

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions



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Introduction

This research was commissioned by the City of Olympia to study contemporary reparations work undertaken by cities throughout Washington State and across the country. This report relays information obtained through the research process. It does not provide justification for reparations in Olympia, explore who would qualify for reparations in Olympia, nor include recommendations regarding what reparations could/should look like in Olympia.

For the research conducted, and this subsequent report, the word *reparation* herein can be assumed to mean reparations specifically for Descendants of Enslaved African People, whose ancestors were forced into slavery in the American colonies and in the United States. Reparations for members of other groups of people and for other reasons were not researched and consequently not included. This is not to suggest in any way that members of other groups do or do not deserve reparations, but rather the scope of this project was simply narrow. Some cities may be exploring reparations for all Black people with part of the justification provided is a history of chattel slavery. In those cases of overlap, the information is provided in this report because such reparations would likely be provided for Descendants of Enslaved African People.

The term *reparations* is considered broad, meaning to include both monetary and non-monetary initiatives that include—but are not limited to—direct cash payments, housing programs, small business incentives, climate justice actions, etc. In 2005, the United Nations categorized reparations into five specific forms: *Restitution* includes measures which restore the victim to the original situation before violations occurred. *Compensation* such as appropriate and proportional for damages including physical or mental harm; lost opportunities that include employment, education and social benefits; moral damage; costs required for legal or expert assistance, medicine and medical services, and psychological and social services. *Rehabilitation* includes medical and psychological care, as well as legal and social services. *Satisfaction* comprises cessation of violations, truth seeking, public apologies, judicial and administrative sanctions, commemoration, and human rights training. *Guarantees of non-repetition* includes the promotion of human rights standards in public service, law enforcement, the media, industry and psychological and social services.¹ For this report, city-level reparations have been placed into six different institutional categories:

- Related to Economic Empowerment / Business Development
- Related to Housing & Land Ownership
- Related to Criminal Justice Reform
- Related to Education & Workforce Development
- Related to Healthcare & Wellbeing
- Related to Cultural & Historical Preservation

The data collection process commenced with a comprehensive web search using the term “city reparations” conducted over a two-week period. Through this process, 24 cities were identified as having publicly documented historical and/or ongoing reparations work. To ensure thorough data collection, the publicly available reparations content of these cities were systematically examined through a detailed, page-by-page analysis over the course of one month to capture and document their reparations efforts. Concurrently, a qualitative document analysis of 31 Washington cities occurred, with the twelve Washington cities with the highest Black populations directly contacted via phone or email requesting further information.

In addition to reviewing city-level reparations, counties and organizations related to local-level reparations were also sought out. Six counties were identified as relevant and were contacted for further information. Only one county responded by time of report publication, so consequently no county data is included. Organizations either providing city-level reparations or advocating for reparations were reviewed. Those findings are included in Section 3, which begins on page 44.

¹ United Nations Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law (2005)

Section 1: Summary of City-Level Reparations Across America

1.1 Reparations Process Stages

Cities are grouped by where they currently stand in their reparations process. For this section, researchers prioritized city self-categorization when provided. When no self-categorization was captured, researchers assigned stages based on what has been publicized through cities' online documentation.

Stage 1: An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City Council; and no other reparations actions have been taken. There are eight cities found to be in this category at the time this research was conducted: Boston (Massachusetts), Burlington (Vermont), Chicago (Illinois), Kansas City (Missouri), Northampton (Massachusetts), Philadelphia (Pennsylvania), Saint Paul (Minnesota)

Stage 2: An active Reparations Task Force/Committee/Workgroup exists, and at least one reparations recommendation has been presented to the City Council, but no reparative actions have been implemented at time of this research. There are seven cities in this category: Amherst (Massachusetts), Asheville (North Carolina), Charleston (South Carolina), High Point (North Carolina), Los Angeles (California), Providence (Rhode Island), San Francisco (California), St. Louis (Missouri).

