



# City of Greensboro

Melvin Municipal Building  
300 W. Washington Street  
Greensboro, NC 27401

## Meeting Minutes - Draft City Council Special Meeting

Tuesday, October 6, 2020

7:00 PM

VIRTUAL

VIRTUAL

### I. Call To Order

This Virtual Special City Council meeting of the City of Greensboro was called to order at 7:03 p.m. on the above date. Mayor Vaughan took a roll call to confirm the following members were present:

Present 9 - Councilmember Marikay Abuzuaiter, Mayor Nancy Vaughan, Councilmember Nancy Hoffmann, Councilmember Sharon Hightower, Mayor Pro-Tem Yvonne Johnson, Councilmember Justin Outling, Councilmember Michelle Kennedy, Councilmember Tammi Thurm, and Councilmember Goldie Wells

Also present were City Manager David Parrish, City Attorney Chuck Watts and Deputy City Clerk Tebony Rosa.

### II. General Business Items

1. [ID 20-0692](#) Ordinance Authorizing the Renaming of the Human Relations Department to the Department of Human Rights

Mayor Vaughan recognized City Manager David Parrish.

City Manager Parrish referenced a previous work session discussion; explained the departmental name change; and spoke to the need for a City Council vote.

**Moved by Councilmember Kennedy, seconded by Councilmember Wells, to adopt the ordinance. The motion carried on the following roll call vote:**

**Ayes,** 9 - Councilmember Marikay Abuzuaiter, Mayor Nancy Vaughan, Councilmember Nancy Hoffmann, Councilmember Sharon Hightower, Mayor Pro-Tem Yvonne Johnson, Councilmember Justin Outling, Councilmember Michelle Kennedy, Councilmember Tammi Thurm and Councilmember Goldie Wells

20-131 AMENDING CHAPTER 12 - AN ORDINANCE AMENDING THE GREENSBORO CODE OF ORDINANCES WITH RESPECT TO HUMAN RELATIONS

Chapter 12. That Subsections 12-1 and 12-2 of Article I, Subsections 12-21 through 12-23 of Article II, Subsections 12-76 through 12-81, 12-83, and 12-84(b)) of Article IV, Division II, and Subsections 12-132, 12- 140, and 12-143(a) of Article IV, Division 5 is hereby amended by to read as follows:

Chapter 12 - HUMAN RIGHTS

ARTICLE I. - IN GENERAL

Sec. 12-1. - Director of human rights.

The director of human rights of the city shall be appointed by the city manager and shall be under the supervision and control of the city manager. It shall be the duty of the director of human rights to:

- (1) Supervise and coordinate the functions and activities of the human rights department of the city.
- (2) Serve as the executive director to the human rights commission and the commission on the status of women.
- (3) Perform such other duties as may be assigned to him by the city manager.

Sec. 12-2. - Functions and duties of the human rights department.

In the implementation of the duties of the director of human rights, the human rights department shall be responsible for the following additional functions:

- (1) To promote and secure mutual understanding and respect by reviewing complaints of unfair treatment and seek voluntary resolution thereof among all citizens in the city.
- (2) To receive and investigate complaints of discrimination based on the provisions of this chapter, particularly with respect to the denial of equal access to and discrimination in public accommodations and employment when such denial and discrimination against either individual or group is based on race, religion, color, national origin or sex, and to act as the administrative enforcement body to receive and process fair housing complaints filed under division 5 of this chapter.
- (3) To attempt, by voluntary conciliation and mediation but not through any civil or criminal court action, to resolve any complaint over which it has jurisdiction under the procedures of this chapter.
- (4) To submit periodic reports at regular intervals to the city manager setting forth the activities of the department, the results of any studies and any recommendations which will result in the improvement of human rights.
- (5) To conduct research projects, make studies and reports on the status of women and human rights and related social concerns in the city.
- (6) To cooperate with federal, state, county and city agencies in an effort to develop harmonious intergroup and interracial relations.
- (7) To endeavor to enlist the support of educational and civil leaders for the improvement of intergroup and interracial relations in the city.

## ARTICLE II. - COMMISSION ON HUMAN RIGHTS

Sec. 12-21. - Created.

There is hereby created a commission to be known as the commission on human rights.

Sec. 12-22. - Membership.

The commission on human rights shall be composed of nine (9) members who shall be appointed by the city council for terms to expire on August 15. All members of the commission shall be bona fide adults maintaining a permanent residence inside the corporate limits of the city. The terms of office of the members of the commission shall be three (3) years.

Sec. 12-23. - Duties.

The duties of the commission on human rights shall be as follows:

- (1) To study and make recommendations concerning problems in any or all fields of human relationship and encourage fair treatment and mutual understanding among all racial and ethnic groups in the city.
- (2) To anticipate and discover those practices and customs most likely to create animosity and unrest among racial and ethnic groups and by consultation seek a solution as these problems arise or are anticipated.
- (3) To make recommendations to the city council designed to promote good will and harmony among racial and ethnic groups in the city.
- (4) To appoint, at its discretion, subcommittees to concern themselves with specific human rights problems. These subcommittees shall be composed of bona fide adult residents of the city but need not be members of the commission; except that the chairman of each subcommittee must be a bona fide member of the commission. Provided, however, a multicultural committee created by the commission may include adults who are not residents of the city nor is the chairman of this committee required to be a member of the commission.
- (5) To serve as a citizens advisory committee for the purpose of coordinating, studying and making reports concerning citizen involvement in various projects.
- (6) To seek and enlist the cooperation of various groups in the city in order to fulfill the purposes of this article.
- (7) To receive general statistical reports and studies from the human rights director concerning complaints involving discrimination based on race, color, religion, sex, handicap, familial status, or national origin, and to appoint members to a complaint review committee to assist the human rights director in the complaint review process of complaints involving discrimination under article IV, division 2 of this chapter.

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## ARTICLE IV. - DISCRIMINATION

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## DIVISION 2. - COMPLAINTS

## Sec. 12-76. - Purpose.

The purpose of this division is to provide a standard administrative procedure for processing a complaint of discrimination relating to public accommodations or employment, and request for assistance filed with the human rights department and shall include filing, investigation, findings and conciliation efforts.

## Sec. 12-77. - Filing complaint.

Any person claiming to be aggrieved by a discriminatory practice in violation of any provisions of this article may file a written complaint with human rights department within sixty (60) days after the alleged violation occurred, setting forth the facts upon which the complaint is based, and setting forth facts sufficient to enable the human rights department to identify the person against whom the complaint is filed (hereinafter called the respondent). Notice of the complaint (including the date, place and circumstances of the alleged unlawful discriminatory practice) shall be served by the human rights director upon the respondent by certified mail within ten (10) days after filing. The human rights director shall commence an investigation by initiating a review of the allegations set forth in the complaint.

## Sec. 12-78. - Initial investigation and review; insufficient facts to make finding.

Not later than thirty (30) days after the complaint is filed, unless for good reason the time is extended for an additional thirty (30) days by the human rights director, the human rights director shall determine whether there is reasonable cause to believe that the respondent has violated any provisions of this article. If, in the opinion of the human rights director, he does not obtain sufficient facts or verified information from the complainant and the respondent to make either a "cause" finding or "no cause" finding, then he shall notify the parties pursuant to section 12-81.

