinners	Yes	African American/Black	1	5	Not at all	Worry about the parks
Civic Dinners	Yes	African American/Black	5	3	Significant priority	More content should be published in Spanish.
Pop-up	Yes	African American/Black	5	5	High/top priority	I think that the city should emphasize the use of racial slurs, and to stop racial hate between the two cities
Pop-up	Yes	African American/Black	5	3	High/top priority	Police engagement/cooperative w/ citizen groups; providing resources and education for everyone on diversity issues
Pop-up	Yes	African American/Black	5		High/top priority	
Pop-up	Yes	African American/Black	5	5	Moderate	Has lived in Brookhaven for 14 years; police officers are biased; has had two negative experiences with Brookhaven police; once got a jaywalking ticket; once had his wallet snatched and did not see perpetrator, police said they could not help
Pop-up	Yes	African American/Black	4	5	High/top priority	Make apartments cheaper
Pop-up	Yes	African American/Black	5	3	High/top priority	
Pop-up	Yes	African American/Black	4	4	High/top priority	
Pop-up	Yes	African American/Black	4	5		

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Pop-up	Yes	African American/Black	5	5	Moderate	
Pop-up	Yes	African American/Black	5	3	High/top priority	Community events
Pop-up	Yes	African American/Black	5	4	Significant priority	
Pop-up	Yes	African American/Black	5	4	Significant priority	
Civic Dinners	Yes	American Indian	1	5	Not at all	Disband - we don't need your group in our diverse community - stop wasting tax payer money
Civic Dinners	Yes	American Indian	1	5	Not at all	Disband - we don't need your group in our diverse community - stop wasting tax payer money
Civic Dinners	Yes	Asian American/Pacific Islander	5	3	High/top priority	Incorporate BLM into all city signage
Civic Dinners	Yes	Asian American/Pacific Islander	5	4	High/top priority	
Civic Dinners	Yes	Asian American/Pacific Islander	5	4	High/top priority	
Civic Dinners	Yes	Asian American/Pacific Islander	5	4	High/top priority	
Civic Dinners	Yes	Asian American/Pacific Islander	4	5	High/top priority	To have more engagement with our local precinct so we get to know our law enforcement and they know us.
Pop-up	Yes	Asian American/Pacific Islander	4	4	Significant priority	Safety on the road for the kids to play
Pop-up	Yes	Asian American/Pacific Islander	4	5	High/top priority	
Pop-up	Yes	Asian American/Pacific Islander	4	3	Moderate	
Pop-up	Yes	Asian American/Pacific Islander	4	4	Moderate	More events
Pop-up	Yes	Asian American/Pacific Islander	4	3	Significant priority	Foster leadership of all colors and creeds from young to old and mentor to positioning influence
Pop-up	Yes	Asian American/Pacific Islander	3	4	High/top priority	
Civic Dinners	Yes	Latino/a/x	3	5	Significant priority	No
Civic Dinners	Yes	Latino/a/x	4	4	Significant priority	More dinners like this and walks to raise money
Civic Dinners	Yes	Latino/a/x	5	5	High/top priority	
Civic Dinners	Yes	Latino/a/x	5	1	High/top priority	
Civic Dinners (SP)	Yes	Latino/a/x	5	5	High/top priority	Learn more about our culture
Civic Dinners (SP)	Yes	Latino/a/x	5	5	High/top priority	Treat everyone the same!
Civic Dinners (SP)	Yes	Latino/a/x	5	3	Significant priority	Educate all public servants.
Civic Dinners (SP)	Yes	Latino/a/x	5	1	High/top priority	Treat your community as a whole not just the ones that can vote for you. It will pay off in the future.
Civic Dinners (SP)	Yes	Latino/a/x	5	2	High/top priority	Equality in schools for the children who are the future of this world and of this country

