



Greater Tulsa Area African American Affairs Commission

Regular Meeting | April 14, 2026 | 6:00 – 7:00 pm

City Hall at One Technology Center | 10 North Meeting Room

Meeting Minutes

Commissioners Present: Patricia Carter-Breeckner, Marquess Dennis, Dewayne Dickens, Brian Humphrey, Margaret Love, Tracye Love Chandler, Larissa McNeil, Jon Paul Ray, Mikeal Vaughn, Maybelle Wallace, Tony Williams, Ray'Chel Wilson

Commissioners Absent: Jameelah Stuckey, Juddie Williams, Kristi Williams

I. Call to Order

- a. Chairman Humphrey called the meeting to order at 6:00 pm.

II. Approval of Meeting Minutes

- a. Chairman Humphrey entertained a motion to approve March meeting minutes.

- i. Commissioner Ray made a motion, Commissioner Dennis seconded.

1. Aye: 10, Nay: 0

- a. Vice Chair Wilson and Commissioner Love Chandler were not yet present in the meeting.

- ii. Motion carried, March meeting minutes approved.

III. Guest Speaker: Michael Davis, Leadership Tulsa – Adaptive Change

- a. Michael Davis is the Director of Programs at Leadership Tulsa.

- b. Leadership is an activity, not a position. Leadership is mobilizing others to tackle pressing, daunting challenges.

- i. Purpose must be clear—why you're doing what you're doing.

- ii. Starts with you and must involve others.

- iii. Leadership is risky—doesn't always look or feel good.

- iv. Commissioners are here for a reason.

- v. Authority is a position. Systems expect those in authority to provide protection, direction, and order in exchange for cooperation.

- c. Adaptive versus technical work

- i. Technical: problem is clear, solution is clear, work belongs to experts or authority, work is efficient and is expected to fix the problem

- ii. Adaptive: the problem & solution requires learning, work belongs to various stakeholders, work is experimental and longer-term, expectation is to make progress, must be curious

1. GTAAAC's issues are adaptive, must aim to make progress and not "fix."

2. Lean in with curiosity, not because you think you're right.

3. Ask more questions, get more people at the table.

- d. Working in the gap between concerns and aspirations is adaptive work.



- i. Education, policy, and culture are all adaptive work.
- ii. Four pillars:
 - 1. Diagnose situation – is this adaptive or technical, exploring multiple interpretations
 - 2. Manage self – all you can control is yourself, get used to uncertainty and conflict, take care of yourself
 - 3. Energize others – engage unusual voices, start where they are, work across factions
 - 4. Intervene skillfully – hold strong to your purpose, act experimentally
- iii. Leaders take the time to consider what else may be at play, not just go with what they first think is right
- iv. Commissioners have to practice this if they expect the community to
- e. Vice Chair Wilson arrived at 6:14 pm.
- f. Commissioner Love Chandler arrived at 6:17 pm.
- g. Identifying Factions: thinking about stakeholders' values and potential losses.
- h. Raising the Heat:
 - i. Too cold – work avoidance
 - ii. Too hot – fight, flight, or freeze
 - iii. Productive zone – learning, engagement, purpose, and progress
 - iv. Know when to raise the heat
 - 1. You or a small subset of the group are the only one doing work
 - 2. Urgent need for action
 - 3. There's an elephant in the room
 - 4. Dissatisfaction with the rate of progress
 - 5. Important questions aren't being addressed
 - 6. Your instincts tell you the group is going in the wrong direction
- i. Reflection Question: How do you see yourself using this framework to guide you on issues you want to address on GTAAAC?

IV. Executive Committee Report

- a. Chairman Humphrey reminded commissioners the Executive Committee is comprised of the Chair, Vice Chair, and Immediate Past Chair.
- b. Review GTAAAC Alignment & Framework Document
 - i. Chairman Humphrey intends this document to help as an onboarding tool.
 - ii. Chairman Humphrey highlighted key parts of the document (Appendix 1) and asked commissioners to read thoroughly outside of the meeting.
- c. Bank Account/Fiscal Sponsorship Status Update
 - i. Chairman Humphrey noted that GTAAAC would benefit from funding. He did some due diligence to learn about establishing an account Tulsa Community Foundation but is not feasible due to administrative fees. Would like to look at other ways to go about this, considered partnering with a nonprofit (similar to the Parks Department). Open to



commissioners emailing suggestions of nonprofits [501(c)(3)s] that could be a fiscal sponsor.