## Sec. 12-79. - No cause finding by human rights director; appeal to committee.

(a) If it is decided by the human rights director that there is no reasonable cause to believe that the respondent has engaged in a discriminatory practice in violation of this article, the human rights director shall notify the complainant and the respondent in writing of his determination within ten (10) days after such determination has been made.

(b) The complainant, within ten (10) days after receiving a copy of a no cause finding, may file a written appeal with the human rights director. Upon receiving such appeal, the human rights director shall refer the matter to a complaint review committee which shall be composed of three (3) members with a minimum of two (2) such members to be from the human rights commission; the remaining member shall either be from the commission on the status of women or from the human rights commission. However, all members shall be appointed by the human rights commission. The complaint review committee shall act only in an advisory and conciliatory capacity. The committee shall complete its review and determination within thirty (30) days after the appeal is filed. If the committee determines that there is no reasonable cause to believe that the respondent has engaged in a discriminatory practice, the complaint review committee shall notify the complainant and the respondent in writing of its determination within ten (10) days after such determination has been made. However, if the complaint review committee finds that there is reasonable cause to believe that the respondent has violated any provisions of Article IV, Divisions 1 through 4 of this chapter, the complaint review committee, within said thirty-day period, shall endeavor by conference and conciliation with the parties to reach a voluntary and amicable solution to the alleged discriminatory practice. If the committee determines that it is unable to obtain a voluntary conciliation and resolve, the complainant and respondent shall be so notified in writing within ten (10) days from such determination.

## Sec. 12-80. - Reasonable cause finding by human rights director; appeal to committee.

(a) If the human rights director finds that there is reasonable cause to believe that the respondent has violated this article, the human rights director may endeavor, by conference and conciliation with the parties, to reach a voluntary

and amicable solution to the alleged discriminatory practice. Neither the human rights director nor any of the department's employees, shall make public, without the written consent of the complaining party and the respondent, information concerning efforts in a particular case to voluntarily conciliate an alleged discriminatory practice by conference and persuasion. If a conciliation agreement is reached between the complainant and the respondent, a written agreement, if mutually deemed by all parties to be needed, may be entered into and a copy shall be furnished to the complainant and the respondent.

(b) If within sixty (60) days after a complaint is filed, the human rights director is unable to effectuate a voluntary resolution of a complaint where a reasonable cause is determined, he shall so advise the complainant and respondent immediately in writing by certified or registered letter. Upon written appeal of the respondent filed with the human rights director within ten (10) days after the respondent receives the above-mentioned letter, the specific case involved shall be referred to the complaint review committee for final administrative review, determination and any further conciliatory efforts, if advisable. In addition, the human rights director may, upon his own initiative and within said ten-day period, refer the specific case to the complaint review committee for final administrative review, determination and any further conciliatory efforts, if advisable. When any such case has been referred, if the complaint review committee either finds no reasonable cause or, upon finding reasonable cause, is unable to obtain a voluntary conciliation and resolve within thirty (30) days after referral, the complainant and respondent shall be immediately notified in writing.

Sec. 12-81. - Final letter setting forth information.

In the event the complaint is still unresolved after the culmination of the administrative review procedures as outlined in section 12-78, 12-79 or 12-80 (whichever is applicable in the particular case), within five (5) days the human rights director shall notify the complainant and respondent in writing advising of the alternative remedies available which may include:

- (1) Referral of the complainant to the appropriate federal or state agency, and
- (2) The right of the complainant to initiate a private right of civil action through application to the superior court division of the general court of justice.

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Sec. 12-83. - Clarification of purpose; confidentiality.

(a) No portion of this article shall be construed to authorize the human rights director or complaint review committee to make a binding decision concerning the allegations of a complaint. The authority of the human rights director and complaint review committee shall not exceed receiving, investigating, receiving voluntary access to information, attempting to conciliate complaints and assisting in conciliation agreements.

(b) In order to protect the legal rights of the parties involved, any complaint filed pursuant to this article and the results of reviews, investigations or attempts at conciliation in whatever form prepared and preserved, shall be maintained in a confidential and classified manner and shall not be subject to public review except upon application to and a final order issued by the superior court division of the general court of justice finding that the applicant is entitled to the information sought.

(c) All meetings, conferences and reviews held by the human relations rights director pertaining to a complaint filed pursuant to this article shall be confined only to the parties affected, their counsel and their witnesses.

Sec. 12-84. - Other remedies.

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(b) Within sixty (60) days after the complainant receives written notice from the human rights director pursuant to section 12-81, a civil action may be brought by the complainant against the respondent in the superior court division of the general court of justice, but not otherwise. Nevertheless, no private civil action shall be filed or commenced by the complainant in the superior court for alleged violations of this article unless the complainant has first exhausted the full administrative complainant procedures as required by this division.

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DIVISION 5. - FAIR HOUSING

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Sec. 12-132. - Definitions.

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Charge means the statement of facts issued by the City of Greensboro's Human Rights Department under this division upon which the department has found reasonable cause to believe that a discriminatory housing practice has occurred or is about to occur.

Commission means the human rights commission of the City of Greensboro.

Committee means the complaint review committee.

Complaint means a written complaint filed with the City of Greensboro's Human Rights Department in accordance with the provisions of Chapter 12, Article IV, Division 5 of the Greensboro Code of Ordinances.

Complainant means a person(s), including the department, who has filed a complaint with the department under this division.

Conciliation means attempted resolution of issues raised by a complaint or by the investigation of the complaint, through informal negotiations involving the aggrieved person, the respondent, and the department.

Conciliation agreement means a written statement setting forth the resolution of the issues in conciliation.

Covered multifamily dwellings means buildings comprising four (4) or more residential units if the building has one (1) or more elevators; and ground floor residential units in other buildings comprising four (4) or more residential units.

Department means the City of Greensboro's Human Rights Department.

Director means the director of the human rights department.

Director's designee means an employee of the Greensboro Human Rights Department.

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Sec. 12-140. - Powers of the complaint review committee and/or the director of human rights or his or her designee.

To effectuate the purposes of this division the committee and/or the director or his or her designee shall have the power:

- (1) To receive, initiate, investigate, seek to conciliate and conduct hearings on complaints filed under this division, make recommendations to parties named in such complaints, approve or disapprove plans to eliminate or reduce the effects of discriminatory practices, and monitor compliance with such plans.
- (2) To adopt rules and regulations for carrying out the administrative and enforcement functions of the Fair Housing Ordinance of the City of Greensboro. Such rules and regulations shall be approved by the human rights commission and shall be adopted, amended or rescinded after the commission holds a public hearing. A copy of the text of the proposed rule, amendment or decision shall be available for public inspection and copying at the office of the department.

Sec. 12-143. - Administrative and judicial enforcement.

(a) If an election is not made under subsection (c), with respect to a charge filed under section 12-142, the director shall provide for an opportunity for a hearing on the record with respect to said charge. The director shall

delegate the conduct of the hearing to the complaint review committee of the human rights commission. The hearing shall be conducted after proper notice to the parties under rules and procedures issued by the director.