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners (SP)	Yes	Latino/a/x	5	5	High/top priority	Treat everyone the same!
Pop-up	Yes	Latino/a/x	5		High/top priority	Sidewalks in bad shape all the way up to Kroger; dangerous; has fallen twice; no car, walks a lot
Pop-up	Yes	Latino/a/x	5		High/top priority	
Pop-up	Yes	Latino/a/x	3	5		Feels comfortable; police leaves him alone unless you're [illegible word] or drunk
Pop-up	Yes	Latino/a/x	5	5	High/top priority	Not as much racism; further up--more racist
Pop-up	Yes	Latino/a/x	5	5	Significant priority	Access to healthcare; access to resources in Spanish
Pop-up	Yes	Latino/a/x	3	4	Moderate	More safety; more police presence
Pop-up	Yes	Latino/a/x	4	3	Significant priority	Worried about gentrification at apartments where minorities live; worried about people getting displaced
Pop-up	Yes	Latino/a/x	3	5	Moderate	Address homelessness
Pop-up	Yes	Latino/a/x	5	4	High/top priority	
Pop-up	Yes	Latino/a/x	5	3	High/top priority	welcoming city; equity; integration
Pop-up	Yes	Latino/a/x	5	4	Significant priority	Less discrimination/work
Pop-up	Yes	Latino/a/x	2	1	Significant priority	Better transportation; apartment rent costs; tenant rights
Pop-up	Yes	Latino/a/x	5	2	Significant priority	Work on interracial relations
Pop-up	Yes	Latino/a/x	4	5	Significant priority	Work on interracial relations; more code enforcement at apartment complexes
Pop-up	Yes	Latino/a/x	1	4	High/top priority	More community events
Pop-up	Yes	Latino/a/x	5	4	High/top priority	
Pop-up	Yes	Latino/a/x	5	5	High/top priority	Information, Education
Pop-up	Yes	Latino/a/x	5	4	High/top priority	More night lighting
Pop-up	Yes	Latino/a/x	5	5	Significant priority	More bilingual personnel; more information in Spanish
Pop-up	Yes	Latino/a/x	5	5	High/top priority	Education equity
Pop-up	Yes	Latino/a/x	5	5	Moderate	Transportation
Pop-up	Yes	Latino/a/x	5	4	High/top priority	Fairer education opportunity; more diverse high school (went to Cross Keys High School)
Civic Dinners	Yes	Mixed Race	5	3	High/top priority	Please include more languages on signage throughout the city to make it easier for people to get around and for people to be more comfortable.
Civic Dinners	Yes	Mixed Race	5	2	High/top priority	More forums on this topic

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	Mixed Race	4	3	Significant priority	Perhaps have these conversations in the neighborhoods.
Civic Dinners	Yes	Mixed Race	5	2	High/top priority	More forums on this topic
Pop-up	Yes	Mixed Race	5	5	High/top priority	
Pop-up	Yes	Mixed Race	2	5	Moderate	
Civic Dinners	Yes	Other	5	5	Significant priority	
Civic Dinners	Yes	Other	4	4	Significant priority	I'd like brookhaven to consider additional communities like the Muslim community
Civic Dinners (SP)	Yes	Other	5	1	High/top priority	I would like the city to reign with us to discuss important issues about growth.
Pop-up	Yes	Other	5	1	High/top priority	
Pop-up	Yes	Other	5	3	High/top priority	
Civic Dinners	Yes	Unkown		2	Moderate	Yes, but too much to list on this survey
						Facilitating the conversation was a good first step towards addressing social injustice, race and equality. That said, these issues are systemic and have multiple layers which means that there isn't just one silver bullet to fix these problems. It will require many small actions and meaningful baby steps that collectively, can have a huge impact.
						One suggestion is to start with the Mayor and the Council to ensure that they, too, have had the difficult and uncomfortable conversations with each other. They could even use a book like Unconscious Bias or Race Theory to help guide the conversation. Maybe take one chapter and discuss/dissect what it means and more importantly, commit to steps each will take in their personal and professional lives to help improve this cause. Asking the question - what will I personally do differently? It could be as simple as promising to speak up when around others who use racial slurs or use rhetoric to spur controversial chaos. Simply put, it starts with yourself. This helps ensure the sustainability of such projects or causes. If not, then it may just became the "flavor of the month".
Civic Dinners	Yes	Unkown	3	3	Significant priority	

