



GEORGIA SYSTEMIC CHANGE ALLIANCE

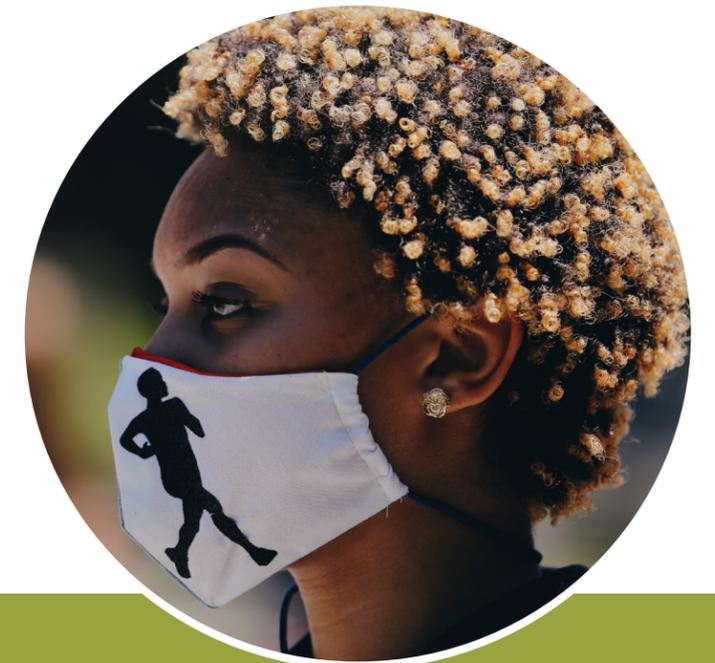
Brunswick Report by the Community First Planning Commission

September 2021



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SUMMARY

What is the Georgia Systemic Change Alliance?

During the summer of 2020, in response to the COVID-19 crisis that deepened existing racial, social, and environmental disparities, The Sapelo Foundation launched a special two-year, \$800,000 grant initiative in Georgia. Through ongoing and new partnerships, The Sapelo Foundation, one statewide network based in Atlanta, and three local networks based in Savannah, Brunswick, and Albany, all united to launch the Georgia Systemic Change Alliance. Though each network was at a different stage in its lifecycle and had a unique history and vision, they were all bound by their commitments to make change, learn together, and advance three common goals for their communities:

- Recovering, rebuilding, and reimagining systems and policies post-COVID.
- Advancing the movement for black lives and broader racial justice across systems and policies.
- Building internal muscle and infrastructure of networks for the short-term and long-term.

Together, the four place-based networks included more than 100 social, environmental, and racial justice organizations across the state of Georgia. They also included leaders of faith, government, and business.

- **Albany Network** – “Reimagine Albany” – is a nonprofit network led by the United Way of Southwest Georgia.
- **Brunswick Network** – “Community First Planning Commission” – is faith-based network by a long-standing collaboration of 18 black churches and allies called Community First. They have been convening for over a decade and deepened their efforts in the wake of the murder of Mr. Ahmaud Arbery.
- **Savannah Network** – “Racial Equity and Leadership [REAL] Task Force” – is a public-private partnership led by the Mayor’s Office. During the summer of 2020, Savannah Mayor, Van Johnson, announced the Task Force and appointed former Savannah Mayor, Dr. Otis Johnson, as chair.
- **Statewide Network** – “Just Georgia Coalition” – is an advocacy network led by the NAACP of Georgia and includes formal partnerships with Black Voters Matter, New Georgia Project, Southern Center for Human Rights, Working Families, Malcom X Grassroots Movement, and Black Male Voter Project.

In year one, concluding in summer 2021, all networks would complete a year of planning. Specifically, each of the three local networks would complete a Network Report, with recommendations for their given community. Additionally, all four networks would complete an Alliance Case Study about the work behind the scenes during a critical year with unprecedented challenges and opportunities. In year two, starting in summer 2021, all networks would implement their plans. Together, the four networks and The Sapelo Foundation collectively selected Georgia-based Partnership for Southern Equity (PSE) to manage and coordinate activities, provide technical assistance, and help write the local Network Reports and Alliance Cases Study.

The Purpose of This Report Is Twofold

1. To provide a living document for the Community First Planning Commission (CFPC hereafter) in operationalizing its vision for advancing systemic policy change, racial justice, and network strength in Brunswick.
2. To share specific systemic policy change recommendations for Brunswick that address racial justice and that were developed by CFPC, a network comprised of the community. The commission also provided historical and socioeconomic context for its work, followed by analysis focused on its core issues: environmental justice and criminal justice reform. As the selected technical assistance provider selected by all networks in the Georgia Systemic Change Alliance, PSE helped CFPC clarify its priorities, goals and strategies, as well as tell its story with resonance. Before August 2020, when PSE joined CFPC a facilitator for the planning process, CFPC had already determined that environmental justice, criminal justice reform, and economic development, would be prioritized for the year thereafter.

