



CITY *of* BRISBANE

Inclusion, Diversity, Equity & Accountability Events Subcommittee Meeting Agenda

Monday, February 2, 2025 at 5:30 PM • Hybrid Meeting 50 Park Place, Brisbane, CA 94005

The public may observe/participate in IDEA Committee meetings using remote public comment options or attending in person. The IDEA Committee may take action on any item listed in the agenda.

TO ADDRESS THE COMMITTEE

IN PERSON

Location: 50 Park Place, Brisbane, CA 94005, City Hall Conference Room

REMOTE PARTICIPATION

Members of the public may observe/participate in the IDEA Subcommittee Meeting by logging into the Zoom Webinar listed below. Archived videos can be replayed on the City's website, <http://brisbaneca.org/meetings>. Please be advised that if there are technological difficulties, the meeting will nevertheless continue.

The agenda materials may be viewed online at www.brisbaneca.org at least 24 hours prior to a Special Meeting, and at least 72 hours prior to a Regular Meeting.

Remote Public Comments:

Meeting participants are encouraged to submit public comments in writing in advance of the meeting to

Email: ipadilla@brisbaneca.org or **Address:** Brisbane Annex (Attention: Ingrid Padilla), 25A Park Place, Brisbane, CA 94005

Join Zoom Meeting:

brisbaneca.org/idea-zoom

Meeting ID: 816 0979 9931

Call In Number: 1 (669) 900 9128

SPECIAL ASSISTANCE

If you need special assistance to participate in this meeting, please contact the City Clerk at (415) 508-2113. Notification in advance of the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

SUBCOMMITTEE MEMBERS:

Anna Dennis, Masha Kohn and Marissa Lee-Baird

5:30 P.M. CALL TO ORDER

ROLL CALL

- A. Remote Attendance Under the Just Cause Provisions of the Brown Act

APPROVAL OF AGENDA

PUBLIC COMMENT

NEW BUSINESS

- B. Select MLK Jr. Essay and Poetry Contest Winners

ADJOURNMENT

This poem is from Lipman 7th grader [REDACTED]

Dr. King was an American civil rights activist and Baptist minister, who fought for civil rights and racial equality.

Racism is what kickstarted Dr. King's career in civil rights activism, when he and a friend were torn apart when he was six years old, because they were different races. Dr. King's friend's parents had said that they didn't want their son playing with a black child.

Martin Luther King's "I have a dream" speech and "Letters from Birmingham Jail" are some of the biggest speeches in the entire English language.

At age 35, Dr. King was the youngest person in history to receive a Nobel Peace Prize.

Racial segregation on transportation is against the U.S. constitution, and in 1955, Dr. King led a bus strike for 381 days to convince the Supreme Court.

The Civil Rights act was passed thanks to Dr. King, which made it illegal to disadvantage people of color because of their race.

If you can't fly, then run, if you can't run then walk, if you can't walk, then crawl, but whatever you do, you have to keep moving forward; this is a famous quote from Dr. King, speech, "The Future of Integration," telling people to keep at it, even if things seem slow.

Nineteen-sixty-three was when Dr. King led non-violent campaigns to stop segregation in Birmingham, Alabama.

Late 1963 was when Dr. King led "The March on Washington," and gave his famous "I Have a Dream" speech.

Until he died, Dr. King was elected to be president of the Southern Christian Leadership Conference in 1957.

The March on Washington attracted 250,000 people.

He was arrested 29-30 times throughout his life.

Entered Morehouse College at the age of 15.

Racism was a big part of Dr. King's life, and he never let it stop him, or get in the way of doing what's right.

King left a message:

I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.

No matter the color of your skin or your race,

Greatness isn't restricted by color. Greatness comes from within.

This poem is from 7th grader [REDACTED]:

Step By Step

A poem for Dr. Martin Luther King, Jr.

By: [REDACTED]

Every step you took brought us closer to the goal.

Every word you spoke inspired us.

Every setback that came our way,

You were there to give us that extra boost to move past it.

Even though I haven't met you and you haven't met me,

And even though you are not here with us today,

The impact you made lives on forever.

It guides us.

It surrounds us.

It lives within us.

For it is something that can not be put aside, ignored, or
gotten rid of.

It's something to live for, to fight for.

And now we continue your march forward.

Step by step.

This poem is from 7th grader [REDACTED]

When he was stabbed,
doctors said something surprising:
If he had sneezed,
He might not have lived.

It is strange to think
that something so small
could change something so big.

Years later, he spoke
about standing on the mountaintop.
He said he had seen
a better future ahead.

He knew he might not get there himself,
But the vision mattered more than the moment.

Even if he had sneezed,
The dream was already alive.
And today,
It is still being carried forward
by us.

This poem is from 7th grader [REDACTED]:

He stood there,
not as a statue.
Not a legend yet, just a person,
Just a person, tired of watching people get hurt,
He was tired of watching people getting hurt for no reason.