Stage 3: Reparations recommendations have been considered by the City Council, and implementation of at least one reparative initiative has begun in the following four cities: Athens (Georgia), Detroit (Michigan), Evanston (Illinois), Wilmington (Delaware).

Cities that have taken reparations action but don't fall into one of the above stages include:

Olympia, WA: A resolution has passed, and a research study is being conducted.

Sacramento, CA: A resolution has passed, unsure if a task force has been developed yet, and recommendations have not been developed or implemented.

Santa Monica, CA: The Reparations & Land Back Task Force is reported to be established in March 2025

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1.2 Timeline of Key Municipal-Level Reparations Activities 2020-2024

	2020	2021	2022	2023	2024
Amherst, MA		City created a Committee to study and develop reparation proposals		City Council received final Committee report with recommendations	City created a Reparations Committee to implement reparations
Asheville NC	City Council passed resolution supporting community reparations	City committed \$2.1m toward funding reparations	Reparations Commission began work	Commissioned audit on how current policies and practices are causing harm	Audit concluded Commission asked for extension of time before carrying out reparations
Athens, GA		Resolution for Recognition and Redress adopted	\$1.25m for housing was approved (additional \$1.25m recommended for a center buildout was not approved)	City began implementing housing reparations	"Linnentown Lane" project is being implemented
Boston, MA			Working on a study on the legacy of slavery in Boston and its impact on descendants today		<i>Embrace Boston</i> produced a harm report
Burlington VT	Task force created			Conducted Research on Land Records and Reparations; Conducted community engagement around reparations	Task Force Presented City Council with report without specific recommendations
Charleston, SC	Reparations Commission Established	Recommendations and Strategies Report submitted to City Council	City council rejected the report & recommendations		
Chicago, IL					Black Reparations Task Force created
Detroit, MI		Ballot measure to establish Reparations Committee passes	Reparations Committee begins work on drafting recommendations		City made a formal apology to its Black Residents
Durham, NC	(2019) Task Force created; (2020) Reparations Report with Recommendations submitted to City				
Evanston, IL	(2019) Reparations Recommendations approved by City Council Established funding source	City authorized the implementation of the Evanston Local Reparations Restorative Housing Program and Program Budget	Local Reparations Restorative Housing Program implemented		
High Point, NC			Reparations Commission created	Report with reparations recommendations submitted and accepted by Council	
Kansas City, MO				Reparations Commission formed	
Los Angeles, CA		Reparations Advisory Commission created			(Jan 2025) Report with recommendations submitted
Northampton, MA				Commission created	
Olympia, WA					Study commissioned
Philadelphia, PA				Philadelphia reparations task force created	
Providence, RI			2022 Commission formed; Submitted Reparations recommendations to the City		
Sacramento, CA		Mayoral initiative pursuing city-level reparations began			Transitioned to City-wide initiative. Conducted community survey gauging support for Reparations
Saint Paul MN				Reparations Commission Established	
San Francisco, CA		African American Reparations Advisory Committee created		Final report submitted to City with recommendations	
Santa Monica, CA					(Feb 2025) City Council considers reparations
St. Louis, MO			Commission created		Report and Recommendations submitted to City
St. Petersburg, FL		City Council approved a reparations program			
Wilmington, DE			Wilmington City Council Reparations Taskforce created		Recommendations submitted to City Council; Begun Implementation of at least one initiative

Currently developing recommendations for City

Reparations approved and/or are being implemented by City

1.3 Stated Justifications for ‘Why Reparations Are Important’

The following reasonings for reparations were given by different city councils, committees, and task forces:

- Anti-Black racism has been sanctioned and perpetuated at all levels of government in the U.S. and has waged varied and expansive harms against generations of African Heritage people.
- Black communities were displaced by projects like urban renewal in the 1950s, which razed a thriving Black neighborhood.
- Black individuals are exponentially far more likely to be stopped, searched, arrested and be the target of police use of force incident than their Whites counterparts
- Black People have been unjustly...
 - Enslaved
 - Unjustly Segregated
 - Unjustly Incarcerated
 - Denied housing through racist practices in the private realty market, including redlining, steering, blockbusting, denial of mortgages, and gentrification
 - Denied housing, displaced and inadequately housed by government housing policies that include discriminatory Housing Authority practices, Urban Renewal, and a variety of local and federal "affordable" housing programs
 - Consistently and widely impoverished by discriminatory wages paid in every sector of the local economy regardless of credentials and experience
 - Experienced disproportionate unemployment rates and reduced opportunities to fully participate in the local job market
 - Systematically excluded from historic and present private economic development and community investments and, therefore, black-owned businesses have not received the benefits of these investments
 - Segregated from mainstream education and within present day school programs that include AG, AP, and Honors
 - Experienced the denial of education through admission, retention and graduation rates of every level of education in WNC and through discriminatory disciplinary practices
 - Historically and presently receive inadequate, if not detrimental, health care as exemplified by disproportionate morbidities and mortality rates that result from the generational trauma of systemic racism, discriminatory treatment by medical professionals, and discriminatory medical practices such as involuntary sterilizations, denial of adequate testing, denial of preventative and curative procedures
 - Unjustly targeted by law enforcement and criminal justice procedures, incarcerated at disproportionate rates and subsequently excluded from full participation in the benefits of citizenship that include voting, employment, housing and health care
 - Disproportionately been forced to reside in, adjacent to, or near Brown Zones and other toxic sites that negatively impact their health and property
 - Disproportionately been limited to the confined routes of travel provided by public transportation
 - Disproportionately suffered from the isolation of food deserts and childcare deserts
- Black students are disciplined at far higher rates in our schools and are far more likely to come in to contact with School Resource Officers and numerous reports speak to the racial disparities in schools and disproportionate police contact with Black children
- Black-white racial wealth gap stands today as the cumulative economic effect of more than four centuries of oppression and economic exclusion.
- City history of racial injustice, pivotal roles in the institution of slavery, exploitation, systemic discrimination, and state-sanctioned violence endured by Black residents, a reality that has left an indelible mark on the community overall. The Commission’s findings show how chattel slavery, Jim Crow segregation, redlining, and other racially discriminatory policies created long-term barriers to wealth accumulation, health, and education for Black residents.

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- City's historical role in perpetuating systemic racism and discrimination against Black residents, which has resulted in generations of harm, inequality, and injustice
- City's painful history from the 1920's to the present day, including events such as the [city] race riot, where racial tensions erupted into violence resulting in deaths and injuries predominantly within the Black community
- Construction of freeways, routed through established black communities, irreparably harmed the black population by eliminating opportunities to create generational wealth, and further perpetuating social and economic disparities
- High rates of police violence, mass incarceration, and inhumane conditions in city jails. Data shows that Black residents are disproportionately subjected to police brutality and that the city's criminal justice system continues to perpetuate racial inequality. The report also discusses the deaths of Black individuals in custody, drawing attention to the need for jail oversight and systemic reform.
- Deaths at the hands of police officers
- Deliberate actions taken to disenfranchise Black residents through urban planning decisions, such as the construction of freeways and industrial factories, which resulted in the destruction of vibrant Black neighborhoods, displacing thousands of families and destroying hundreds of Black owned businesses
- Devastating impact of the [race] riot, which stemmed from decades of racial segregation, police brutality, and economic disparities leading to widespread destruction of Black neighborhoods, loss of lives and displacement of families
- During the 20th century, race-based discrimination continued as municipal, state, and federal government-sanctioned redlining, discriminatory employment and housing practices, urban renewal, and interstate highway improvements deconstructed largely African heritage and limited-income neighborhoods.
- Black students continue to attend underfunded schools, where they are less likely to receive the same quality of education as their white peers. These educational disparities perpetuate the cycle of poverty and limit opportunities for economic mobility.
- Failure to adequately address the educational needs of black students, offering inferior curriculums to Black Students, practicing racial gerrymandering with attendance boundaries, and overloading classes in black schools, perpetuating a "separate and unequal" education system
- Following the abolition of slavery the United States Government, at the Federal, State, and local level, continued to perpetuate, condone and often profit from practices that continued to brutalize and disadvantage African-Americans, including share cropping, convict leasing, Jim Crow, redlining, unequal education, and disproportionate treatment at the hands of the criminal justice system
- Government at the local, regional, state, and federal level has played a role in creating and maintaining racial inequity. A wide range of laws and policies were passed, from who could vote, who could be a citizen, who could own property, who was property, where one could live, whose land was whose and more. The Civil Rights movement forced the passage of anti-discrimination laws and policies that helped to create possibilities and pathways for minority people in America. Yet still, racial inequities continue to be deep, pervasive, and persistent across the country. Racial inequities exist across all indicators for success, and are often sustained by historical legacies, structures, and systems that repeat and enable patterns of exclusion.
- Generations of systemic neglect, underinvestment, and discriminatory policies, especially in predominately Black neighborhoods, have contributed to high poverty rates, deteriorating infrastructure, and limited economic opportunities for Black residents.
- Harmful impacts of discriminatory practices in employment, healthcare, and other areas, which have disproportionately affected Black residents and perpetuated cycles of poverty and marginalization