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	Unkown	5	3	Significant priority	<p>Facilitating the conversation was a good first step towards addressing social injustice, race and equality. That said, these issues are systemic and have multiple layers which means that there isn't just one silver bullet to fix these problems. It will require many small actions and meaningful baby steps that collectively, can have a huge impact.</p> <p>One suggestion is to start with the Mayor and the Council to ensure that they, too, have had the difficult and uncomfortable conversations with each other. They could even use a book like Unconscious Bias or Race Theory to help guide the conversation. Maybe take one chapter and discuss/dissect what it means and more importantly, commit to steps each will take in their personal and professional lives to help improve this cause. Asking the question - what will I personally do differently? It could be as simple as promising to speak up when around others who use racial slurs or use rhetoric to spur controversial chaos. Simply put, it starts with yourself. This helps ensure the sustainability of such projects or causes. If not, then it may just become the "flavor of the month".</p>
Civic Dinners (SP)	Yes	Unkown	5	5	High/top priority	It would be very good to continue implementing this participation for the entire community and it is very important to convey the benefit that it is for everyone because only in this way will ignorance become education and respect !!!
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	Focus on improving outcomes and understand the timeline for each improvement's likely realization of our goal.
Civic Dinners	Yes	White/Caucasian	5	2	Significant priority	I am still formulating them

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	White/Caucasian	5	2	High/top priority	I would love to see the Mayor and City Council do a number of things 1) dramatically increase investments in affordable housing in the city, 2) disproportionately invest in businesses owned by People of Color, 3) establish Lynwood Park as a historic district and adopt policy that will prevent it from being gentrified and its residents pushed out by wealth and whiteness, 4) significantly reduce the size and budget of the police department and shift to a model of community-led safety.
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	Improve economic opportunities and outcomes for economically disadvantaged individuals and families.
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	4	High/top priority	
Civic Dinners	Yes	White/Caucasian	4	3	Significant priority	The city of Brookhaven's founding was based on a new segregation-- geographic and economic. Not sure where to go from there.
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	Reconsider affordable housing in Brookhaven, gentrification; equitable taxation to businesses moving into N. Druid Hills Rd area; Need to educate Brookhaven citizens regarding the presence and acceptance of our fellow neighbors of color; Continued training of Brookhaven police in handling various situations, particularly if there really is "suspicious activity" or just misguided Brookhaven neighbors and educating them regarding people of color in our city
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	Be proactive in spending with black business leaders and highlighting success stories and recruiting to city leadership so we can have more success and build from there
Civic Dinners	Yes	White/Caucasian	4	3	Moderate	Not at this time
Civic Dinners	Yes	White/Caucasian	4	3	Moderate	Not at this time
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	Focus on policies that prioritize affordable housing in Brookhaven. As a therapist, its a dream of mine that a mental health response team be added to the Public Safety department for dispatch when mental health crisis calls come in.



SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	White/Caucasian	5	4	High/top priority	Top priority to fund and implement the Lynwood Recognition Ordinance provisions.
Civic Dinners	Yes	White/Caucasian	4	4	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	5	High/top priority	No
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	
Civic Dinners	Yes	White/Caucasian	4	5	High/top priority	Keep the effort going and keep it at the forefront.
Civic Dinners	Yes	White/Caucasian	5	3	High/top priority	Continue these conversations, ask for specific commitments at these dinners
Civic Dinners	Yes	White/Caucasian	5	5	Moderate	
Civic Dinners	Yes	White/Caucasian	5	3	High/top priority	I'd like to serve on the commission
Civic Dinners	Yes	White/Caucasian	4	4	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	3	High/top priority	
Civic Dinners	Yes	White/Caucasian	5	5	High/top priority	not yet
Civic Dinners	Yes	White/Caucasian	5	2	High/top priority	More of these kinds of interaction.
Civic Dinners	Yes	White/Caucasian	5	5	Significant priority	
Civic Dinners	Yes	White/Caucasian	4	4	Significant priority	More engagement with Big Brothers and Big Sisters of Atlanta for Brookhaven kids
Civic Dinners	Yes	White/Caucasian	3	5	Moderate	Have conversations with people starting with those who are experts on the topic and can better guide us in the right direction
Civic Dinners	Yes	White/Caucasian	3	5	Moderate	No government coercion! More freedom and equal opportunity for all people, and learning about the ways that institutions have created and perpetuated injustice
Civic Dinners	Yes	White/Caucasian	2	5	Moderate	
Civic Dinners	Yes	White/Caucasian	3	5	Moderate	Encourage all communities to actively support the police
Civic Dinners	Yes	White/Caucasian	1	5	Low	To judge people on their inside worth and not the color of their skin
Civic Dinners	Yes	White/Caucasian	4	3	Moderate	Keep trying to reach more people
Civic Dinners	Yes	White/Caucasian	1	5	Not at all	Don't spend so much of our tax dollars on these expensive dinners when you tell residents there is no money to fix Stormwater problems. Really bad optics.
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	to continue getting groups of people together to have more discussion on this topic
Civic Dinners	Yes	White/Caucasian	4	3	Moderate	
Civic Dinners	Yes	White/Caucasian	5	4	Moderate	