(Signed) Michelle Kennedy

**2. [ID 20-0693](#) Resolution Authorizing the Creation of an Ad-hoc Committee on African American Disparity**

Mayor Vaughan read the resolution into the record; spoke to a previous work session; requested staff to provide a timeline for implementation of the Ad-hoc Committee on African-American Disparity; and recognized additional stakeholders.

Councilmember Hightower highlighted a presentation by Human Rights Director, Dr. Love Jones; requested community involvement on the committee; and spoke to parity.

**Moved by Councilmember Hightower, seconded by Mayor Pro-Tem Johnson, to adopt the resolution. The motion carried on the following roll call vote:**

**Ayes,** 9 - Councilmember Marikay Abuzuaiter, Mayor Nancy Vaughan, Councilmember Nancy Hoffmann, Councilmember Sharon Hightower, Mayor Pro-Tem Yvonne Johnson, Councilmember Justin Outling, Councilmember Michelle Kennedy, Councilmember Tammi Thurm and Councilmember Goldie Wells

**269-20 RESOLUTION AUTHORIZING THE CREATION OF AN AD HOC COMMITTEE ON AFRICAN AMERICAN DISPARITY**

WHEREAS, the Human Relations Department has been working with a community group to establish an Ad-hoc committee for sixty days;

WHEREAS, the goal of the committee is to draw attention to the unique barriers for the city's largest minority population, African Americans;

WHEREAS, the focus of this committee will be to work toward elimination of barriers that prevent African American's access to resources;

WHEREAS, this committee has the potential to evolve into a permanent Commission on African American Disparity; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENSBORO:

That City is authorized to create an Ad-Hoc Committee on African American Disparity.

(Signed) Sharon Hightower

**3. [ID 20-0703](#) Resolution of Apology by the Greensboro City Council for the Events that Have Come to be Known as The "November 3, 1979 Massacre"**

Mayor Vaughan read the resolution into the record; and stated there were speakers to the item.

Moved by Councilmember Wells, seconded by Councilmember Hightower, to adopt the resolution.

Mayor Vaughan called on the speakers to provide comments.

Jeff Thigpen provided the following comment: "Thank you Mayor and members of council. I'm in favor of this resolution. As you know Greensboro has almost always been at the crossroads and the November 3, 1979 massacre represents a tragic and important part of this city's history. The resolution comes with facts and key points that happened over the course of 41 years. Most importantly, this resolution issues an official apology to the

victims, their families and the Morningside community from the city related to GPD's role on November 3rd. This resolution is a result of years of advocacy, particularly from families, grassroots leaders, the Truth and Reconciliation Project, Truth and Reconciliation Commission in its final report, a commission that met for 3 years, and interviewed 200 people. Mayor Pro-Tem Vaughan and I testified at one of the public hearings. It issued a 300-page report. That was 25 years after November 3rd and at that time a majority of council actively argued against the project, the commission and the report and that's noted in the resolution. That was a clear sign that there was a wound that needed to continue to be healed. Without city leadership's help, there was little direct public engagement in ways that curved this information and it strained relationships and there was a view that city leaders right or wrong were concerned more about the image of the city than the integrity in light of the tragedy. You have an opportunity tonight to take a step, a positive step in healing that wound. We have a lot of issues we have to deal with in Greensboro. November 3rd has almost been a preexisting condition when we talk about dialogue regarding the role of police, for example, specifically in communities of color. Things like good policing, what does it mean, how do we deal with police abuse of power and how do we raise the courage and commitment level in Greensboro to take meaningful action around race and racism. All these are challenges, all of them require public trust and this resolution is not the total answer, but I think it's helpful. And as I close, I just want to remember two of my dear friends, former Episcopal Bishops [Alfred] "Chip" Marble [Jr.] and Zee Hollar, both supported these efforts. They were dear friends of mine and I'm going to share in the last conversations that I had with both of them as they were nearing their death. On their death beds they soberly expressed the desire that one day the Greensboro City Council would issue a meaningful apology. They did that because they saw wounds and saw healing. They looked for truth and reconciliation when justice was long gone. They comforted the families who in many cases were demonized and lost so much. Zee actually rode in the funeral caravan. He didn't know people who were involved at the time. He did it because the funeral home driver was afraid to ride alone. He had compassion on that driver. He had compassion later on those people on that day who wanted to bury their dead and they just wanted to help workers. Friends, we can't ride alone any more in Greensboro. We've got to ride together when it comes to understanding November 3rd, acknowledging the hard truths and the wrongs from the past, and doing what we can to work together to make sure if for no other reason this city helps us learn how we can learn from this event and prevent any type of tragedy that might happen that would be similar to this in the future. Most importantly, we can do it together and Council, Mayor Vaughan, I truly appreciate your leadership and your consideration and urge your support for the resolution. Thank you."

Mayor Vaughan recognized Pastor Gregory Headen.

Pastor Headen provided the following comment: "Thank you so much Madame Mayor and Council members. I've been convening a group of interracial clergy for about a year now since October of last year when the Pulpit Forum had a press conference requesting this apology put out its 7 points. And on behalf of that group, interracial clergy group, I want to thank all of you, again, for meeting with us in three different meetings near the end of last year. Thank you for listening to our heart cries and our concerns. Thank you for sharing yours with us. That meant a lot. It was a response to that press conference that we had. Our hearts were warmed, our hope enlivened when we read your draft apology because we believe that it's an apology of substance. Thank you for this resolution. Many of us have read it, including many of the survivors of those who were slain. Reverend Nelson Johnson helped us with that, and they thought well of it. It acknowledged many of the wrongs of commission and omissions with the personnel with respect to the massacre. That we have been lifting up for decades and naming those slain and declaring the value and recognition of their lives. It documented actions that you have taken as a city, good and bad since 1979. Recommends actions that will keep the memory of Morningside Homes alive. We are pleased that you have done your own research and we are persuaded that the apology is heartfelt. That means a lot to us after meeting with some of you, we feel that the apology is heartfelt. If approved it will be a big step for healing, increasing trust, and opening doors to increased cooperation between the city and community. But it also signals something else. It signals that Greensboro is able and willing to offer moral leadership for the nation in these times of racial division, economic disparity and profound suspicion concerning law enforcement and the justice system. So please know that we support this resolution because just as a house divided cannot stand, neither can a city divided stand if it is divided. So thank you for your courage in moving it to this point and we strongly encourage you to make this resolution official by your vote this evening, and thank you for allowing me this time to share these thoughts with you."

Mayor Vaughan recognized Reverend Steve Allen.