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- The legacy of redlining, discriminatory lending practices, and the destruction of Black neighborhoods through urban renewal projects has left many Black residents without access to affordable and safe housing. Public testimony and historical data show that Black families have been systematically denied opportunities to build generational wealth through homeownership.
- 26 percent of Black residents are in poverty compared to 10.6 percent of White residents, 8.1 percent of Black residents are unemployed compared with 4.3 percent of White residents, and 39.6 percent of Black residents have a bachelor's degree or higher compared with 49.9 percent of White residents
- In housing, only 4 percent of homes in [city] are owned by Blacks though people of color comprise 18 percent of [city] population, and potential home applicants who are Black are four-and-a-half times more likely than White applicants to be denied for a home loan (83.3 percent to 18.2 percent)
- Institution of slavery was constitutionally and statutorily sanctioned by the Government of the United States from 1789 through 1865
- Median wealth of a Black family is 1/13th the median wealth of a White family and according to a report by the Public Assets Institute n African American people and families are most disproportionately impacted by poverty, with an estimated 32.5 percent living in poverty
- Issues of systemic racial disparity, racist practices and procedures and/or institutional discrimination against African Americans, resulting from the delivery or provision of City government services or the implementation or effect of City policies, and resulting from the delivery or provision of other government-provided services or widely implemented business practices or the implementation or effect of government policies or business practices
- Policies put into place by the city, the insidious practice of redlining, which systematically denied black residents access to housing loans spans decades
- Preponderance of scholarly and legal evidentiary documentation regarding the ongoing effects of the institution of slavery and its legacy of persistent systemic structures of discrimination on living African Americans and society in the City, as well as the State and United States of America more broadly
- Public health data presented in the report reveals stark health inequities between Black and white residents. Black residents face higher rates of chronic illnesses, maternal mortality, and infant mortality, often due to systemic medical racism and lack of access to quality healthcare. Neighborhoods that were historically redlined are also disproportionately affected by environmental hazards, contributing to these disparities.
- Racial disparities in economic well-being can be traced to the very founding of the United States of America. The City and the State were settled through the founding enterprises of Indigenous people's land and enslaved African people's labor. Colonizers paid little or nothing for native land and paid no wages for enslaved African labor that produced the products and services that created enormous wealth and prosperity. Systematic racism, a form of race based discrimination embedded as a normal practice within a society and its governmental system, has a long history in the United States, and cities approved discriminatory and dehumanizing laws and policies that created and exacerbated inequality in almost every sphere of life.
- Racial wealth gap is one of the most significant legacies of slavery.
- Black residents were systematically excluded from New Deal programs and post-World War II housing benefits that helped many white families build wealth.
- Redress for past harms caused by urban renewal and to foster future reinvestment in historically underfunded and impoverished neighborhoods in Athens-Clarke County."
- Results of the historic and continued discrimination, African-Americans continue to suffer debilitating economic, educational, and health hardships including but not limited to having nearly 1,000,000 Black people incarcerated yearly.