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	White/Caucasian	5	5	Significant priority	
Civic Dinners	Yes	White/Caucasian	4	2	Significant priority	i don't have a solution but rather an observation. these types of events tend to attract open-minded people. the folks who are missing are the ones who need to be there but don't know it.
Civic Dinners	Yes	White/Caucasian	5	3	High/top priority	
Civic Dinners	Yes	White/Caucasian	3	5	Not at all	No.
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	not at this time
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	3	Significant priority	The parks are not inclusive enough. There are folks on Buford Highway who would love to play soccer on the weekends but the Blackburn fields are locked because they are rented out to Concord so only kids whose families can afford to pay for their kids to play soccer will get to play there. We need to have city leagues and soccer for everyone. They used to play on the field by the large pavilion at Blackburn and that was taken from them. I was also told by a resident that we don't want a basketball hoop put up because that encouraged the wrong people to come. . Actually this 71 year old white lady would love to have a place to shoot hoops like they have at Keswick park.
Civic Dinners	Yes	White/Caucasian	4	4	Significant priority	Became more sensitized to financial barriers that exist for many folks to get ID cards for voting. Having an initiative to help remove those barriers (individually and City funded) - including voluntary resources to help homeless get birth certificates, procure ID cards, etc. would seem to be something that all residents could embrace.
Civic Dinners	Yes	White/Caucasian	5	5	Significant priority	Promote equity and inclusion for all citizens of the City of Brookhaven.
Civic Dinners	Yes	White/Caucasian	5	5	Significant priority	
Civic Dinners	Yes	White/Caucasian	5	4	Significant priority	Continue the discussion and look for ways to reduce racial injustice.
Civic Dinners	Yes	White/Caucasian	3	5	Not at all	Please publish any findings to the public and or planned recommendations 3 weeks prior to presenting any findings or recommendations to the council.

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	Yes	White/Caucasian	5	3	High/top priority	I hope businesses will continue to support these discussions. I hope the city highlights all across taken to reduce inequities.
Civic Dinners	Yes	White/Caucasian	5	5	Significant priority	
Pop-up	Yes	White/Caucasian	5	5	High/top priority	Take inspiration from the leading cities and towns around the country on this topic
Pop-up	Yes	White/Caucasian	5	4		
Pop-up	Yes	White/Caucasian	5	5	High/top priority	
Pop-up	Yes	White/Caucasian	5	4	High/top priority	
Pop-up	Yes	White/Caucasian	4	4	High/top priority	Unfortunately no but thank you for taking these important steps.
Pop-up	Yes	White/Caucasian	4	4	High/top priority	Diversifying hiring of city employees; expanding social services to all residents (i. e. homeless, substance abuse)
Pop-up	Yes	White/Caucasian	5	5	High/top priority	More park/pool access for all Brookhaven neighborhoods
Pop-up	Yes	White/Caucasian	4	5	Moderate	
Pop-up	Yes	White/Caucasian	5	3	High/top priority	Festivals that are inclusive
Pop-up	Yes	White/Caucasian	5	4	Moderate	
Pop-up	Yes	White/Caucasian	4	3	Significant priority	Look at equity in schools
Pop-up	Yes	White/Caucasian	3	5	Low	Other than policing, contracts and other areas should go to lowest bidder
Pop-up	Yes	White/Caucasian	5	4	High/top priority	Having the discussion
Pop-up	Yes	White/Caucasian	5	4	Significant priority	
Pop-up	Yes	White/Caucasian	5	4	High/top priority	
Pop-up	Yes	White/Caucasian	5	4	Significant priority	Equal education for all
Pop-up	Yes	White/Caucasian	5	4	Significant priority	Greater: Art/music festivals, farmers market, diverse vendors at festivals -- feature music
Pop-up	Yes	White/Caucasian	5	3	High/top priority	
Pop-up	Yes	White/Caucasian	5	4	Significant priority	
Pop-up	Yes	White/Caucasian	5	4	Significant priority	
Pop-up	Yes	White/Caucasian	4	5	Moderate	
Pop-up	Yes	White/Caucasian	3	4	Moderate	
Pop-up	Yes	White/Caucasian	4	4	Low	
Pop-up	Yes	White/Caucasian	5	3	Significant priority	
Pop-up	Yes	White/Caucasian	5	4	High/top priority	
Pop-up	Yes	White/Caucasian	3	5	Moderate	