Reverend Allen provided the following comment: "To Mayor Nancy Vaughan, and to this distinguished and honorable City Council of Greensboro, North Carolina, I don't know that I've ever been more proud to be a native-born son of Greensboro, North Carolina than I am this night. On November 3, 1979, I was a brand spanking new young lawyer living in Raleigh, North Carolina. When I turned on the evening news, I observed this terrible massacre. For 41 years our city has been divided because of unwillingness to, really to, speak truth and to accept responsibility. Usually I've found my hair is gray, there's enough blame to go around through life, but when people take the significant step of owning their own wrongdoing, then reconciliation can take place. I believe that in no small way tonight Greensboro like Dr. Headen has indicated can be a role model for the nation of what it takes to truly be one city, to be one people. This is not to say there are not other issues that will not arise. But I believe trust can be restored. I believe that you have good hearts. I have seen in each of you a willingness to listen, to examine carefully, to study, to research and not take it at face value. For that I say thank you. Tonight I come to you as the president of the Public Forum of Greensboro, and we have reviewed your final draft of your apology. I believe it is sincere. We believe that you have shown that you love Greensboro, that you are hoping to let the past be in the past as we work together to establish a community that is for all citizens. Where each citizen will be proud to call Greensboro home, where each citizen will have the same rights and protections under the law, and with the allocation of resources I might add, so we can all achieve that place that we can all be proud to call home. Thank you for your action tonight. I hope and we pray and we as a body, the Pulpit Forum, do encourage the adoption of this resolution. Thank you for allowing me to be present."

Mayor Vaughan opened the floor for Council comments.

Councilmember Thurm provided the following comment: "First of all I would like to thank Mayor Vaughan and Dr. Wells for partnering on this apology. You know I come to this with a somewhat unique perspective in that back in the 70's I did live in Greensboro at that time. I remember it very well. And back at that time I was employed by one of the attorneys that ended up serving as defense counsel for one of the Klansmen. So I was very intimately involved with this matter for, gosh, I don't know or remember how long the trial went on. But seemed like years. You know as I looked at that, when Reverend Headen asked me and the Pulpit Forum asked me to look at it again through my eyes 30 some years later, I realized that when I worked on that matter, you know I looked at it from the standpoint of who's to blame. Was it the Klan/Nazis to blame, was it the CWP? Which group was to blame? And after spending hours, I made the commitment when I met with the Pulpit Forum to go back and review and research it and look at it anew and after spending hours pouring over reports and accounts and newspaper clippings and videos of Council meetings, I came to the conclusion really that all the parties involved had their piece of the puzzle. You know, I had always looked at it twofold. Klan or CWP was at fault. I never looked at what role did the city play, or did the city even have a role? I've come to the conclusion that obviously they did. And I think we've come to a point and a climate where we have to take a hard look at our history when we look at our city. We need to apologize. It's my hope that this apology will offer some closure to those involved, to members of our city. But I think it's really important that the closure doesn't go get set on a shelf somewhere. I think it's important that we remember the lessons that we've learned. That's one reason why we added the scholarships to be awarded annually, because I think it's important as we go forward for future generations that we don't forget our history and we acknowledge our history. And that we learn from our history. And it's my hope that this will pass this evening. And that we can take a huge step forward. So thank you to the Pulpit Forum and Reverend Headen for challenging me to look at this anew and through different eyes, and thank you to the rest of the Council for your consideration on this matter."

Councilmember Abuzuaiter provided the following comment: "Thank you, Madame Mayor. I feel the need to give some background and explanation on the research I have done that has led me to my decision concerning the resolution this evening. We all know, I won't go through too much of the history, but we know there are 3 basic reports. The Truth and Reconciliation Commission Report, the very large one, also the report of the Citizen's Review Committee in 1980, May 22 and that was empowered by the then City Council. And then there was the Human Relations Commission Report of October 6, 1980, which was a summary analysis of the Citizen's Review Committee Report and the McManis Associate's Report. Along with these reports there's one that may not be as well-known, but it was called the Truth and Reconciliation Committee of the Human Relations Commission. That was in 2008. I was appointed as the Human Relations Commissioner to be on that committee. Mrs. Hoffmann and I



actually were both Human Relations Commissioners at that time. Our committee was tasked with reviewing all the previous reports over the entire summer of 2008, and I mean daily review, weekly meetings, major discussions. There were 15 people on that committee. It was hoped that we would be able to bring to Council a proclamation, because the Truth and Reconciliation Commission Report requested that, 'The city should recognize that the events of November 3, 1979 provided a tragic but important occasion in our city's history. It should make a proclamation that lifts up the importance of that date in the history of the city.' That is what we were charged with. After many in-depth discussions we crafted a statement of regret that was subsequently approved by City Council on June 16, 2009. Why a statement of regret rather than an apology? Because from the Executive Summary of the Truth and Reconciliation Commission Report, the very large commission report, it states, 'no evidence has been found that there was any conspiracy between the police or between the police and Klan-Nazis to harm the demonstrators. From the report of the Citizen's Review Committee May 22, 1980 and those members included Rabbi Arnold Task, Reverend Cardes Brown, Barbara Gore Washington and others stated in their section titled, The Conduct of the Police.' This is their statement, and this is shortly after 1979. 'This committee commends the police department for its efforts to plan to secure the parade. Charges made by the CWP have suggested police conspiracy in the shootings. Nothing in our review of police conduct gives any substance to those charges.' From the October 6, 1980 Human Relations Commission Report, 'The GPD displayed a low profile by choice. It may be concluded that a low profile was the choice in good conscience, not to stir up enmity between the police and the local citizenry. There had been a news conference held two days before by the CWP demanding that the police and the Mayor stay out of the way. There was a hostile reception of the officers at Windsor Community Center by CWP leaders, along with attempts to deceive the PD about the original point and time of commencement of the parade.' In the 14th WHEREAS, of today's proposed resolution, it states, 'WHEREAS the final GTRC report found that the City of Greensboro must acknowledge the events of November 3, 1979 and recognize that the single most important element that contributed to the violent outcome of this confrontation was the absence of police.' However there's a huge part missing here. The rest of the commentary states, 'we understand that police work is difficult, particularly in volatile, social and political times. Complex decisions and rapid judgment calls are common, and police often have the difficult but crucial job of protecting those whose views are distasteful and who are hostile to the police.' For example, the day before the march, as I stated earlier, there was a press conference. These are the exact words. 'We state to Mayor Melvin and the police, stay out of our way, we will defend ourselves.' And on the morning of November 3rd as police officers attempted to contact Mr. Johnson to discuss the police arrangements, they were met openly with hostile protesters who refused to speak with the officers and chanted, 'Death to the Pigs'. Also in the same proposed WHEREAS section, 'the request of the GTRC report was to acknowledge the events of November 3, 1979.' We did that. My last reflection on my decision concerning the proposed resolution this evening goes back to the statement of regret crafted by the committee I was on. It supported the task we were given, which was to acknowledge the events of November 3, 1979 and express regret for the loss of life. We must begin building trust within all segments of the city. Our statement of regret passed the City Council and was accepted with the addition of the following statement by the then City Attorney Mr. Terry Woods. His addition after much discussion by the Council was given to City Council to prevent future liability and he cautioned that without it, future liability was certain to happen. From the minutes of that meeting, June 16, 2009, Attorney Wood recommended mitigating language to prevent future litigation. The addition was, 'Without acknowledging or creating any city employee or public official liability.' Then it continues with a statement of regret. I would be remiss if I didn't include some of the speaker comments the evening of June 16, 2009. Comments were and this is about the statement of regret. From Reverend Cardes Brown. 'I thank God for the progress that has brought us here tonight.' Zee Hollar, 'This proposal by the Human Relations Commission will give us the opportunity to discuss this throughout the community. Please vote for this report.' Reverend McKinney, 'You, Council, the June 16, 2009 Council, you are being given a gift tonight and we ask you receive it.' Maxine Bateman, Chair of the Human Relations Commission, 'Critical to the city is for you, Council, to issue this statement of regret.' My committee completed its task to acknowledge regret for loss of life and stated it passed Council. While the loss of life is tragic at any time, I believe the city administration and the police department acted as best they could with the information they had. I cannot therefore vote in favor of the resolution in its current form. My conclusion is based on the information gleaned from all 3 reports and from the time and energy spent by the Human Relations Commission and we read numerous articles and media information. With that Madame Mayor, I respectfully conclude my comments."