- Slavery that flourished in the United States constituted an immoral and inhumane deprivation of Africans' life, liberty, African citizenship rights, and cultural heritage, and denied them the fruits of their own labor
- Stark and persistent health inequities exist in the United States based on race, which are caused by systemic racism
- Systemic racism is a principal social determinant of individual and public health, impacting economic, employment, education, housing, justice, and health opportunities and outcomes, all of which further adversely impact the health of Blacks
- Throughout the 1960's police misconduct and its brutality served as a broader effort to control blacks, contain them in segregated neighborhoods, and relegate them to second class citizenship
- To remedy harms dealt to specific groups or individuals for past discrimination disallowed by statute or the constitution. This can include descendants of the former neighborhood who were forced out to make way for the construction of [municipal facilities]. It can also include those displaced from the development of the [highway], as well as Indigenous people whose land was taken to create the city.
- Unemployment rates for African Americans have averaged twice those of Whites since data has been on record

1.4 Stated Desired Outcomes for Reparations Initiatives

The following goals were focused on reparations research and related policy development.

- Develop and recommend format and goals of reparations for Black community members
- Seek opportunities to fund the reparations
- Identify an academic partner to assist in the formal process of developing the program
- Maintain an active relationship with community-based organizations and key stakeholders
- Engage relevant experts to inform the development of the program
- Study and develop reparations proposals and programs for Black community members whose ancestors endured chattel slavery and Jim Crow in the United States
- Provide the city, state, and nation with a comprehensive overview and report on how reparations can atone for the legacy of slavery, Jim Crow, and institutional racism in America for Black community members
- Elevate and protect the full human rights and human potential of the Black community in real time
- Create tangible benefits for all residents and foster partnership and accountability between the government and the community
- Compensate Black residents harmed by systemic racism in the city
- Develop a reparations fund to be established in 1 year, funding goal of \$100M to be hit in 5 years via public/private partnership.

The following goals were stated by cities and identified in the research to be specific outcome goals of reparations initiatives (beyond providing reparations generally). They are sorted by reparation category:

Economic Empowerment & Business Development

- Increasing minority business ownership and career opportunities
- Developing strategies to grow equity and generational wealth
- To improve the economic well-being of the city's black population.
- Reduce the black income poverty rate by 10% over 10 years
- Increase Black assets (home and business ownership) by 20% over the next 20 years

Criminal Justice & Social Equity

- Closing gaps in healthcare, education, employment and pay, neighborhood safety, and fairness within criminal justice

Housing & Land Ownership

- Increase homeownership and build the wealth of Black/African American residents
- Build intergenerational equity amongst Black/African American residents
- Improve the retention rate of Black/African American homeowners in the City of Evanston
- Increasing minority home ownership and access to other affordable housing

Cultural & Community Restoration

- Racialized harms perpetrated against Black residents, workers, and students in Northampton, historically and currently
- What initiatives should be funded and implemented by the city to support redress and fair treatment for Black people who live, work, and learn in this community
- Ways to restore, grow, and nourish Black community and culture in Northampton for future generations

1.5 Reparations Currently Being Implemented by Cities

There are two cities found to be implementing reparations programs in their community. The Wilmington, DE City Council just established an *office of educational advocacy*. The goal of that office is to make sure that students have educational support from the city. In Evanston, IL, the city implemented its *Restorative Housing* program, granting 25,000 to each reparations recipient. In addition to offering various housing options, recipients can receive cash payments. They started with an application process, then confirmed ancestry, and are presently working through providing reparations to 474 descendants. (The city has so far given out approximately 5 million in reparations to residents at \$25,000 per person.)

1.6 Reparations Under Current Consideration by City Councils

The following reparations are specific examples that have been recommended to City Councils by their respective task force/committee/work group tasked with providing recommendations. The reparations have either been considered, are currently being considered, or to be considered by City Councils.

