



CITY COUNCIL WORK SESSION AGENDA

Work Session - Reparations Commission Update Tribesy Presentation

This meeting will be held in-person and virtual.

**25 Crescent Road
Greenbelt, MD 20770**

OR

Virtual Participation

Zoom Webinar Attendees:

Please submit your request in writing via email to questions@greenbeltmd.gov

[https://us02web.zoom.us/j/85856829349?](https://us02web.zoom.us/j/85856829349?pwd=4PR6UBFENBm0WeXYcbY3ogm1kB87DT.1)

[pwd=4PR6UBFENBm0WeXYcbY3ogm1kB87DT.1](https://us02web.zoom.us/j/85856829349?pwd=4PR6UBFENBm0WeXYcbY3ogm1kB87DT.1)

Dial-in: 301 715 8592

Webinar ID: 858 5682 9349

Passcode:347997

Wednesday, April 9, 2025

7:30 PM

Work Session Packet - Reparations Commission Update Tribesy Presentation

Reparations Commission Update Tribesy Presentation

Suggested Action:

Reference: Greenbelt Reparations Commission Report Presentation

Tribesy Presentation on Reparations Commission Work

Included in the Council packet is a presentation from Tribesy, a consulting group that has worked

closely with the City's Reparations Commission (RC). Tribesy will present key takeaways from their engagement, which focused on community healing, intergenerational trauma, and reparations as a long-term commitment rather than a one-time action.

Their presentation highlights the historical context of harm, the challenges the RC faced, and recommendations for a more inclusive and community-centered approach. The insights from this presentation and full report will provide valuable guidance as the City considers next steps in its reparations and equity initiatives.

[Greenbelt RC Report Presentation.pdf](#)

City Council Work Session Agenda Item Report

Meeting Date: April 9, 2025

Submitted by: Shaniya Lashley-Mullen

Submitting Department: Administration

Item Type: Work Session Item

Agenda Section: Work Session Packet - Reparations Commission Update Tribesby Presentation

Subject:

Reparations Commission Update Tribesby Presentation

Suggested Action:

Reference: Greenbelt Reparations Commission Report Presentation

Tribesby Presentation on Reparations Commission Work

Included in the Council packet is a presentation from Tribesby, a consulting group that has worked closely with the City's Reparations Commission (RC). Tribesby will present key takeaways from their engagement, which focused on community healing, intergenerational trauma, and reparations as a long-term commitment rather than a one-time action.

Their presentation highlights the historical context of harm, the challenges the RC faced, and recommendations for a more inclusive and community-centered approach. The insights from this presentation and full report will provide valuable guidance as the City considers next steps in its reparations and equity initiatives.

Attachments:

[Greenbelt RC Report Presentation.pdf](#)



Health



Spiritual



Political

Social

Seeds of Renewal: Greenbelt Reparations Commission



Economic



Mental

Feel of Reparations:

- **A model to Community Healing through African American & Indigenous voices and culture**
- **A pathway to continuous forward movement**
- **Holistic and sustainable repair for human growth and understanding**



Not Designed as:

- **An academic or scientific report in dominant and default culture**
- **Based in White default norms**
- **A list of “to do” items**

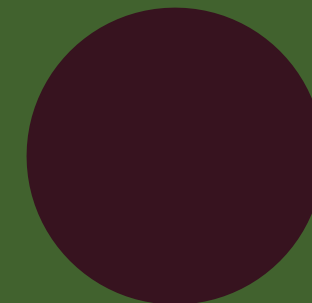
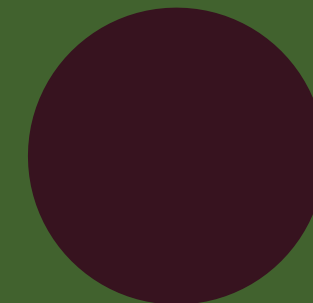
“With all things and in all things, we are relatives.” - Sioux Proverb



It starts in our ancestral homelands....