Councilmember Kennedy provided the following comment: "Thank you, Madame Mayor. Reverend Headen I wanted to say I remember sitting having that conversation with all of you and I shared with you at the time that on November

3, 1979, I was 5 years old and I grew up 45 minutes from Greensboro. It was the nearest city to where I grew up. And I can remember watching this footage on TV as a 5 year old kid that this was happening in the nearest city to me and it was the first act of violence I ever remember seeing. It was the first time I ever saw something like that unfold and it was unfolding so close to where I was, and as a 5 year old couldn't begin to process all that I was seeing. And I was lucky enough that 20 years later I had people who were actively part of the events that day be willing to share their stories with me. The one that always stands out the most to me is of a time sitting in a car with Lena Canon on the site where the Greensboro massacre took place, and listening to go her tell me what happened, play by play and step by step, and recounting what it was like to be a young mother with her children in this space fighting for equity and fighting for economic opportunity, and fighting for all the things that they were struggling for on that day. And the ways that her life and the lives of her children got turned upside down in the aftermath of that. I can also remember in school this being referred to as a Klan-Nazi shooting. Right? And I was probably 18 years old and a freshman in college when it was referred to by its proper name, which is the Greensboro Massacre. There is nothing more clear to me than that this apology is 41 years too late. On behalf of the 5 year old kid that I was then and the terror that sparked for me and the fear I saw in people's faces for the first time in ways that a white woman I will never fully understand, I am sorry for what the City of Greensboro failed to do on that day and for the things that we did. I want to take a minute and look at Sharon Hightower and say you are often the voice standing there by yourself, and I remember watching the Council meeting when you said, 'We need to make this apology.' It was before I was a Councilmember. You stood up then, you're standing up now, and without that kind of leadership we wouldn't be having this conversation today. And I want to also say to Mayor Pro-Tem Johnson, you know you stepped in a role in the city as the first African-American female Mayor in the City of Greensboro. And I know what your feelings are on this. We've had conversations about it in the past. You have been someone that has helped me as someone who is a white person understand the depth and the power of this moment. There is nothing in my professional life or really in my adult life that means more to me than saying what we are saying tonight and the only thing I regret is that it didn't happen 41 years ago. Thank you for bringing us together to have that conversation at the end of last year. Thank you for your compassion and your kindness to yet again have the same conversation that the African-American community and others have had to have for 41 years to get it through to the leadership of this city that we need to stand as role models for what racial equity is. And the last thing is, Jeff, you know you were talking about wounds, and I think that's really true, but I think the thing about a wound is it's also a place where the healing starts, and if we don't go back to the site of this wound and start to repair the damage that was done on that day then nothing we ever do moving forward will make a difference. So it is my honor to support this tonight. Thank you, Madame Mayor."

Councilmember Hoffmann provided the following comment: "Thank you very much, Mayor. Good and reasonable people in search of the truth can disagree and come to different assessments and conclusions. And that is where I think we find ourselves this evening. Both Councilwoman Abuzaiter and I served on the Human Relations Commission during the time that it studied the record of the November 1979 massacre. The commission asked for adoption of a statement of regret. That Council did so on June, in June 2009. And so both Councilwoman Abuzaiter and I are on record 11 years ago for helping to move our city in a respectful and thoughtful and deliberate way to bring some conclusion to this very regrettable incident in the city's history. So I find myself this evening in the difficult and almost impossible position of being in support of a formal resolution of apology, but unable to support this resolution based on its language indicting the City of Greensboro Police Department and other city personnel for an event that occurred 41 years ago and which really has been exhaustively investigated and vetted. There were 3 contemporaneous investigations and reports. There was the Citizen's Review Committee Report issued May 1980, McManis Associate's Report which was commissioned by the Greensboro Police Department and that was issued sometime in 1980. Then there was the Human Relations Commission Report which was issued in October of 1980. The Citizen's Review Committee Report said that, 'Nothing in their review of police conduct gave any substance to the charges by the Communist Workers Party that suggested police conspiracy in the shootings.' They indicated, 'The police responded quickly and professionally and within minutes of violence occurring, the police had arrested suspects in the shootings.' They further noted that, 'Their committee received full cooperation from the police department in their inquiry.' The Human Relations Commission analyzed both the Citizen's Review Committee report and the independent McManis Associate's Report and concluded, 'Neither found evidence of collusion between the Greensboro Police Department, the Klan, the American Nazi Party or the Communist Workers' Party. Neither report found evidence of willful or wanton conduct by the officers of the Greensboro Police Department prior to the actual altercations between the opposing parties. It is my strong belief and opinion that the best analysis of this event was

done in the immediate aftermath when witnesses were available to be interviewed, memories and recollections of details were fresh, and comments available for reviewing including newspaper coverage and footage. There were legitimate reasons that the Truth and Reconciliation process and its final report were rejected by former City Councils in 2005 and 2007. It's often said that there are two stories of events and that truth may rest somewhere in between. When angry, politically-motivated inflammatory groups who spew hate and fear on both the left and the right choose to confront each other in a setting that puts others and a neighborhood in danger, it is not only unacceptable, it's despicable. I wish that this event had never occurred. We always grieve the loss of life. But I find nothing in the contemporaneous reporting of this event that convinces me of collusion or malicious action or inactions on the part of the Greensboro Police Department or city personnel. I unequivocally reject the thinking that while this resolution indicts the police department of 41 years ago, that it does not impact our current police department and Chief. The words of this resolution continue to place our police department and our city under a cloud of negativity. As we strive to continue moving forward and making progress in all areas, particularly this year, which has been very difficult and challenging. Greensboro is a good city, and our citizens are generous and civic minded. We've come a long way and made enormous progress on many fronts since 1979. We will continue to work toward the goal of creating a city that allows all of its citizens to thrive and reach their greatest potential. While it may be preferable to find yourself in the majority on substantive public policy matters, there are times and circumstances do not permit that and tonight is one of those for me, and it's painful for me to really have to come to that conclusion. You know, while the late Ruth Bader Ginsburg's dissents became as meaningful as her majority opinion, and while I do not come close to the brilliance of Justice Ginsburg, it is my sincere and heartfelt hope that my minority opinion is reflective of a great deal of study and reflects the position of many of our citizens in the city and is in the best interest of the city. Finally, I think we would be wise to recall and heed the words of Abraham Lincoln in his second inaugural address: 'With malice toward none, and charity for all, with firmness in the right as God gives us to see the right, let us strive on to finish the work that we are in.' Thank you very much."