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Pop-up	Yes	White/Caucasian	5	5	High/top priority	
Pop-up	Yes	White/Caucasian	4		Significant priority	
Pop-up	Yes	White/Caucasian	5	3	High/top priority	Newsletters, mailers, diversity training, address housing
Pop-up	Yes	White/Caucasian	5	5	High/top priority	Events like concerts, food trucks, restaurant week to bring people from all backgrounds together
Pop-up	Yes	White/Caucasian	5	5	High/top priority	Periodic events highlighting different cultures as a theme
Pop-up	Yes	White/Caucasian	5	5	High/top priority	
Pop-up	Yes	White/Caucasian	5	4	High/top priority	Police and community outings. Info to the public on how police are trained and educated.
Pop-up	Yes	White/Caucasian	5	4	High/top priority	Community events
Pop-up	Yes	White/Caucasian	5	4	High/top priority	Wish there was greater diversity in neighborhood; only two families of color in the neighborhood.
Pop-up	Yes	White/Caucasian	4	5	Significant priority	Crime (working on rising crime)
Pop-up	Yes	White/Caucasian	5	5	High/top priority	
Pop-up	Yes	White/Caucasian	5	3	Significant priority	Equitable access and quality of good education opportunities
Pop-up	Yes	White/Caucasian	5	3	Significant priority	
Council District Discu	Yes	White/Caucasian	5	5	Significant priority	
Council District Discu	Yes	White/Caucasian	4	3	High/top priority	
Council District Discu	Yes	White/Caucasian	4	3	Significant priority	A continual push for affordable housing
Council District Discu	Yes	White/Caucasian	5	4	High/top priority	Homeless housing - try to get the different faith communities to work together to work toward housing for the homeless
Council District Discu	Yes	White/Caucasian	5	3	High/top priority	Consider modifying code to allow for tiny homes; when proposals for more development [illegible word], be sure to [illegible word] set any tax abatements with money to DeKalb County [illegible word]; continue to have these [illegible word]; get mental health professionals for 24/7 coverage for police; ensure affordable housing policy is enforced

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Council District Discu	Yes	White/Caucasian	5	4	High/top priority	To have on the Brookhaven website a section for newcomers in Brookhaven to find affordable houses; thanks so much for the weekly Brookhaven buzzes and for mailing the "Brookhaven Georgia" Summer 2021
Council District Discu	Yes	White/Caucasian	5	4	High/top priority	
Civic Dinners	No	African American/Black	5	4	Significant priority	More cultural events. Train city staff
Civic Dinners	No	African American/Black	5	4	High/top priority	
Civic Dinners	No	African American/Black	4	4	Significant priority	No, not at this time.
Civic Dinners	No	African American/Black	3	3	High/top priority	Maybe a public forum for feedback on how the city is handling racial issues.
Civic Dinners	No	African American/Black	5	1	Significant priority	Add some working class people into every decision that is made. Brookhaven, like most of the State, is run/controlled by an the "good old boy" network.
Civic Dinners	No	African American/Black	3	3	Moderate	N/a
Civic Dinners	No	African American/Black	3	4	Significant priority	Collaborate with neighboring commissioners
Civic Dinners	No	African American/Black	4	2	Significant priority	There's a very specific training course around "Whiteness" developed by Rev. Dr. David Alexander, of the Spiritual Living Center of Atlanta, that the commission might want to consider looking into.
Civic Dinners	No	African American/Black	2	3	High/top priority	No, I do not live in the Brookhaven area, therefore I do not have knowledge as to what the Brookhaven Mayor or City Council is doing.
Civic Dinners	No	African American/Black	5	3	Significant priority	Teach more African-American history from Reconstruction to current day & laws and policies.
Pop-up	No	African American/Black	5	3	High/top priority	Centered around education curriculum, hiring, resources offered
Pop-up	No	African American/Black	5	5	High/top priority	Ask questions to the community and engage the public
Pop-up	No	African American/Black	5	3	High/top priority	
Pop-up	No	African American/Black	5	2	High/top priority	African American cultural festivals in the city
Pop-up	No	African American/Black	4	5	Moderate	Make community aware of what Brookhaven - there are assistance programs that people don't know about
Pop-up	No	African American/Black	5	4	High/top priority	Mindful of the transit flow = people who work in Brookhaven but live outside, etc.
Pop-up	No	African American/Black	1	3	High/top priority	Doesn't think government will do anything about racial equity;