Related to Criminal Justice Reform

- Address and remedy racially biased treatment of Black adults and juveniles in correctional facilities
- Advocate for legal reforms that reduce mass incarceration
- Decriminalize municipal codes that disproportionately affect Black residents
- Discontinue low-level and pretextual traffic stops and consent charges
- Discontinue the police department's use of no-knock warrants
- Establish a Bail Bond Fund to reduce unjust pretrial detention for African Heritage and Indigenous people
- Evaluate, create, and implement policies and procedures that effectively address racial disparities within the criminal justice system
- Expunge criminal records of nonviolent offenses related to systemic racial injustice
- Mandate policies and training on bias-free policing in communities
- Prohibit labor exploitation of incarcerated persons and require fair market wages
- Provide adequate resources to ensure effective oversight of police departments and enforcement of Community Safety Acts
- Provide assistance to residents for the expungement of cannabis charges
- Require mandatory annual periodic or ad hoc training of public servants in the field of criminal justice
- Encourage the city to include more attorneys of color in all programs

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Related to Economic Empowerment / Business Development

- Advance equal and equitable employment opportunities
- Collaborate with private citizens for the establishment of an associated charity
- Create a business microloan program
- Create an Economic Development Center for the Black community that includes small business services, job training, financial education, access to grants, and a Black-led financial institution
- Create and expand youth employment programs, emphasizing youth from target neighborhoods
- Create and sustain thriving, complete neighborhoods that include commercial activity, open spaces, safe streets, and affordable housing for Black residents
- Dedicate a share of community development block grant funds to reparative justice
- Dedicate a share of community preservation act funds to reparative justice
- Dedicate a significant share of ARPA economic development funds to Black-owned businesses
- Develop incentives for retaining Black educators in the school district
- Establish a private fund for reparations
- Establish Business Corridors with commercial space for Black-owned businesses and community services in close proximity to Black neighborhoods
- Expand guaranteed income programs for Black communities
- Fill funding gaps for Black entrepreneurs and expand opportunities to access capital
- Housing Assistance and relief initiatives for Black community members and various economic development programs for Black residents and entrepreneurs
- Increase measures to employ Black individuals in city and union jobs
- Launch job training and entrepreneurship programs
- Operationalize a \$2 million reparations endowment fund within 4 years
- Provide direct cash payments to individuals harmed by racial discrimination
- Provide grants to Black-owned businesses who have not had access to the funding and resources
- Provide grants to legacy neighborhoods and public housing communities to fund neighborhood priorities, including those that have been outlined in community plans
- Provide low-interest loans, business grants, and technical support programs to Black entrepreneurs
- Pursue grant funding through private foundations
- Support social enterprises and social entrepreneurs
- Establish a cultural reparations fund to support projects originating among underrepresented BIPOC groups and/or allies either through a tax on large scale development projects or a designated portion of the accommodations tax to stimulate memorials, makers, and monument equity.
- Establish a funding mechanism to capture and match donations to be used for reparations. Should be started with City dollars and grown through a match fundraising campaign.

Related to Housing & Land Ownership

- Acquire specific land corridors
- Allocate land for affordable housing developments specifically for Black people impacted by discriminatory practices
- Create a Land acquisition program for future development beyond urban renewal
- Create a loan pool, with lending institutions as partners, to support homeownership and affordable housing construction
- Create a new dollar lot program where parcels of reparations land are set aside for a bid process for aspiring Black homeowners
- Develop policies that incentivize comprehensive community development in conjunction with new school construction
- Identify and maintain the existing database of all dilapidated and endangered homes located in city