This planning process is thoroughly documented in a separate report (“Georgia Systemic Change Alliance Case Study: Behind-the-Scenes Work of 4 Interconnected Networks”). However, for the purpose of context, it is worth noting that PSE provided the following support to CFPC:

- Facilitation of six one-on-one informational interviews;
- Facilitation of visioning, storytelling, systems analyses and power analysis exercises; and
- Facilitation and documentation of 12 planning discussions.



What is the Community First Planning Commission?

Originally formed in 2013, the Community First Planning Commission (CFPC) had a community engagement and advocacy nonprofit board, comprised of faith and civic leaders. Even before its incorporation, CFPC mobilized residents around the murder of Trayvon Martin, which resulted in meetings between law enforcement officials and Black men in Brunswick, as well as an anti-gang townhall gathering that attracted over 400 attendees. In 2013, CFPC led a community engagement process that included over 21 churches in Brunswick. Glynn County Commissioner Allen Booker (the only African American county commissioner in Glynn County), Pastor Craig Campbell (who co-chairs CFPC’s board) and Dr. Felicia Harris. This work compelled other local pastors and civic leaders to go on a community listening tour, in which over 150 residents were interviewed. It was followed by a survey, to gather information about participants’ priorities for improving quality of life in Brunswick. The process also included monthly meetings of elected officials. Through this community engagement process, CFPC heard concerns about the need for affordable housing and the general disparity in the economic development of Brunswick, a city that is 55% African American.

The takeaways gleaned from the community engagement process led CFPC to identify several key factors driving the area’s racial disparities including:

- Lack of consistent participation and leadership among communities of color in local decision making;
- Lack of a cohesive approach to development across the whole county; and
- A need for community-wide acknowledgement and reconciliation of the harmful impacts of racism on the people of Brunswick.

After engaging hundreds of residents, CFPC went into a planning process. CFPC’s leadership placed these takeaways at the center of its mission to combat systemic racism in Glynn County, explicitly in support of the Black community in Brunswick. It will utilize the strategies of community organizing, leadership development, truth and reconciliation facilitation and policy advocacy. Among CFPC’s founding leaders is Dr. Felicia Harris, a Brunswick city commissioner, who successfully got an ordinance passed to implement the city’s Neighborhood Planning Assemblies, a system of neighborhood-based units that allows residents to organize around their priorities with a direct link to city government. Additional Neighborhood Planning Assemblies have been added across the city, as this initiative has proven very successful. To date, there are five Neighborhood Planning Assemblies. Each unit has its own meeting with the department heads of the city administration, as well as the city commissioners and the mayor.

In 2020, CFPC Chair Pastor Campbell led a strategic planning process, through which CFPC reviewed its mission statement and vision. This process was completed just weeks before the murder of Ahmaud Arbery in Brunswick.

CFPC'S three-fold approach

1. Serve as a forum and training ground to educate and activate low-income and working-class African American families in building a local movement for racial justice across several fields, including the economy and the natural environment.
2. Foster public conversations that facilitate atonement and healing from the pain that racism has inflicted on the Brunswick community.
3. Advance criminal justice reform through policy advocacy targeting local government agencies, specifically through the following measures:
 - Diversify the recruitment of police officers by 50%;
 - Improve internal policies of the Brunswick Judicial Circuit District Attorney's office;
 - Create a citizen's review board to oversee police activities; and
 - Establish a "justice center" to handle complaints from residents about local law enforcement, schools and housing.



Community First Planning Commission Leadership

Pastor Craig Campbell, Chair

Allen Booker, Board, Glynn County Commissioner

Dr. Felicia Harris, Brunswick City Commissioner & Board Co-Chair

Pastor Darren West, Chair of CFPC Legal Committee

Lerica Harris, Coordinator

James Yancey, Esq. Legal Advisor to CFPC

Community First Planning Commission Committees & Chairs

Equity Partnership & Reconciliation Committee - Pastor Ryan Green

Legal and Justice Committee - Pastor Darren West

Civic Engagement Committee - Pastor John Williams

Education Equity Committee - Pastor Barbara Holland

Economic Justice Committee - Charlene Thompkins

Next Generation Committee - Pastor Kamau Dickerson

Health Equity Committee - Jeffrey Clark

Environmental Justice Committee - Commissioner Allen Booker

Additional members of CFPC include Attorney James Yancey, local business owners and entrepreneurs, and pastors from other counties.