V. Discussion: GTAAAC Strategic Retreat

- a. Chairman Humphrey noted that GTAAAC doesn't have a retreat scheduled at this time; however, he would like to consider the opportunity to do more work like what was introduced from Michael Davis.
- b. Need time for the Strategic Focus Committee to meet several times and have more direction.
- c. Commission Discussion:
 - i. Commissioner Love Chandler: If it would be similar to the retreat with all commissioners last year, it would be beneficial.
- d. Chairman Humphrey will task planning a retreat to the Strategic Focus Committee

VI. Chairman Humphrey Appoints Education and Strategic Focus Committees Chairs

- a. Chairman Humphrey appointed Commissioner Vaughn as Education Committee Chair.
- b. Chairman Humphrey appointed Commissioners Stuckey and Dickens as Strategic Focus Committee Co-Chairs.

VII. Committee Reports

- a. Policy Recommendations
 - i. Commissioner Ray reported that Vice Chair Wilson has gathered data on Tulsa's Black/African American immigrant community and reached out to the Greater Tulsa Area Hispanic/Latinx Affairs Commission for collaboration.
 - ii. Beyond Apology Commission Reparations Summit on April 24 – 26 at Langston University – Tulsa.
 - iii. Considering proposing policies in line with housing initiatives.
 - iv. Chairman Humphrey gave additional information about the north Tulsa overlay from his experience as a Planning Commissioner.
- b. Community Engagement and Culture Promotion
 - i. Commissioner McNeil shared the committee is solidifying their shooting schedule to have videos ready with ample time for Dion'trae to post them on Resilient Tulsa.
 - ii. Committee created an email to house documents: gtaaacculturecommittee@gmail.com. This allows all commissioners to have access to documents.
 - iii. Would like to have commissioners volunteer to be featured on videos. A sign-up sheet will be shared.
 - iv. Working to create a database of organizations that work with the Black/African American community. Will include information about the organizations and contact information.
 - v. Will also create a shared calendar of events.
- c. Education and Skill Building – no report



VIII. Liaison Report

- a. Human Rights Commission
 - i. Commissioner McNeil shared that one of HRC’s goals is expanding access to the Department of Resilience and Equity’s resources, such as human rights complaints and ADA complaints. The other goal is about increasing equitable recruitment and representation on the Authorities, Boards, and Commissions (ABCs).
 - ii. The chair of the representation goal committee met with Title V Commissions Liaisons to talk about the data. During that meeting, Commissioner McNeil shared that GTAAAC would be curious to learn about work of ABCs that align with GTAAAC’s focus and what representation is on those ABCs.

IX. Old Business – no old business

X. New Business – no new business

XI. Announcements / Public Comments

- a. Black Tech Street is hosting an AI workshop on April 18 at Langston University – Tulsa: free to attend and will provide food, computers, and childcare
- b. Historic Greenwood District Main Street Legacy Mixer tonight at Moton
- c. Fair Housing Summit on April 28
- d. Tulsa Recovery Summit: Where Recovery and Mental Health Meet—May 16 from 8:15 – 1 pm at Tulsa Tech Lemley Memorial Campus
- e. Money Matters Workshop on April 18 for students and adults at OSU – Tulsa
- f. Are You Smarter than a KIPP-ster on April 23
- g. DVIS Monarch Ball on May 1 at Arvest Convention Center
- h. Nominations open for Father of the Year through Birthright Living Legacy
- i. Public Comments
 - i. Patricia Al-Sharif: Teachers Assistant at Kendall Whittier Elementary School

XII. Adjournment

- a. Chairman Humphrey entertained a motion to adjourn the meeting.
 - i. Commissioner Love made a motion, Commissioner Vaughn seconded.
 - 1. Aye: 11, Nay: 0
 - ii. Motion carried, meeting adjourned at 6:59 pm.