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- Create a Land Bank
- Determine if the city ordinance is substantially equivalent to the Fair Housing Act.
- Increase the number of affordable homes in the City by requiring new developments to include a percentage of units that are restricted by income.
- Establish a fund to provide housing grants to descendants of enslaved people and residents of historically redlined neighborhoods
- Establish a homeownership and financial literacy program
- Establish a Reparations Housing Fund to increase homeownership of African Americans through subsidized down payment, mortgages, and homeownership insurance
- Fund and support programs that advance equity in homeownership opportunities
- Introduce legislation that advances equitable home value appraisals
- Offer home repair and property relief grants to Black homeowners in historically underserved communities
- Provide property tax relief to African Americans in the city
- Reinforce legislation that protects against housing discrimination
- Increase rental support through down payment assistance, security deposit assistance, and utilities payment for African Americans in the city
- Revitalize and stabilize African American owner-occupied homes
- Infrastructure must be in place to support housing and sustain economic opportunity.
- Advocate for State Approval of Commercial Linkage Fees for Affordable Housing
- Advocate for improved conversion schedule
- Commit City funds to redevelopment of public housing
- Create a zoning plan optimizing the development opportunities
- Identify existing or to be developed affordable housing properties that can be utilized as replacement housing for the Public Housing units.
- Establish a Neighborhood Sidewalk Expansion/Improvement Project
- foster more affordable housing in gentrifying neighborhoods and to prevent displacement by increasing zoning fees

Related to Healthcare & Wellbeing

- Create a community health fund to address racial disparities in healthcare access and outcomes
- Create an environmental justice plan to correct past and ongoing environmental injustices
- Develop and fund a city Black Mental Health Network
- Develop measures to determine the cost of environmental injustice
- Establish a Black Joy Fund to create joy-filled community spaces
- Establish and fund community wellness centers in African American communities
- Expand access to free or low-cost health care services for low-income Black families
- Health Care Subsidy: Establish Health Care Subsidy Fund to provide comprehensive multigenerational direct primary care access
- Hold institutions accountable to address harms and create restorative policies
- Increase access to culturally affirming hospitals and mental health facilities
- Proactively address systematic inequities in healthcare and disparities in health outcomes
- Provide resources to the board of health to address health inequities
- Recruit, retain, and support African American health professionals to improve health outcomes

Related to Education & Workforce Development

- Black teacher recruitment and retention
- Create policies that incentivize new construction and rehabilitation of schools in historically Black neighborhoods

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- Create scholarships and grants for descendants of enslaved people
- Early Childhood Education
- Education Accountability Taskforce
- Expand scholarships to help Black youth enter college and provide support services to ensure retention
- Fund community-driven research and policy statements that advance the socio-economic well-being of Black communities
- Fund programs that increase access to college preparation and advanced placement courses for Black students
- Help, Educate, Employ, Develop (HEED): Internship and mentorship program with the goal of professional development and job placement for Black Youth
- Implement educational pathways to degree programs for unhoused residents, foster youth, and transitional-aged youth (TAY)
- Increase access to culturally competent educators and support programs that build a pipeline of Black educators
- Memorandum of Understanding with the school district
- Provide additional mental health support for students of color
- Provide additional resources to the schools that have been historically underfunded and understaffed
- To make the city a racially equitable working place.
- To intentionally decrease the pay disparities for city employees.
- Address the hiring practices in city departments to dismantle systemic barriers to hiring and promoting qualified minority candidates.
- City leadership and employees at all levels increase awareness, knowledge, shared commitment to anti-racism
- In-school educational programming: Teaching inclusive, historically accurate, diverse education within schools
- Post-secondary education opportunities

Related to Cultural & Historical Preservation

- Advance and fund ethnic studies programs and adopt Black studies curriculum
- Develop a town policy for renaming streets and spaces
- Establish a museum and genealogical research center
- Establish and invest in a right-to-counsel program for African Heritage & Indigenous peoples
- Issue Historic Preservation Seals and Landmarks for Black Cultural and Historic Sites
- Legislate Black community historic preservations and land returns
- Pass a resolution formally apologizing to Black residents for the historical and ongoing injustices, discrimination, and harm inflicted upon them
- Support & uplift the work of the Ancestral Bridges Foundations
- Support the Civil War tablets exhibition
- Intentionally promote and invest in the public presentation, celebration, and memorialization of the history and culture of local BIPOC individuals and communities in and around the city

In addition to the above recommended reparations, at least one city is also considering a recommendation to approve a resolution in support of state and federal reparations.