CFPC Member Organizations and Partners

- | | |
|---------------------------------------|---|
| Choice Ministries | Biz-Quic, Inc. |
| Kingdom Builders Ministry | Maranatha Baptist Church |
| Mount Sinai Baptist Church | Zion Baptist Church |
| New Covenant Church | Omega Psi Phi Fraternity Inc. |
| Safe Harbor Children's Center | Just GA Coalition |
| A Better Glynn | Brunswick NAACP |
| This What Voting Looks Like | ACLU |
| Living Word Worship Center | Georgia Legal Aide |
| Mount Olive Baptist Church | This What Voting Looks Like |
| Immanuel House of Prayer | Black Historic Preservation Foundation |
| United Unity of the Bridegroom Church | Build A Man Project |
| New Life Interfaith Christian Church | Coastal Outreach Soccer |
| Jordan Grove Missionary Baptist | Glynn Clergy |
| Mount Calvary Baptist Church | United Way |
| St. Andrews CME | Black Business League of Golden Isles |
| Worth It Nation International | Rebuilding Together of Glynn County, Inc. |
| It's Not About You Ministries | Coastal Georgia Community Action Agency |

BACKGROUND



Historical Context

Following the American Revolutionary War, fourteen plantations were established on St. Simons Island and on the mainland of Brunswick, Georgia. Enslaved Africans cultivated cotton and rice. Collectively, the islands, marshes and coastal mainland are called The Golden Isles, a Congressionally designated cultural heritage site that still carries the traditions of West Africans brought to Georgia as early as 1526.¹ Brunswick was one of many southern cities abandoned during the Civil War, but unlike other cities, it quickly revitalized when one of the nation's largest lumber mills began operations in nearby St. Simons Island. This industrialization led to the construction of rail lines and a new industrial corridor. It was also the only part of the post-Civil War South that, for a brief period, the Black population held on to parcels of land. Although it was ultimately restored to its white planter claimants, the tradition and struggle for land ownership has been passed down to the present-day generation of African Americans on that land.²

The legacy of slavery, failed Reconstruction and then Jim Crow pervaded every corner of the small harbor city of Brunswick. Despite this fact, it made national headlines during the Civil Rights Era as a “model community” for embracing change when the local, white-led Board of Education and municipal authorities supported voluntary desegregation, against their own constituents who were resisting

integration through the courts.³ These acclamations may have made the recent, racially motivated murder of Ahmaud Arbery seem incidental or interpersonal. To the contrary, it resulted from a careful codifying of white supremacy, passed down in the very institutions that are supposed to keep Brunswick residents safe and keep the city running. In other words, it was only the most tragic display of structural racism in action. It is no surprise then, that CFPC has set its eyes on the forces that shape daily life in Brunswick, such as the police and the preservation of its abundant natural resources. It is also no coincidence that CFPC is growing from a powerful base of religious leaders, who have always played a central role in improving local attitudes about race



The following milestones were generated from a PSE facilitated exercise, to capture the collective memory of CFPC participants in telling the story of Brunswick.

PEOPLE'S TIMELINE

1700's

- Port of Commerce established as debtor colony
- Denmark Vesey marched through Brunswick
- Enslaved people revolt
- Port of Commerce established as debtor colony
- Denmark Vesey marched through Brunswick
- Enslaved people revolt
- Georgia adopts slavery
- Declaration of Independence is signed, Africans remain enslaved
- Brunswick became the county seat of Glynn County

1800's

- Dred Scott decision
- Bilal Mohammed arrived at Sapelo Island
- Black revolts
- Freedman's Bureau
- Civil War
- Native Americans exit the State
- Rise of KKK
- Last shipment of Africans arrives on Jekyll Island
- Greenwood Cemetery
- Reconstruction
- Dixville Community established
- City of Brunswick founded
- Selder Park Industrial School
- Tunis Campbell, reconstruction leader in McIntosh County
- Emancipation Proclamation
- 40 acres and a mule proposed
- Industrial Revolution



1900's

- Plessy vs Ferguson
- Confederate monument in Hanover Sq., Brunswick
- Civil rights
- Selden Park, Risley Schools
- Curt Flood baseball player
- Stand your ground law
- Brown vs Topeka Board of Education
- Liberty Ship
- World War II
- Black Panther Party established
- Voting Rights Act
- Civil Rights Act
- Felon voter suppression
- Lynching laws
- Marcus Garvey back to Africa movement
- Clinton Crime Bill
- Desegregation
- Federal Law Enforcement Training Center
- Brunswick first Black City Commissioner

2000's

- Brunswick first Black mayor
- Obama Healthcare
- Georgia Hate Crime Bill
- Voter Suppression
- Neptune sign in Neptune Park, St. Simon's
- Housing market decline
- Legalization of marijuana
- Murder of Ahmaud Arbery
- Georgia re-expungement law
- Shelby County vs Holder reversal of voting rights
- Deferred Action for Children of Aliens (DACA)
- Closure of Radiation Exposure Compensation Act
- ICE raids
- Heir's Property Petition Act