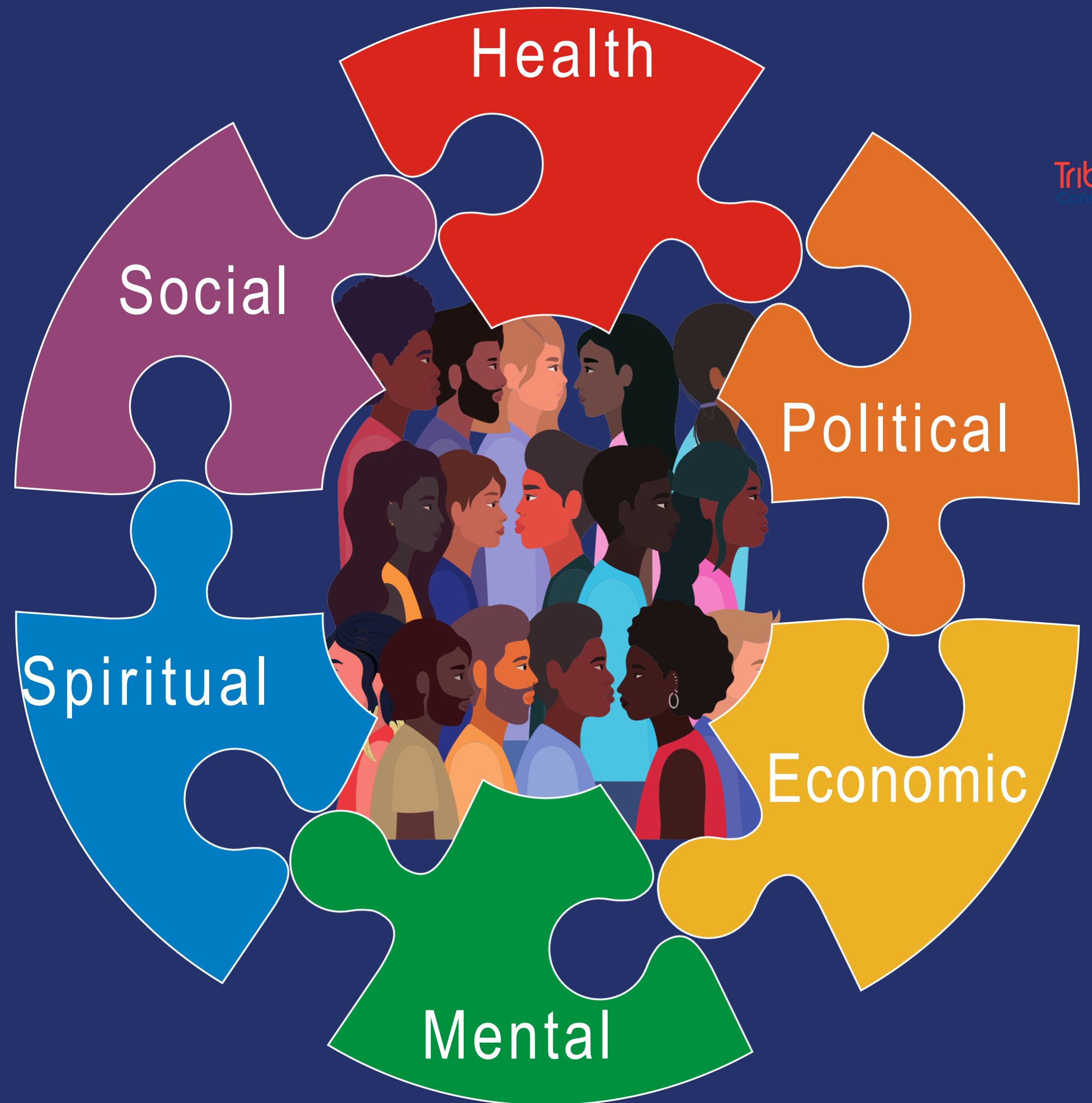
Honoring cultures and traditions of Indigenous people of the Americas and Africa

Remembering we are abundant, fruitful, rich, strong, full, intricate, connected to the world around us and the worlds we cannot see.....