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Pop-up	No	African American/Black	5	2	High/top priority	Keep the conversation going
Pop-up	No	African American/Black	3	3	High/top priority	Keep having conversations like these
Pop-up	No	African American/Black	4	3	High/top priority	
Pop-up	No	African American/Black	5	3	High/top priority	
Pop-up	No	African American/Black	4	3	Significant priority	
Pop-up	No	African American/Black	5	4	High/top priority	
Pop-up	No	African American/Black	3	4	Moderate	
Pop-up	No	African American/Black	5	4	High/top priority	Bring people together
Pop-up	No	African American/Black	1	5	High/top priority	Maybe education on various cultures and understanding of humanity. I suggest it be done in schools and social events.
Pop-up	No	African American/Black	5	5	Significant priority	ADP open forum; town hall; community forums
Pop-up	No	African American/Black	5	5	High/top priority	Diversifying entertainment (color); explore program for the youth
Pop-up	No	African American/Black	5	5	High/top priority	City hiring process is slow (respondent is a City of Brookhaven employee); HR takes too long to approve candidates
Pop-up	No	American Indian	5	5	Not at all	More events to bring all race communities together
Pop-up	No	Asian American/Pacific Islander	5	4	Low	Equity in access to mortgages for all to retain racial/ethnic diversity of neighborhoods
Civic Dinners (SP)	No	Latino/a/x	5	5	High/top priority	Support communities with little participation
Civic Dinners (SP)	No	Latino/a/x	5	5	High/top priority	I would like you to also inform more about people who suffer from any disease or condition. Like Autism since, as it is not physical, many times these people are offended and maltreated and pointed out along with their family when they see them behave differently. We must have equity not only in races, but also in people with different abilities. Which are often the least mentioned or taken into account.
Pop-up	No	Latino/a/x	3	5	High/top priority	
Pop-up	No	Latino/a/x	5	5		
Pop-up	No	Latino/a/x	5	5	Significant priority	
Pop-up	No	Latino/a/x	4	4	Moderate	Access to healthcare; access to jobs
Pop-up	No	Latino/a/x	4	4	Moderate	More opportunities (work)
Pop-up	No	Latino/a/x	1	5	Not at all	

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Pop-up	No	Latino/a/x	5	4	High/top priority	Lack of education - international festival; police training representation
Civic Dinners	No	Middle Eastern/North African	5	4	Moderate	Mental health de-escalation training for the police Dept.
Civic Dinners	No	Mixed Race	5	3	High/top priority	More inclusivity around language, having communication in more than just English. City council members being more engaged with the community. Utilizing city funding for resources needed in the community.
Pop-up	No	Mixed Race	3	4	Significant priority	
Pop-up	No	Mixed Race	5	4	High/top priority	More events focused on social justice and race. More cultural festivals
Pop-up	No	Mixed Race	3	5	Moderate	Translation services for businesses in the community
Pop-up	No	Mixed Race	5	4	Significant priority	Throw more events with diverse multicultural communities involved; town meetings talking about community engagement
Pop-up	No	Other	5	1		
Civic Dinners	No	White/Caucasian	4	4	Moderate	Ongoing SJREC Town Halls on topics 1-3 times a year, open to the public or web streamed.
Civic Dinners	No	White/Caucasian	5	4	High/top priority	I'm on the commission.
Civic Dinners	No	White/Caucasian	4	3	Significant priority	Not at this time.
Civic Dinners	No	White/Caucasian	5	2	High/top priority	Somehow provide constructive feedback to white people who call the police about Black neighbors walking in their own yards and neighborhoods. If victims are willing, share stories anonymously of racially motivated requests for police with entire community in Brookhaven newsletter.
Civic Dinners	No	White/Caucasian	5	4	High/top priority	Examine policies for impact
Civic Dinners	No	White/Caucasian	5	4	Significant priority	
Civic Dinners	No	White/Caucasian	5	5	Significant priority	More civic meetings
Civic Dinners	No	White/Caucasian	5	5	High/top priority	Decriminalize crimes that target minorities, hire social workers and utilize them instead of police for matters that don't require guns.
Civic Dinners	No	White/Caucasian	5	5	High/top priority	
Civic Dinners	No	White/Caucasian	4	4	Significant priority	More conversations like this one!