PSE came to know CFPC, particularly co-founders Pastor Craig Campbell, who heads Zion Baptist Church, Pastor Felicia Harris and Commissioner Allen Booker in the wake of Black Lives Matter. Ahmaud Arbery's murder by private citizens, followed by the fatal shootings of Breonna Taylor and George Floyd by police officers, was the trifecta that turned 2020 into the greatest racial reckoning this nation has experienced since the death of Dr. King. PSE was invited to help strategize on converting local outrage into a protracted, organized effort. CFPC leaders were intent on seizing this moment of reckoning to facilitate honest, healing dialogues between the local Black and white community. Importantly, they view community reconciliation as a necessary precursor – not to ending the outrage, but to building an institution that can leverage such provocations in achieving long-term systems change.

Key Takeaways from the Planning Process

The following key learnings from PSE will be built upon further in a separate case study but also provide useful context for the information provided in this report:

- Because PSE was a trusted partner before becoming a technical assistance provider, communication with CFPC was smooth and expedient, and helped facilitate more generative conversations for participants.
- CFPC did not arrive at its priority issues through this planning process. Focus areas of criminal justice reform and environmental justice were well established prior to the process.

In short, the process helped the commission clarify its goals and strategies, plan its next phase of action and tell its story with resonance.



HEADLINES EXERCISE

Among the first activities that PSE facilitated for the commission was a “headline exercise” during which members were asked to develop a news headline from the future that reflected on their success.

From this Headlines exercise, CFPC developed the following values that will inform its work:

VALUES STATEMENT

1. We believe the existing power structure must change.
2. We believe we have the ability to achieve what we want.
3. We believe God is on our side.
4. We believe we are more powerful working together than apart.
5. We believe there is a unique opportunity for change locally and nationally.
6. We believe other allies can be great supporters because they share the same values.
7. We believe there is need for a strategic plan that addresses equity, education, environment and health care, that contributes to long-term success for the Black community.

The social, political and economic delineations between Brunswick, which has a majority-Black population, and Glynn County, which is predominantly white, have shaped much of the thinking shared in this report.

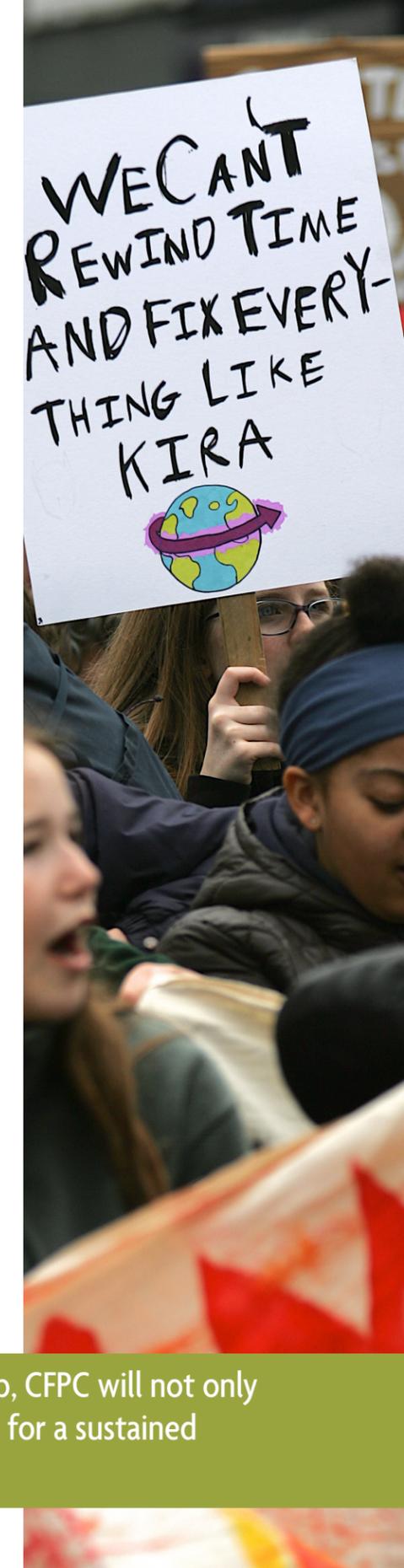
City of Brunswick Racial Composition⁴

- Black 55.07%
- White 40.03%
- Asian 2.16%
- Two or more races 1.66%
- Other .63%
- Native American .25%
- Native Hawaiian/ Pacific Islander .20%

The following data illustrates Brunswick's racial disparities

- Glynn County is 63.6% white, 26.6% Black, 6.8% Latino, 1.6% Asian, .7% two or more races, .5% Native American and .2% Pacific Islander⁵.
- Brunswick has been declared Georgia's poorest town. With a population of 15,919, Brunswick recorded a median household income of \$24,417 annually, based on 2017 U.S. Census Bureau data⁶.
- Only 34.6% of Brunswick residents own their home, a strong indicator of potential for building wealth, compared to 62.5% in Glynn County⁷.
- 18% of Brunswick residents have attained a college degree, compared to 30% in Glynn County⁸.