Mayor Pro-Tem Johnson provided the following comment: "You know, we all experience things differently. And so I'm not going to get in any confrontation with anybody, but I think this is long overdue. I remember exactly where I was when this happened. I remember speaking with people in the community and having them relay to me what had happened. I knew the young lady who went to Bennett who was killed. So this has had an impact on my life, and I believe that we're doing the right thing to make this apology, because I think through the court records, through all of the investigation and so forth, evidenced for me is that it is absolutely the correct thing to do. So I'm glad we're doing it. I think it's the right thing to do and we just will differ with each other. But anyway that's my statement."

Mayor Vaughan recognized Councilmember Wells; and stated the next speakers would be Councilmembers Outling and Hightower prior to her closing out the comments.

Councilmember Wells provided the following comment: "I would like to thank the Mayor and Councilwoman Thurm for working on crafting this apology. I thank the Pulpit Forum for not giving up. It is a wound that's been there for a long time. I sat on a Council when the report was rejected. The word 'regret' I think was used instead of 'apology' because it was less threatening and easier to do. But to face facts and to say the truth, it's sometimes very hard. But I want to thank the members of this Council because I worked with other Councils and it takes heart. Words mean a lot but it's the heart that makes the difference. I feel that our fellow Councilmembers have had to wrestle with whether they would support or not support, because of what could be our repercussions. What could those people who were in leadership at that time would think that we were trying to cast some dark shadow on what they did? So we never used the word 'collusion', never used 'conspiracy', never thought that. But there was a need for an apology. In these times that we're dealing with right now, there's so many things that we need to apologize for. So us taking this step tonight, I think is wonderful, long overdue and I think it will mean a lot to a lot of people. I wanted to just share my screen with you to share this image. This is Sankofa. This is a metaphorical symbol used by the people of Ghana. It depicts a bird with his head turned backwards, taking an egg from its back. It expresses the importance of reaching back to knowledge gained in the past and bring it to the present in order to make positive progress. Tonight I think we're reaching into the past with hopes that the knowledge we've gained from the past will help us to make positive progress for the future, for the better of Greensboro and all of its citizens. Let us live in harmony. There's some things we cannot erase but we can move forward and make a better place for all of our citizens. So thank you for those who support and those who understand the meaning of our decision tonight. Please support."

Councilmember Outling provided the following comment: "I actually like to begin with a question. Councilperson Abuzuaiter in her remarks noted a prior City Attorney who opined that the city apologizing could expose it to liability. I talked with our current City Attorney on the topic, but I would love for him to share his thoughts around any such concerns that he thinks may exist at this moment in that connection. Because I think it's important for the public to understand our current City Attorney's views on the topic, understanding that he's reviewed the issues. Chuck, could you opine on that?"

City Attorney Chuck Watts provided the following comment: "I guess as a general matter I would say I'm comfortable that nothing in this document creates liability. I would have to caveat that by saying anybody can sue you anytime for anything. But there are numerous reasons why and I can go into detail with you if you would like, but it gets to be legal mumbo-jumbo to most people, as my dad would call it. But there's a thing called statute of limitations which is 3 years and a thing called a statute of repose for 10 years. If you understand the structure of the document itself from a legal standpoint, includes a number of whereases, and whereases are not statements of fact. They're statements of context that the body may be adopting. The action item in this matter is the last two paragraphs. Neither of which provide anything that might amount to an admission of any kind of guilt or fault by anybody. I think this is truly a matter in the past. But, you know, I certainly understand the reservations people have. Many of you have lived in and so it's much deeper than the law."

Councilmember Outling appreciated the legal commentary.

City Attorney Watts continued, "From a legal standpoint it is not something that would bother me. I have no idea about what my predecessor was dealing with. There's no memo in our files."

Councilmember Outling continued his comments: "Thank you. I have a greater threshold for legal mumbo jumbo than many. But I think that context is important to understand. And I as it appears the majority of this body plan on supporting this particular item and this particular apology. And I recognize that several colleagues have put in a tremendous amount of work into this particular item. And I know there was an expression to me of a desire for it to be a unanimous vote, hopefully the fact it's not a unanimous vote tonight doesn't speak certainly poorly on their efforts but I think they have put in a lot of work and Council as a whole has considered this topic very carefully. For my own part as I said, I plan to support the item and the apology. I want to be clear, however, that does not in fact mean I agree with every provision thereof, or don't have concerns about some of the paragraphs, including one of which I'll cite tonight but there are in fact several. But ultimately as all Councilmembers are aware, sometimes you have to recognize that you have to vote on matters for which you are not responsible for crafting the language. You can provide input, but you have to vote on the matter before you so again I respectfully appreciate all the work that 3 of our colleagues especially have put into this particular matter. I do feel like it's necessary to point out one provision about which I strongly disagree notwithstanding my intent to support the item. That is one of the aforementioned whereas provisions that's found on the first page of the resolution; the final paragraph. Wherein citing the Truth and Reconciliation Report it states that there's a recognition that 'the single most important element that contributed to the violent outcome of the confrontation was the absence of police.' As a litigation attorney who makes a living out of essentially disputing matters with others, I understand how provocative statements like that can have a tremendous rhetorical effect. But also in a litigation context I think it's important for language to be precise and be fully reflected upon. Because while I appreciate the work that the volunteers did on the Truth and Reconciliation Report, to me I find it objectionable and fashionably inaccurate that the city would be the major and contributing factor when clearly the major contributing factor if it is identified to be a single one would be the white supremacists who actually perpetuated and inflicted violence upon our neighbors in our community members. And especially in the moment that we are in right now I feel like it's very important and very clear to not give comfort and not give a pass to white supremacy even where as I trust is the case of the Truth and Reconciliation Commission as well as the authors of this resolution, even where it is not intended. But again notwithstanding those concerns and other provisions of the resolution about which I disagree, I intend on supporting this resolution recognizes it is largely consistent with the actions of City Council in 2017 of which I was a member and of which every single member including myself issued an apology on this topic. On an 8 to 1 vote, that apology was issued by the City Council. While I can't speak for the sole Councilmember who voted against that action, I am of the firm belief that he likely would have supported the action if he had time to reflect upon the matter and there was substantive

discussion of the vote before that particular evening. So again, I respect and appreciate all the work that the 3 Councilmembers Abuzuaiter, Vaughan, excuse me, Vaughan, Thurm and Wells put into this particular matter. I understand and respect and appreciate concerns that have been expressed by Councilwomen Hoffmann and Abuzuaiter but for those reasons I support this resolution notwithstanding my concerns with particular provisions therein, and I hope this brings some finality to the question of the city issuing an apology as we have recounted in this resolution, the city has done a variation of those things at least on 3 occasions and I hope this will be an opportunity for our community to heal and focus its attention on contemporary matters that are very serious and about which we need to have a fierce urgency. That includes topics such as the use of force, which other communities have substantively grappled with that this council has not done to date. Thank you to the Councilmembers for their remarks. I appreciate the conversation we had prior to date on this and I plan on supporting the matter. Thank you."