**A person is a person
because of
other
people”**

- Zulu Proverb



Colonization

Forced
assimilation

Segregation

Genocide

Stolen

Erasure

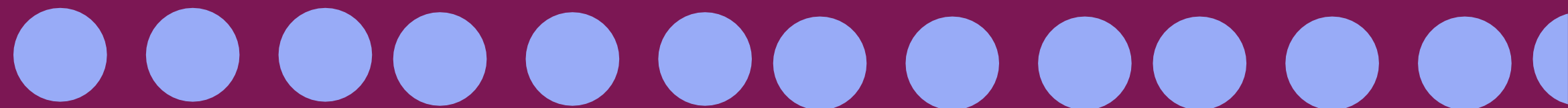
Brutality

Displacement

Disregard

Discrimination

Incarceration



Across generations.....

Intergenerational Racial Trauma

**“To be a Negro in this
country and to be relatively
conscious is to be in a state
of rage almost all of the
time”**

James Baldwin



“When I discover who I am,
I will be free.”

Ralph Ellison



Reparations creates pathways to justice,
pathways back to our whole selves

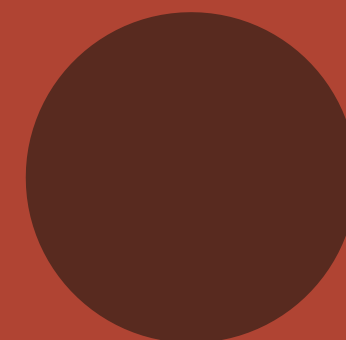
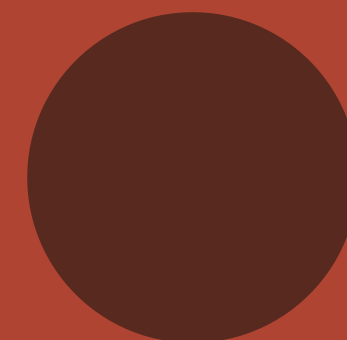
City of Greenbelt



- **Construction began 1935 (Black & White workers)**
- **New Deal community**
- **“Green belt” town program**
- **Affordable housing: low-moderate income (\$800 - \$2200/year)**
- **1937: 5700 applications received**
- **Exclusionary community**
 - **Whites only**
 - **Must be married**
 - **Wife must stay home with children**
 - **Families of “good character” were selected**
 - **63% Protestant, 30% Catholic, 7% Jewish**
- **Late 1960's: African Americans began moving in**
- **1968: Fair Housing Act, prohibit discrimination in sales/rentals**

Generational Loss

- **Decision-making, self-determination**
- **Opportunities**
- **Generational wealth**
- **Community / connections**
- **Safety, health and well-being**
- **Indigenous knowledge**
- **Cultural practices**
- **Ancestral homelands**
- **Dignity**