His words weren't fancy.
They were important.
Important with prayers,
That whispered in the dark.

They were heavy
Heavy with hope
that refused to die.
He told his dream,
not like a fairy tale,
but a dream like someone who's scared
Scared but he still chooses to believe.
Because dreaming takes courage,
When reality keeps disappointing you.

He dreamed about children.
About raising them in a world,
A world that doesn't teach fear first.
A world where skin,
is unique, and different,
not a danger.
He didn't say the world was perfect.
He didn't say it would be easy to fix.
He just said, we could be better,
If we choose to.

This essay is from 7th grader [REDACTED]:

Dr.Martin Luther King Jr

Dr. Martin Luther King Jr rose above many others despite his chances and because of that he inspired millions and maybe even billions. Dr. Martin Luther King Jr was arrested about 30 times and was at the bottom for a long time. He should have been mad, he should have been angry and enraged, but he did what he believed. Dr. Martin Luther King Jr did not fight back physically but instead he fought with words and belief and behind him was many who believed what he did was right because many wanted their own rights. Many listened to Dr. Martin Luther King Jr and many still do today. Dr. Martin Luther King Jr was never better than anyone but he was braver and bolder than anyone else, he fought for his and others rights even when he was arrested, even when the odds were against him he fought back and did not give up. Dr. Martin Luther King Jr may be dead but he is still with us. His words still echo through the world , whether it be in life or death he is still with us and helping us to this day.

This poem is from 7th grader [REDACTED]:

MARTIN LUTHER KING JUNIOR - POEM

In 1929, a leader was born,

A voice of change in a world so torn.

Martin was his name, his mission was clear,

To conquer the hate and erase the fear.

He saw people being judged by the color of skin,

A system that said where they could and couldn't win.

He preached of a future where all were the same,

A call for justice that had sparked a flame.

Through marches and speeches, his powerful words rang,

Of a dream where all children joyfully sang.

He faced the hardship with courage and grace,

Fighting for freedom for the entire human race.

His life was taken, his journey cut short,

But his powerful message is still our support.

He taught us to stand up for what's right and true,

The legacy of MLK lives on in me and in you.

This poem is from 7th grader [REDACTED]:

In 1955, Dr. King was asked to be a spokesperson for the Montgomery Bus Boycott after Rosa Parks was arrested for not giving up her seat to a white man. The boycott lasted for 381 days before the U.S. Supreme Court decided segregated transportation was against the constitution.

He was the youngest person to earn the *Nobel Peace Prize* at the age of 35.

April 4, 1968, Dr. Martin Luther King was assassinated while in Memphis, Tennessee, when he supported a sanitation workers strike.

Various important civil rights leaders spoke at the Lincoln Memorial, including Dr. Martin Luther King Jr., to about a quarter million people advocating for jobs and freedom and it became a clear turning point in the civil rights movement.

Every city in the south was segregated but Birmingham, Alabama, was considered one of the most segregated cities in America so Dr. King decided to lead several non-violent campaigns to try and end segregation but he was arrested in the process of doing that so he wrote *A Letter From Birmingham Jail*.

An African American woman with a mental disorder stabbed Dr. King, in the chest, during a signing of his memoir *Stride Toward Freedom* and his experience inspired him to write the speech *I've Been to the Mountaintop*.

During the last three years of his life, Dr. King shifted his focus away from racial equality and towards world peace, especially for the Vietnam War, and helping impoverished people.

Racism was always in Dr. King's life but the first time he noticed it was when he was six years old and he had a white friend. Martin's friend's father told his son to stop playing with Martin just because of the color of his skin.

Even though it was against the law for Dr. King to eat, enter or use anything that was "white only" he did it anyway and was thrown in jail multiple times for it.

A couple unintentional accomplishments that Dr. King has earned is that he was the only person who wasn't a president to have a national holiday, in 1963, Dr. King was "Man of the Year" in *Time's Magazine* and some of his speeches, *I Have a Dream* speech and *Letter from a Birmingham Jail*, are among the most important speeches in the English language.

Mohandas Gandhi and Dr. King's faith as a Christian was the inspiration for his speeches.

This poem is from Lipman 7th grader [REDACTED]:

MLK POEM,

I have a dream, ☁️

Leading protest for rights, 🧑

Some long some short, 📖

No violence just love, ❤️

Traveled 6 million miles us

Over 2,500 speeches 🎤

He is King MLK 🦉

This first submission is from 7th grader [REDACTED]:

Poem

Martin Luther King

Is the G.O.A.T (greatest of all time)

He freed us

And our bros

He gave his speeches

But he was shot

He will be remembered

In our thoughts

He was stabbed

But he survived

Only one more sneeze and he would have died

But on April 3rd he still gave his speech

Oh Dr King

Rest in peace

Martin Luther King was very peaceful

He saved all the segregated people

Even after jailed

He persevered

Martin Luther King

Will forever be revered

We all love Dr. King because he's good

He led U.S. to brotherhood

Now that all people can connect

Martin Luther King can get his rest

Martin Luther King fought for his rights

He is filled and full of might

Racism is wrong and he is right

Dr. King was very bright

We will never forget Dr. King

MLK poem

Submitted by

Martin Luther King Junior had a dream

It was that one day, America would all be on the same team.