Leveraging the experience and relationships of its vast leadership, CFPC will not only achieve meaningful reforms; it will become the breeding ground for a sustained movement for racial justice in Brunswick.





ISSUES

The work of CFPC is currently focused in three issue areas: criminal justice reform, environmental justice and economic development. The current planning process was used to build out CFPC's work in environmental justice and criminal justice reform.

Environmental Justice

CFPC's environmental justice work is long overdue, given the long history of harmful industrial practices that made Brunswick home to four EPA Superfund sites and 15 other hazardous sites⁹. Although federal funding and policy enforcement have improved conditions, very little has been done to educate and engage the local Black community in these efforts, which can create tremendous economic opportunity.

For years, Glynn County Commissioner Allen Booker participated in these advocacy efforts led by groups like Glynn Environmental Commission, despite their challenges connecting with the Black community. In 2020, he looked for Black leaders outside of Brunswick that could help Community First bring its Black residents, who are disproportionately exposed to toxins in the soil, air and water, into the fold. He found PSE's Just Energy Academy and Eco-Action, a Georgia-based nonprofit that helps communities organize for changes that safeguard their natural environment. Dr. Yomi Noibi, the Executive Director of Eco-Action, personally came down to Brunswick to facilitate CFPC's environmental justice and community organizing training.

Commissioner Booker and one additional member of CFPC also completed PSE's Just Energy Academy, which gave them a blueprint from which to model CFPC's own academy. From there the Environmental Justice Academy of Brunswick was born. The stated goals of Environmental Justice Academy of Brunswick are widespread community education and cultivation of Black leadership for the regional environmental cleanup and advocacy field. It is the metro area's first Black-led environmental justice group.

PSE facilitated a series of analytical exercises to help CFPC's leaders clarify their analysis of each priority issue area. For environmental justice, CFPC first articulated the core problem they were setting out to solve:

Severe lack of awareness among Black residents of Glynn County of local environmental issues, including but not limited to Superfund sites.

Superfund sites are environmentally contaminated places defined by Congress and managed by the Environmental Protection Agency. In addition to protecting human health and environment, Superfund sites are designed to make responsible parties responsible for the cost of cleanup, involve the community in the process and return the site to productive use.

CFPC also gathered the following data to support their problem statement:

- The land area of Brunswick is 25.27 square miles and holds four Superfund sites. Most Black residents live within a few miles of a Superfund site. Additionally, Brunswick has 15 kinds of hazardous waste sites. In sum, all of Glynn County's Superfund and hazardous waste sites are concentrated in Brunswick.¹⁰
- One Superfund site is located behind Altama Elementary School, which is comprised of 87% students of color. The Glynn Environmental Commission persuaded the county's board of education to rebuild the school elsewhere in 2018¹¹.
- From the mid-1980's to 1994, The Hanlin Group, Inc., a corporate owner of chemical plants, maintained a facility in Glynn County just outside of Brunswick where 150 tons of mercury were illegally dumped. Three executives were sentenced to prison¹².
- One Superfund site, formerly owned by Arco, currently owned by Honeywell and Georgia Power is near the Holmes community, a majority-Black residential area. A portion of that is now the site of a county detention center, opened in 2014¹³.
- A primary threat of exposure for Brunswick residents is through eating seafood contaminated by toxaphene from the Terry Creek Superfund site¹⁴.
- Despite the host of toxins in Brunswick's environment, there has never been a large-scale study of how they affect residents¹⁵.
- Researchers analyzed 2018 Census data and found that overall, life expectancy for people who live near a Superfund site is about two months shorter than normal. Further, low-income people who live near a Superfund site could lose nearly 15 months of life expectancy¹⁶.
- One survey indicated that the biggest area of dissatisfaction among Brunswick residents is with the lack of, and low quality of, green space and parks in the city¹⁷.

Next, the commission articulated their environmental justice goals:

- Improve understanding of local environmental issues in Brunswick's Black community;
- Diversify the leadership of the local environmental justice movement; and
- Increase funding for local Black- and Brown- led environmental groups.