Councilmember Hightower provided the following comment: "Thank you, Madame Mayor, and I won't be long, because this is quite emotional as you can imagine you know. So, I think for those who actually lived it, excuse me, I'm sorry, for those who actually lived it, to continue to replay it in their mind is something I think that we ought to try to, help them to begin to heal with. So from the gate I will say I am going to support this resolution and I think that's quite obvious because I supported it in 2017. It was in my heart to do it then and it is in my heart to do it tonight. I did not live here in 1979. But the friends I've made in the community have made me feel as if I was there with the many stories they have recounted to me, and talked to me about how it made them feel. I supported the marker; I wrote a letter of support for the marker. I think Councilwoman Johnson and I both did. And so the marker is placed in an area where people will always acknowledge what has happened. There has been due diligence done. We've watched the videos, the movie reels, sorry the news reels that occurred around this event. We've seen all of that. We've read the Truth and Reconciliation Report. 300 pages. We have done our due diligence. And so while we can find reasons why not to do something, sometimes doing it is the right thing to do. And this tonight is the right thing to do, to begin to start the healing process for this city. This story has gone all the way across the country to San Diego. They are talking about what we are doing here tonight. And we can be the model to say we acknowledge our wrongdoings. We're men and women enough to do that. And we're going to move forward in that. Will we take a little back biting from some? Yes, we will. We don't live in a perfect world. We will not make everyone happy. But I think tonight we have to say that this is what we support. We did it 7 to 1 in 2017 and I'm afraid it's going to be 7 to 2 tonight. Nevertheless, hopefully those who don't support it will understand that it is helping a group of individuals that will be in the city and live among them for years to come. So we have to do this tonight. I thank you Mayor and the other Councilmembers. I know you and I talked a lot, a great deal, around this; read it back and forth and I appreciate you asking my input in this, because when it came around in 2017 and the issues that happened in Charlottesville, it became apparent to me that those type of tragedies should never occur. But when they do, we have to acknowledge the wrongs and say we're sorry. And so I did it that night and I'm going to do it again tonight. So thank you."

Mayor Vaughan provided the following comment: "Thank you. I appreciate everybody's comments this evening and I want to go on record saying I don't believe that there was any conspiracy or collusion between the Greensboro Police Department or any of the parties, whether it's the KKK or the American Nazi Party. I know that they took what they called a low-profile approach to this event. I believe based on everything that I read, and, you know, there are dueling reports. There were lots of reports out. We've read transcripts of the trials, we looked at news reports. There were certainly many books that were read. But, you know, there was a history prior to November 3rd. There was what happened at China Grove a month before. To take a low-profile approach to what happened in November, um, I certainly believe was the wrong approach. Low profile really turned into no profile. And not only put the people, the marchers at risk, but put Morningside at risk. It put residents at risk. The police were not at Morningside. When there were 88 seconds of gun fire, police were not on site. There were posters that were put up that showed that cars were going to be congregating at Windsor then they were going to walk to Morningside. Gayle Fripp who headed up the [Greensboro] Historical Museum, did an interview on C-Span and she showed actually a longer news clip than I had seen and it showed people in Morningside earlier than the infamous 88 seconds where it showed them putting together, a place where they were going to speak and you could see the AV equipment going up in 1979, that they were getting prepared. For whatever reason it is well documented that the police said they took an early lunch at 11:00. I know it's something like that was going to happen now that there would be a police presence all morning long, starting at Windsor through Morningside, that we would make sure that people would be protected.

We like to talk a lot about the sit ins. We like to take credit for the A&T Four and what happened but we also have to take responsibility for things that don't go well in our city. When Reverend Headen brought this group together and he and the Pulpit Forum talked with every single Councilmember, when he asked us to get together in December, I really dreaded that meeting. I dreaded having to talk about the apology again. But after that meeting, I said, 'Okay, I'm going to dedicate myself into reading everything that I could about the event.' And I read the Truth and Reconciliation Report and really looked and highlighted all 511 pages. And all of the other reports that went along with it; survivors' books; some of the transcripts. And it was difficult. Reverend Headen, with his gentle prodding, and Tammi asking when are we going to get together and work on the apology; Tammi really prodded through this. Chuck reviewed the different versions in early September, we sent it out to every Councilmember, and asked for their input. We spoke with Council to try to make revisions to get greater support. It was Tammi's idea to recognize the victims of November 3rd with an ongoing scholarship that we could keep these discussions alive, that we could learn more about it and we can talk about social justice, that we could continue these and not make this apology a 'one-and-done'. Because while there were statements of regrets in the past, and Mrs. Hightower made the apology back after the Unite the Right Rally in Charlottesville, I think it's important all of us going on record this evening that we do it with something substantial behind it that we actually say what we're apologizing for. And that is what we are trying to do this evening, to recognize the shortcomings of our past, so that when we apologize our successes that we also apologize where we fell short. And that does not mean that we are criticizing the police department of today. We are looking at what happened in 1979. I try not to quote Martin Luther King, but in one of the correspondence that we received, one of the many correspondences that we received about November 3rd, was a quote from Martin Luther King, 'I want to discuss the race problem tonight and I want to discuss it very honestly. I still believe that freedom is the bonus you receive for telling the truth. You shall know the truth and the truth shall set you free. And I do not see how we will ever solve the turbulent problem of race confronting our nation until there is an honest confrontation with it and a willing search for the truth and a willingness to admit the truth when we discover it.' We all sat down these last few months and we were willing to confront what happened on November 3rd, and we might not all agree with every single word and every single Whereas, but we were willing to confront what happened on November 3rd. And I want to thank all of my Councilmembers that were willing to dig into this and come up with this apology, and I want to thank Reverend Headen and Reverend Allen for prodding this on. And with that we have a motion and we have a second. And I would like to call for; I would like to call for the vote. I am a 'yes'."

Mayor Pro-Tem Johnson - Yes.

Ms. Abuzuaiter - No.

Mrs. Hightower - Yes.

Mrs. Hoffmann - No.

Ms. Kennedy - Yes.

Mr. Outling - Yes.

Mrs. Thurm - Yes.

Dr. Wells - Yes.

Mayor Vaughan stated the resolution passed 7 to 2.

Pastor Headen voiced appreciation; spoke to the difficult situation; and to different perspectives.

(A copy of the image is filed in Exhibit Drawer C, Exhibit No. 24, which is hereby referred to and made a part of these minutes.)

**Moved by Councilmember Wells, seconded by Councilmember Hightower, to adopt the resolution. The motion carried on the following roll call vote:**

**Ayes,** 7 - Mayor Nancy Vaughan, Councilmember Sharon Hightower, Mayor Pro-Tem Yvonne Johnson, Councilmember Justin Outling, Councilmember Michelle Kennedy, Councilmember Tammi Thurm and Councilmember Goldie Wells

**Nays,** 2 - Councilmember Marikay Abuzuaiter and Councilmember Nancy Hoffmann

A resolution sponsored by Mayor Nancy Vaughan.