He thought coexisting would suffice

And now our streets are filled with ICE He knew racism wouldn't go away But he would be disappointed if he were alive today.

Seeing people being torn from their families All the unnecessary casualties People being deported to countries they haven't seen in decades And all the immigration raids Shooting people for protesting All the streets that ICE is infesting Targeting people because of the color of their skin But this is America and racism won't win.

We will crowd the streets with our signs And record everything from the sidelines History will be repeated But we won't be defeated This is the resistance And we are ready to go the distance We are taking every opportunity To protect our community We are still fighting for MLK's dream In effort to end this regime MLK taught us best We will continue to peacefully protest.

The Greatest King of Memphis



Memphis, like its namesake on the Nile, has been the seat of many kings. B.B., Elvis. But one King of Memphis shaped the world, devoting his life and body to freedom and justice.

I was almost five when Dr. King was assassinated just a few miles from our midtown home. My early years were marked by assassinations: JFK, Malcolm X, MLK, RFK. They weighed heavily in our house. My father's grief-stricken face. My mother silently waxing the floors, as if a shine could wipe away the horror. I crouched in the corner, watching.

As a white girl, I had to learn about racism rather than be the object of it. I first became conscious of how Dr. King's legacy would permeate my life in third grade, when desegregation began in my school.

"A new girl will join the class tomorrow," our teacher said. "She will look different from you."

The next day, she sat tall as we white children stared. Within a year, three quarters of the white children had transferred to hastily launched private schools. She stayed, and by high school was at the top of the class. My first glimpse of courage in a child.

Today, I think of the courage and humanity of this Memphis King, who built a generation of activism by drawing on both spiritual community and global experience. "Christ gave us the goals and Mahatma Gandhi the tactics," he said in 1955.

As a young pastor, my uncle could no longer remain passive after three civil rights workers were murdered outside Philadelphia, Mississippi, his city of about 5,000. Following Dr. King's blueprint, he joined four Black pastors and another white minister to integrate churches, schools, and businesses despite fierce resistance. They made progress, but as Coretta Scott King wrote, "Freedom is never really won. You earn it and win it in every generation."

Here we are today in Brisbane, two generations and 2,000 miles away from that balcony in Memphis where we martyred a King. Another city of about 5,000. I ask, what can I do?

What did Dr. Martin Luther King, Jr. do? His work didn't begin with monuments or holidays. He walked. He talked. He gave courage to the afraid, reminding them of their power. In Memphis, he showed that courage isn't abstract. It's embodied. It's local. And it's always our turn.

Dreaming with Martin

Today, I watched as the American people celebrated my birthday. Schools and offices closed. Families gathered. Some traveled to visit friends. It is hard to believe that not so long ago, the American government considered me a threat and later found my life significant enough to make my birthday a national holiday.

It is joyous. And yet I wonder: do they remember what I stood for, anything beyond “I have a dream”?

Yes, it is important to have a vision for a society where everyone is treated with dignity and equality as human beings. But there was so much more I said. I spoke about how fighting for justice requires courage. I said that laws which harm human dignity deserve to be challenged, not defended. “An unjust law is no law at all.”

Those words were not comforting. They were not safe. They were enough for some people to want to silence me forever.

Last night, I had a dream that Americans woke up.

They realized they had forgotten some of their deepest values and had become confused by loud and divisive beliefs. It was difficult for many to admit they had been misled, manipulated by social media, by spectacle, and even by the news. Truth had become a series of “alternative facts,” easily distorted when noise muddled wisdom and outrage replaced understanding.

Belonging was granted to some and withheld from others. Power was being used to preserve itself rather than to protect the vulnerable. Force could be used against us on our own soil. Even the national lands we cherish seemed uncertain, as if everything was negotiable.

But I also dreamt that Americans remembered these words: “Freedom is never voluntarily given by the oppressor; it must be demanded by the

oppressed.” Nonviolent protest is about forcing a society to face realities it would prefer to ignore. It is about love refusing to surrender to injustice.

I am reminded of the power of art and music during the Civil Rights Movement. Songs carried courage into the streets, stories gave people strength, and graphic art became a form of resistance. They were lifelines.

Most of all, I dreamt that we remembered who we are. That we are strongest not when we are divided by fear, but when we stand together in shared purpose. That democracy requires participation, not spectators. That justice must be pursued.

A holiday is a beautiful tribute. But it is not the dream.

The dream lives only when ordinary people are willing to seek truth, challenge injustice, and stand side by side as one people. It lives when we remember that dignity is not reserved for some, but promised to all.

The dream was never meant to rest in history.

It is still calling to us.