Criminal Justice Reform

Like too many other U.S. cities in 2020, Brunswick's Black community had to quickly mobilize resources to seek justice for Ahmaud Arbery. Through this effort, Community First Planning Commission added criminal justice to its agenda. Although anti-Black violence and criminalization is not unique to Brunswick, Ahmaud Arbery's case exposed an exceptional confluence of racist practices, some sanctioned and some latent, that have informed CFPC's work.

Aspects of race relations and racism in Brunswick's criminal justice landscape:

- Georgia's citizen arrest law was a remnant of post-Civil War "Black Codes;" special state laws that ensured political and economic control for white southerners¹⁸. This law sanctioned Ahmaud's murder and was finally repealed 14 months after his murder.
- Georgia law doesn't require police departments to record the race of individuals they stop unless it becomes an arrest. From 2018–2020 Glynn County Police Department documented over 10,000 traffic stops, but there's no data on the racial makeup of the individuals who were stopped¹⁹. Community members believe that a significant portion of these stops were the result of racial profiling.
- In February 2021, five representatives from the state legislature Black caucus introduced HB17, designed to end racial profiling by police, require data collection and annual reporting about interactions with people of color²⁰. It hasn't made it out of committee or garnered any Republican support, including representatives from Glynn County.
- U.S. southern cities have typically made progress on race with the election of African Americans in local government. Brunswick elected its first Black mayor in 2014, much later than its peer majority-Black cities.
- For years, passively racist tactics at the Brunswick Judicial Circuit have gone unchecked. The most recent series of actions that unseated District Attorney Jackie Johnson in the handling of Ahmaud Arbery's case provide a glimpse into this history.
- While the racial makeup of the Brunswick Police Department appropriately reflects the city's population, there's a dearth of diversity throughout the Glynn County Police Department, which also harbored discriminatory practices documented in a 2018 report of the International Association of Chiefs of Police. These events were followed by the indictment of the police chief and three senior officers in 2020²¹.
- Currently, the Glynn County Police Department has 112 officers, among which 82% are white, 13% are Black and 4.5% are Hispanic, a disproportionately white representation against the county's population which is 64% white, 27% Black and 7% Latino²².
- The Georgia legislature passed a bill to put a referendum on the November 2020 ballot that could have abolished the department all together, but it was deemed unconstitutional in the courts²³.
- Prior to Ahmaud's death there was no external accountability measure for local law enforcement. In 2020, the Glynn County Police Advisory Panel was formed with two African American appointees to advise the county commission on police reforms. Its focus is on the implementation of new tasers, cameras and software.

In the five years prior to Ahmaud Arbery's killing, 182 people in Georgia had been killed by police. Only one resulted in a murder conviction²⁴. Given this mired history, CFPC will have to skillfully build trust inside county government and outside with the Black community. They have a perfect leader in Glynn County Commissioner Allen Booker, who has mastered navigating both worlds as a commissioner and community organizer. There is also wisdom and intentionality in leveraging a few urgent issues to achieve short-term wins while diversifying key agencies inside county government to change the make-up of decision-makers for long-term wins.

Community First Planning Commission has set the following goals to reform Glynn County's criminal justice system:

- Establishing a Citizens Review Board to oversee county law enforcement;
- Establishing an advisory to reform internal policies of Brunswick Judicial Circuit District Attorney's office;
- Diversifying the Glynn County Police Department; and
- Establishing a "justice center" for Glynn County residents to receive community support and resources in tackling barriers they experience in local law enforcement, schools and housing.