Repair

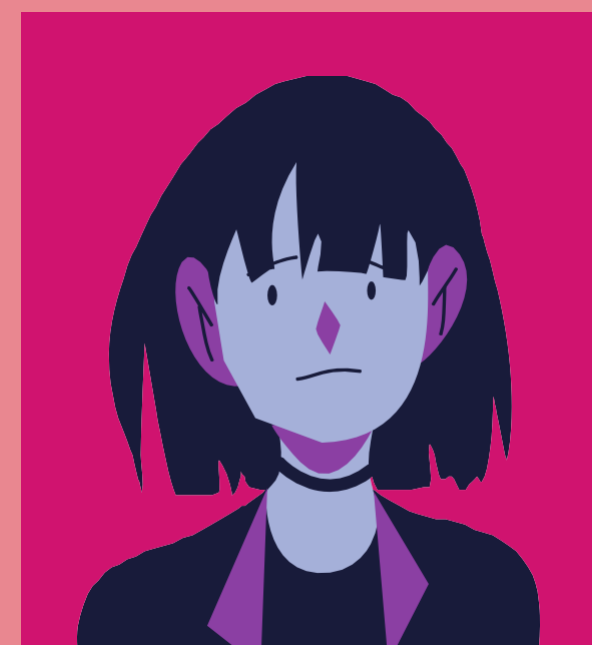
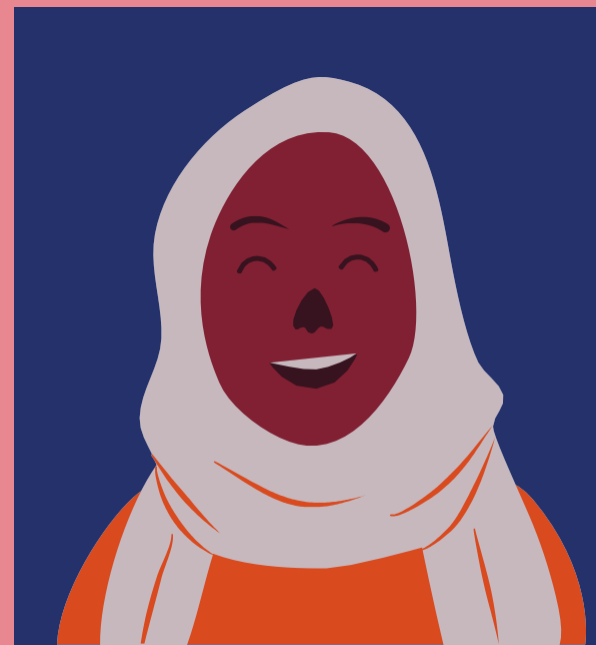
African American and Piscataway communities are owed more than restitution.

Owed the resources, respect, and autonomy to rebuild through Indigenous North American & African practices.

Defined by, with, and for impacted groups.

Not a checklist or one time financial payment but a commitment to long term healing and community investments.





Community healing is a process where the community is an agent of change

**Psychological
dimensions**

**Culturally
syntonic**

Justice

“Healing doesn’t mean the damage never existed. It means the damage no longer controls our lives.”

- Akshay Dubey



Truth-telling

Returning to roots

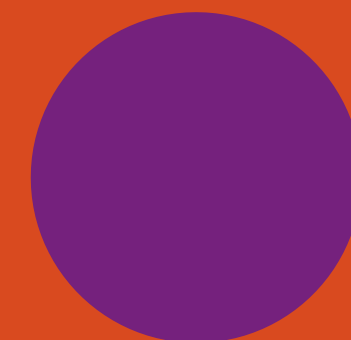
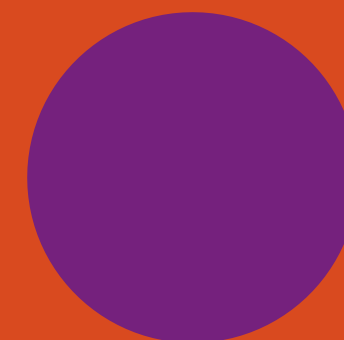
Naming trauma