SJREC Aggregated Community Engagement Survey Responses

CE TYPE	Resident	Race	How much do you care about issues of racial equity in the City of Brookhaven?	Based on your experience, is Brookhaven a community welcoming to all backgrounds?	How should the City of Brookhaven prioritize issues of racial equity?	As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?
Civic Dinners	No	White/Caucasian	3	2	High/top priority	Signage in multiple languages or at least include a QR code WHEN there's no space. You're speaking so make sure people can listen to you, read you. And don't make it all on just the internet...print is alive.
Civic Dinners	No	White/Caucasian	4	3	High/top priority	
Civic Dinners	No	White/Caucasian	5	3	Significant priority	
Civic Dinners	No	White/Caucasian	5	3	Significant priority	
Civic Dinners	No	White/Caucasian	4	3	Significant priority	be vigilant in opening up housing diversity and opportunities; educate vs. the prejudice of "property values"
Civic Dinners	No	White/Caucasian	4	3	High/top priority	
Civic Dinners	No	White/Caucasian	5	4	Significant priority	
Civic Dinners	No	White/Caucasian	5	4	Significant priority	
Civic Dinners	No	White/Caucasian	5	4	High/top priority	I'm on the commission.
Pop-up	No	White/Caucasian	5	3	Significant priority	(none)
Pop-up	No	White/Caucasian	5	5	High/top priority	Promote social events that are inclusive, like sporting events for kids and parents to meet; [illegible] materials in mail for people to know where they can volunteer, participate in events, meet and campaign work [illegible] locations for people to meet, kids to play together
Pop-up	No	White/Caucasian	5		High/top priority	More racial school integration
Pop-up	No	White/Caucasian	5	5	High/top priority	Having a commission, continuing work and funding it
Pop-up	No	White/Caucasian	4	4	High/top priority	
Pop-up	No	White/Caucasian	4	4	High/top priority	Redirecting police funding for social support
Pop-up	No	White/Caucasian	5	3	High/top priority	Listen to the community of all races
Pop-up	No	White/Caucasian	5	5	High/top priority	
Pop-up	No	White/Caucasian	5	4	Significant priority	
Pop-up	No	White/Caucasian	5		High/top priority	
Pop-up	No	White/Caucasian	5	4	Significant priority	
Pop-up	No	White/Caucasian	4	4	Significant priority	
Pop-up	No	White/Caucasian	4	5	High/top priority	
Pop-up	No	White/Caucasian	5	5	High/top priority	
Pop-up	No	White/Caucasian	5	5	High/top priority	
Council District Discu	No	White/Caucasian	5	3	Significant priority	



SJREC Aggregated Community Engagement Survey Responses

<b>CE TYPE</b>	<b>Resident</b>	<b>Race</b>	<b>How much do you care about issues of racial equity in the City of Brookhaven?</b>	<b>Based on your experience, is Brookhaven a community welcoming to all backgrounds?</b>	<b>How should the City of Brookhaven prioritize issues of racial equity?</b>	<b>As the Social Justice, Race, and Equity Commission makes its recommendations to the Brookhaven Mayor and City Council, do you have any specific ideas you'd like to offer up?</b>
Pop-up		Latino/a/x	5	5	High/top priority	Feels welcome in Brookhaven
Pop-up		Unknown		4		
Pop-up		Unkown	5	5		