NEXT STEPS

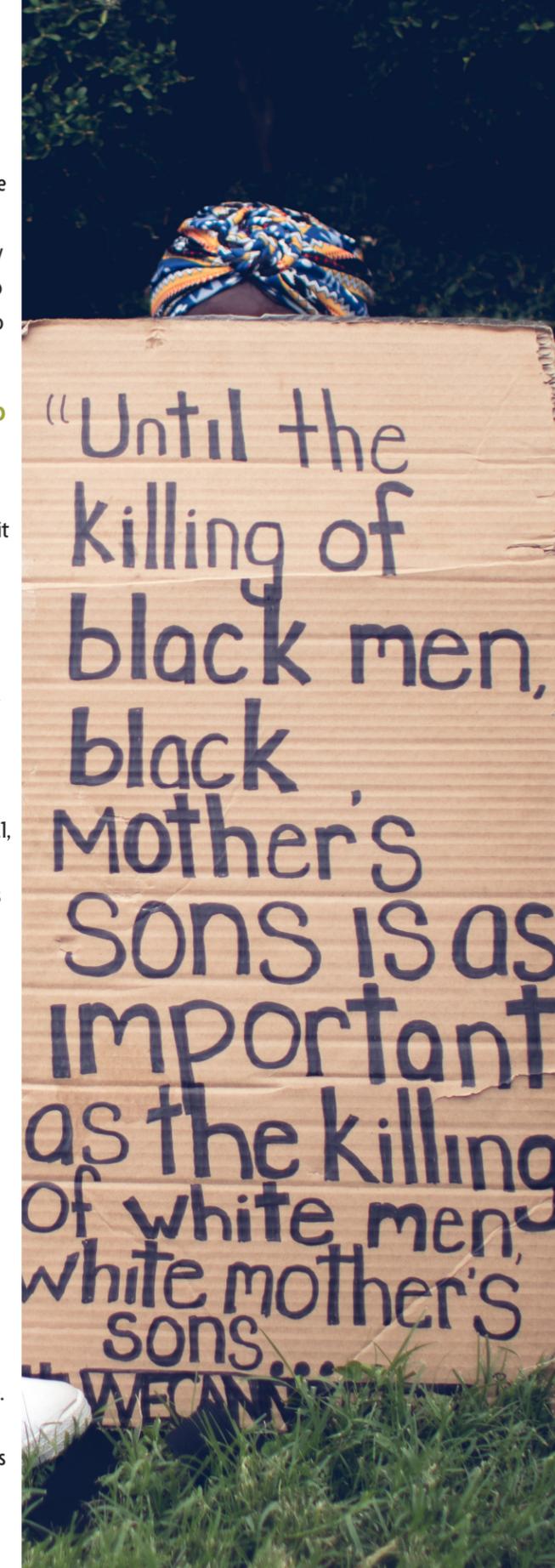
CFPC has committed to a joint planning and action strategy for the remainder of 2021, whereby they will continue advancing all programming and advocacy that is already in motion. Meanwhile, it will also complete its current planning process to update its strategic plan, which will not only have finalized goals in the areas of environmental justice, criminal justice, and economic development, but will also include a timeline of milestones to be met towards those goals from 2021-2026.

Environmental Justice

In the next year, the plan for CFPC's environmental justice work is to simply stay the course by strengthening its existing programs through the Environmental Justice Academy of Brunswick, urban farming and internship participants.

The Environmental Justice Academy of Brunswick is currently completing a strategic planning process for 2021-2026, through which it has established the following five-year focus areas:

1. Cultivate African American leadership on environmental issues.
2. Engage youth of color in environmental issues.
3. Address the impacts of Superfund sites on surrounding communities.
4. Support the equitable development of environmentally resilient infrastructure.
5. Mitigate the impact of climate change on community health.
6. Shift the economic impact of environmental injustices toward increasing access to economic opportunities in the environmental clean-up and preservation field for communities of color.



A longer list of programmatic sub-goals has been developed under the areas above, including:

1. Increase Neighborhood Planning Assemblies representation on EJAB's leadership.
2. On an annual basis, hold the Environmental Justice Academy of Brunswick.
3. Operate YoPro/YELL youth programming.
4. Operate regular community environmental monitoring activities.
5. Convene a council of environmental justice groups led by people of color.
6. Establish community food security education program with a focus on youth.
7. Hold regular community workshops with a focus on improving awareness of air quality, water quality and stormwater management issues.
8. Establish an environmental resource center in midtown Brunswick, where 80% of youth live in poverty.
9. Facilitate participatory data collection on flooding in target neighborhoods.
10. Produce and distribute public education tools on green infrastructure.

The next cycle for The Environmental Justice Academy of Brunswick will take place in August 2021, and every August thereafter. Additionally, the it now has its own board of directors, and recently recruited a new Chair and Vice Chair from its first cohort of graduates.

Criminal Justice Reform - Justice Center

Having made great progress on its first three goals, the commission will focus on launching a nonprofit direct-service justice center, described below, at Risley High School in fall 2021. This center will take complaints from residents, who are experiencing discrimination in the local law enforcement, housing and school systems. It will provide legal assistance and help residents advocate for themselves. Partnerships with the Georgia Legal Center and Georgia NAACP will support this endeavor.

The Justice Center was created to restore the community's trust in local public institutions that intentionally or unintentionally harbor racism and whose practices generate racial inequities. The vision is to provide a community space for Brunswick's Black community to seek justice from direct impacts of institutional racism in schools, housing and policing, and proactively protect residents from further mistreatment. Guided by principles of integrity, quality, accountability, education and collaboration, the center will provide the following services:

- Investigation - investigate and seek amenable recourse for verified cases of race-based discrimination, threats, harassment or cases of institutional inequity.
- Advocacy - answer questions, accompany clients to court proceedings and keep them informed throughout the center's investigative process.
- Referrals - connect individuals to a multitude of social services and other resources offered in Glynn County, and other counties if appropriate.