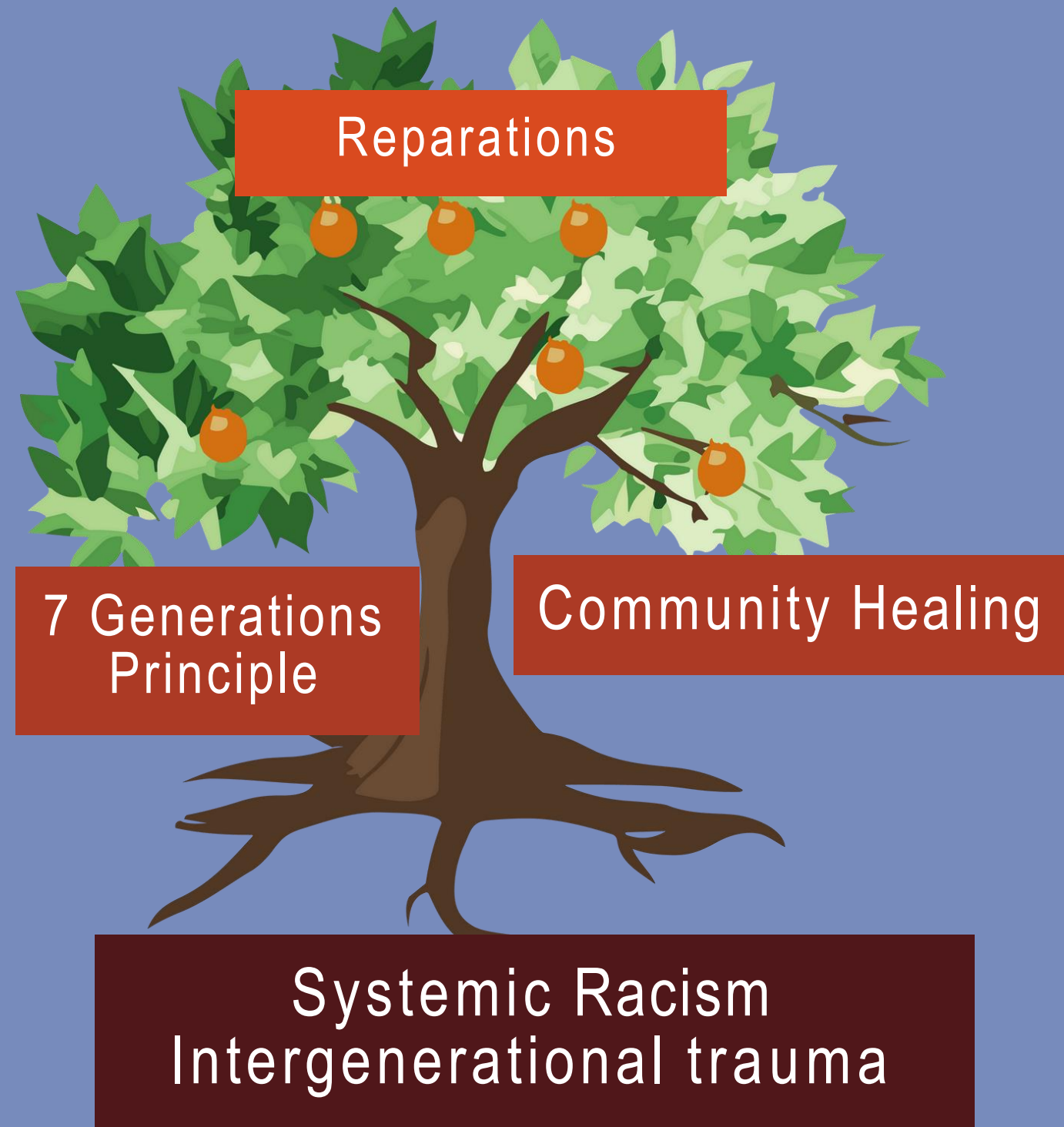
Honoring

Reclaiming

Creating connections

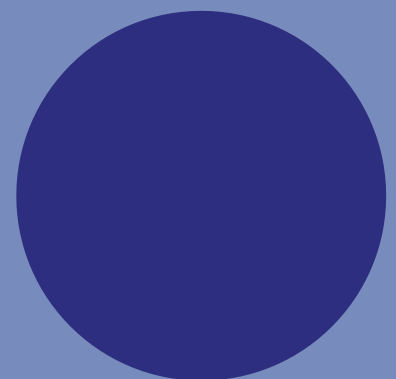
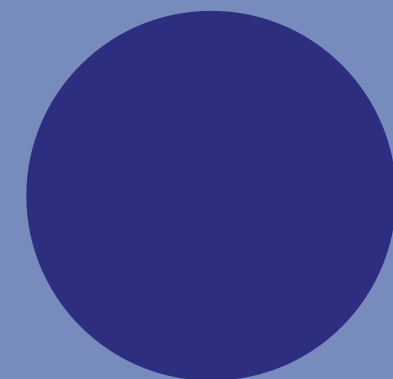
The axe forgets, but the tree remembers - Shona proverb