270-20 RESOLUTION OF APOLOGY BY THE GREENSBORO CITY COUNCIL FOR THE EVENTS THAT HAVE COME TO BE KNOWN AS THE "NOVEMBER 3, 1979 MASSACRE"

WHEREAS, on November 3, 1979 members of the Ku Klux Klan and the American Nazi Party attacked members of the Communist Workers Party and their supporters as they gathered to engage in a march across the City of Greensboro. These events have come to be known as the "Greensboro Massacre";

WHEREAS, Greensboro's police department in 1979 (the "GPD") along with other city personnel failed to warn the marchers of their extensive foreknowledge of the racist, violent attack planned against the marchers by members of the Ku Klux Klan and the American Nazi Party with the assistance of a paid GPD informant;

WHEREAS, the marchers had a legal parade permit;

WHEREAS, the GPD failed to divert, stop or arrest the members of the Ku Klux Klan and American Nazi Party, whom police knew were carrying a cache of concealed weapons, as they approached the Morningside Homes Community where the marchers were gathered;

WHEREAS, numerous factors have contributed to an atmosphere of blaming the victims of the Greensboro Massacre rather than encouraging an objective investigation and comprehensive trial process;

WHEREAS, in November, 1980 six Ku Klux Klan and American Nazi Party members were tried for the murders of Cesar Cauce, Dr. James Waller, William Evan Sampson, Sandra Neely Smith and Dr. Michael Nathan, for injuries to others and for rioting. They were acquitted by an all-white jury who reportedly found that the defendants had acted in self-defense;

WHEREAS, in April, 1984 five members of the Ku Klux Klan and American Nazi Party were tried in Federal Court for the above referenced murders, civil rights violations and the wounding of others. They were acquitted by an all-white jury;

WHEREAS, on June 8, 1985, after a three month trial, a civil jury found six members of the Ku Klux Klan and the American Nazi Party and two Greensboro police officers liable for wrongful death in connection with the Greensboro Massacre. Thirty-seven other defendants were acquitted;

WHEREAS, on June 12, 2004, an independent Greensboro Truth and Reconciliation Commission ("GTRC") was empaneled and funded by private sources in an effort to resolve conflicting narratives from the past and move towards true healing and reconciliation;

WHEREAS, on April 19, 2005, the City Council voted 6-3 to oppose the "Truth and Reconciliation Project";

WHEREAS, on May 26, 2006, the City Council was presented with the GTRC Final Report;

WHEREAS, on March 6, 2007, the City Council voted 5-4 to defeat a resolution in support of the GTRC Report;

WHEREAS, the original mandate of the GTRC reflects that, "There comes a time in the life of every community when it must look humbly and seriously into its past in order to provide the best possible foundation for moving into a future based on healing and hope";

WHEREAS, the final GTRC report found that the City of Greensboro must acknowledge the events of November 3, 1979 and recognize that "the single most important element that contributed to the violent outcome of the confrontation was the absence of police";

WHEREAS, on June 16, 2009, the Human Relations Commission presented their report by the Truth and Reconciliation Review Committee and asked the City Council to adopt a statement of regret with respect to the November 3, 1979 massacre. The City Council voted 5-4 to adopt with the following regret statement:

"Without acknowledging or creating any City employee or public official liability, the City Council of Greensboro North Carolina is strongly committed to human rights and deeply regrets the events of November 3, 1979 that resulted in the loss of five lives and divided a community. We appreciate the work done by the Truth and Reconciliation Commission, the Citizens Review Committee and the Human Relations Commission, as well as, the great effort of many individuals and organizations to promote healing among the residents of our community by replacing divisiveness with harmonious relationships. We, the City Council of Greensboro, North Carolina, value the rich diversity of our neighborhoods, celebrate both our similarities and differences as human beings; and pledge our support to help the community heal.";

WHEREAS, the Report of the GTRC and the Greensboro Human Relations Truth and Reconciliation Review Committee outlined a series of recommendations including but not limited to the creation of a police review board which has resulted in the establishment of a standing commission reporting directly to the City Council and the City Manager called the Greensboro Criminal Justice Advisory Commission ("GCJAC") and its subcommittee, the Police Community Review Board ("PCRB"), a livable wage for City employees, racial equity/anti-racism/inclusion/diversity training for all City employees, the establishment of a Diversity and Inclusion Officer, and the development of the City's Minority and Women Owned Business Enterprise Program;

WHEREAS, on February 3, 2015 the Greensboro City Council passed a Resolution, by a vote of 7-2, in support of a State Historical Marker commemorating the events of November 3, 1979 to be installed near the site of the former Morningside Homes Community. The "Greensboro Massacre" marker bears the inscription "Ku Klux Klan members and American Nazis Party, on Nov. 3, 1979, shot and killed five Communist Workers Party members one-tenth mile north";

WHEREAS, on August 15, 2017 in the wake of the "Unite the Right" rally in Charlottesville, VA, Councilwoman Sharon Hightower made a motion that the City Council apologize to the five families who lost love ones and for the events of November 3, 1979. It was seconded by Mayor Pro-Tem Yvonne Johnson. During discussion of the motion, many Councilmembers made comment as to their heartfelt sadness and desire to support this apology. It passed by a 7-1 majority vote of the City Council; and

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENSBORO:

That the City Council of the City of Greensboro hereby expresses its apology to the victims, the survivors, their families and the members of the Morningside Homes community for the events that occurred on November 3, 1979 and the failure of any government action to effectively overcome the hate that precipitated the violence, to embrace the sorrow that resulted from the violence, and to reconcile all the vestiges of those heinous events in the years subsequent to 1979;

And be it further resolved, that the City of Greensboro will honor five students annually with a monetary academic award, one each in the memory of Cesar Cauce, Dr. James Waller, William Evan Sampson, Sandra Neely Smith and Dr. Michael Nathan, to be known as the "Morningside Homes Memorial Scholarships" in the amount of \$1,979.00 each to graduating seniors at James B. Dudley High School to be recognized by the Greensboro Human Rights Commission at the annual Human Rights Celebration and will be further recognized at the annual Martin Luther King Jr. Breakfast. The Scholarships will be awarded to individuals who submit an entry focusing on the issues of racial and social justice that help this community reconcile the remaining vestiges of the events of November 3, 1979 and that may even help city officials understand these issues in the context of future events in this community and around the nation. The entries may be in the form of written word, spoken word (video), or other



forms of expression. Payment will be made upon graduation. The selection will be made by the Greensboro Human Relations Commission in coordination with the administration of James B. Dudley High School.

(Signed) Goldie Wells

4. [ID 20-0704](#) Resolution Adopting Greensboro Police Department Use of Force Reduction Policies

Mayor Vaughan proceeded to introduce item into the record.

Discussion took place regarding postponing the resolution to a future City Council meeting.

**Moved by Councilmember Hightower, seconded by Councilmember Kennedy to postpone the resolution to the October 20th meeting of City Council. The motion carried by the following roll call vote:**

**Ayes: Mayor Vaughan, Mayor Pro-Tem Johnson, Councilmember Abuzuaiter, Councilmember Hightower, Councilmember Hoffmann, Councilmember Kennedy, Councilmember Outling, Councilmember Thurm, and Councilmember Wells.**

### **III. Adjournment**

Moved by Councilmember Wells, seconded by Mayor Pro-Tem Johnson, to adjourn the meeting. The motion carried on the following roll call vote:

Ayes: Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne J. Johnson, Councilmembers Marikay Abuzuaiter, Sharon Hightower, Nancy Hoffmann, Michelle Kennedy, Justin Outling, Tammi Thurm, and Goldie Wells.

THE CITY COUNCIL ADJOURNED AT 8:26 P.M.

TEBONY C. ROSA  
DEPUTY CITY CLERK

NANCY VAUGHAN  
MAYOR