When a complaint is submitted, a staffer from the Justice Center will collect the necessary information and assign a case number. An advisory council will aid the center in developing policies, procedures, and programming. Complaints are prioritized by severity and by the availability of external resources that can address the complaint. Less serious complaints may be delegated to an appropriate agency or organization outside of the Justice Center purview for resolution. Post investigation, the center will produce a letter of determination and make recommendations for next steps.



Real work requires real commitment, real faith, and real courage, and we believe that this is a divine appointment for this time.

Pastor Craig Campbell, Chair of Community First

DISTRICT ATTORNEY CITIZEN REVIEW PANEL

Currently in the planning phase, Citizen Review Panel for the District Attorney of the Brunswick Judicial Circuit will provide input and oversight of the office. It will ensure full compliance with the law, foster transparency with the community, and leverage the office's resources to improve systemic disparities in the judicial process. The panel is developing in the District Attorney's office and will consist of a cross-section on volunteers from the community, who will review criminal cases, data



PSE hopes to stay connected to the work in Brunswick, supporting the ongoing learning of its leadership. The commission plans to share its completed strategic plan with The Sapelo Foundation as its current two-year grant period comes to an end, with the intent of soliciting another multi-year funding commitment to support the implementation of the vision put forth in this document.

THE RACIAL EQUITY AND LEADERSHIP BRUNSWICK TASK FORCE



Pastor Craig Campbell, Chair

Craig Campbell is a proud native of Brunswick, Georgia. He is a 1986 graduate of Brunswick High School. He graduated from Georgia Southern University in 1991 with B.S. in Sociology with a concentration in Social Work. He worked in Child Welfare through the Glynn County Department of Family and Children Services providing 30 years of service upon his retirement, November 2019. He has worked extensively with Glynn County Juvenile Court, Department of Juvenile Justice, Safe Harbor Children's Center, and other social services organizations. He worked also in the Glynn County School System as a basketball coach and mentor. Moreover, he has given life work to better mankind and its conditions. He is the Senior Pastor of Zion Baptist Church located in Brunswick, Georgia.

In 2021 he awarded four scholarships to four outstanding seniors at Brunswick High School for their academic achievements, extracurricular and community service involvement. Currently, he is the Chairman of Community First Planning Commission. He is married with one daughter and a grandson.



Pastor Dr. Felicia Harris, Board Co-Chair

Pastor Dr. Felicia Harris is a native of Brunswick, Georgia growing up in the Dixville community. She graduated Summa Cum Laude with a Bachelor of Science Degree in Business Administration from Bethune Cookman University. She is currently employed with the U.S. Department of Treasury, Internal Revenue Service. Dr. Harris later earned her Doctorate in Divinity from Refreshing Faith Bible College. She is also a Biblical Counselor earning her certification through the National Association of Biblical Counselors.

In 2005, God called Dr. Harris into ministry. Today, she is the founder and pastor of Worth It Nation International Ministries, Inc (W.I.N), a vision that was conceived in her home after leading meetings with an intimate group of sisters in Christ. W.I.N held its first service at Seldon Park in Brunswick, GA on August 5, 2018.

In 2013, Dr. Harris was elected to the Brunswick City Commission taking her seat in 2014. She is assigned individual responsibilities for specific aspects of municipal affairs such as finance, community development, pension, etc.



Commissioner Allen Booker, Board Member

Commissioner Booker is currently the Executive Director of Rebuild Glynn County, Inc and CEO of Strategic Community Connections International, LLC. Previously, Mr. Booker worked as a housing consultant with Southeast Georgia Community Development Corporation and as Director of Youth Initiative Project, Inc. Mr. Booker also serves on the board of Worth It Nation International Ministry, Inc (WIN) and Community First Planning Commission. He has served on the Glynn County Commission for two terms. He earned a Bachelor of Science in Business Administration from Troy University. He has been married for over 30 years and has two sons and two grandchildren.



Lericia Harris, Board Member

Lericia Harris is broadcaster/reporter covering athletics. She has worked for ESPN, ACC Network, Raycom Sports, Entercom Radio Atlanta, and Rolling Out Magazine. Lericia is the former host of the Sunday morning show Sports in the City on Sports Radio 92.9 The Game where she could be heard interviewing and discussing all things Atlanta sports.

A proud graduate of Bethune-Cookman University, Lericia believes education opens the door to endless opportunities. She obtained her Bachelor of Arts in Mass Communications - Broadcasting Journalism in 2013 and her Master's in Advertising from the University of Florida in 2015.

Lericia planned, coordinated, and executed the March on Georgia for The Georgia NAACP in Atlanta, Georgia. She is an active member of Delta Sigma Theta Sorority Inc., the National Association for Black Journalists, serves as a board member of the nonprofit The Flourish Foundation, Inc., operates as the Field Director for Just Georgia, and serves as the Coordinator for the nonprofit Community First Planning Commission.

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