Reparations

- **Uncovers and addresses root causes of harm and trauma**
- **Anchored in 7 generations principle and community healing**
- **Developed by and for impacted groups**



Reparations Commission, 2021



Power to disrupt systems that trap us in the same cycles of harm and injustice.

Dynamics of the RC



- **Demographics**
 - **Indigenous community missing**
 - **Over representation of White people**
 - **Low representation of generational African Americans**
- **Significant time spent organizing commission**
- **Structure, process based in White default**

Working With Tribesy

**Tribesy 4 Pillars Approach:
Healing, truth/knowledge, journey,
change**

- **Planning Team/ Affinity Space**
- **Survey**
- **Learning sessions approved by team**
 - **3 (90-minute) virtual sessions**
 - **5 hour in-person retreat**



Concepts Central to Reparations

- **Dialogue / discussion**
- **Goals of reparations**
- **Harms of intergenerational trauma**
- **Gaps between goals/harms**
- **Impact (vs intent)**
- **Characteristics of White supremacy culture**
- **White default**
- **Community healing**
 - **Justice**
 - **Culturally syntonc processes**
 - **Psychological dimensions**
- **Socialization**
- **Danger of a single story**
- **Social identity**

- **Decolonization**
- **Intergenerational Racial Trauma**
- **Empathy**
- **Internalized racism**
- **Repatriation**
- **Seven generations principle,**
- **Generational African American**
- **Categorization (unconscious bias)**
- **Seeing beyond our perspectives (gaps)**
- **Privilege**
- **Transformative questions**

What we Saw, Heard, Experienced...

- **Resistance to engaging with stories / expressions from traumatized community members**
- **Enthusiam and commitment to “do this right”**
- **Sense of urgency / need for written “report”**
- **Absence of cultural attunement**
- **Disconnect between approach and community healing lens**
- **Centering of self**
- **Prioritization of White comfort**
- **Focus on organization / structure**
- **Learning is transitory / resocialized into whiteness**
- **Significant exhaustion of Black commissioners**
- **Demographics**



Commission needs

Additional Listening, dialogue, and empathy SKills

Support Connecting with community members with trauma

Less emphasis on expediting processes

more understanding of hEALING as a process and outcome

Ability to operate differently from existing city council models

Intentional Trust building with Diverse african american and piscataway communities



Without community, there is no liberation, only the most vulnerable and temporary armistice between an individual and her oppression.

Audre Lorde

Image: Penguin Classics

Pathway to Healing

What role can the city of Greenbelt play in creating spaces of community healing WITH African American and Indigenous communities?

Must include Indigenous voices (more than one) on the RC

The voices of those on the Commission that actually experience intergenerational racial trauma in the U.S. MUST be the leading voices on the RC

Pathway to Healing

**Continue to use
African and
Indigenous
approaches**

**Explore all
categories of
human wholeness**

**RC to have expertise on
gathering root causes in
qualitative data
(storytelling volunteers)**

**Approval to collect
human stories for
future use**

Pathway to Healing

**City of Greenbelt
Reparations to be
designated as a line item
within the Office of DEI**

**Create their own story for
systemic change, community
healing and repatriation
within the City of Greenbelt.
(Present to Council)**

**At least 3 learning sessions
each with City Council and
African American and
Indigenous communities**

**Historical data as it
applies to a
multitude of harms**