1.7 Qualifications

Not all cities have provided explicit qualifications for whom shall be eligible for reparations as the cities move forward. Those cities that have explicitly outlined qualifications have specifically named one or more of the following groups:

- African Americans
- African heritage people
- Black and African American descendants of enslaved Africans in the United States
- Descendants of Freedmen emancipated from slavery
- Descendants of *Black*, *Negro*, or *Colored* Americans since 1865
- Residents of mixed race or heritage so long as one of their native born American parents is a due member of the descendant group

1.8 Challenges and Barriers Cities Have Experienced During Reparations Activities

When asking cities about any challenges and barriers that they have faced during their reparations activities, the following answers were provided (order?):

- Access to data
- Administrative issues
- An emotional process
- City council opposition
- Community engagement
- Community opposition
- Documenting goals
- Funding
- Individual lack of knowledge regarding reparations
- Justifying the members of the task force
- Managing personalities
- Political climate & Lawsuit
- Project management
- Staying focused
- The complexity of the research required
- The democratic & bureaucratic process

1.9 Community Response

Most cities that responded indicated the community has responded to their reparations task force, recommendations reports, and implemented reparations positively. Below are some responses the cities have received.

“In partnership with the city, six organizations surveyed the Black and African American community to gauge support for local reparations. Of the 510 responses, 80% expressed support for reparations, while about 20% opposed the idea.”

“Generally positive, although some people are skeptical that it will have any real impact and many Detroit residents are simply unaware of the work we've been doing.”

“I think the public response showed interest when the members were announced and when they talked about certain subjects. They did a town hall by topic (discussed 2-3 things they identified). I'm expecting as we translate recommendations into legislation there will be more of that.”

“The community was instrumental in initiating the process by supporting the initial petition that resulted in reparations be first implemented as a ballot initiative. The referred passed overwhelmingly. The Detroit Community has been continuously involved in this effort in their attendance our monthly community facing meetings. These meetings are held to provide feedback and updates on our work. These meetings also facilitated community input to this process.”

“In the beginning it was hard and there was skepticism throughout the whole community. Now most people are responding in a positive fashion and are asking are we going to have a second round.”

Evanston, IL had Northwestern University Center for Study of Diversity and Democracy conduct a sentiment report on their reparations activities. Key findings from the survey included:

- 70 percent of white respondents viewed the reparations program as "good public policy" for the City of Evanston. This is a significant finding, as previous surveys nationwide have never recorded more than 20 percent support among white Americans for reparations.
- 64 percent of Black respondents, 61 percent of Latino respondents, and 62 percent of Asian respondents also expressed support for the program.
- The Evanston City Council's decision to pass the reparations ordinance led to double-digit net increases in trust in city government across all nine of the city's wards and among all ethnic and racial demographic groups.

Specific processes, timelines, and next steps for each city are located in Section 2.

Section 2: Specific City Reparation Considerations and Actions

This section highlights city-specific research results.

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2.1 Amherst, Massachusetts (via documents and survey/interview)

Status: *An active reparations committee existed 2021-2023 and presented reparations recommendations to the City/Council. In October 2024, an “Amherst Reparations Committee” was created. At this time no reparations actions are known to have been implemented.*

Types of Reparations Recommended:

- Operationalize a \$2 million reparations endowment fund within 4 years
- Dedicate a share of community preservation act funds to reparative justice
- Dedicate a share of community development block grant funds to reparative justice
- Collaborate with private citizens for the establishment of an associated charity
- Pursue grant funding through private foundations
- Pursue special legislation to permit direct cash payments
- Collaborate with other municipalities to advocate for statewide legislation
- Adopt a charge for a permanent successor committee
- Establish a town assembly for African heritage residents
- Funding priority: Youth programming (Create BIPOC-led youth center)
- Funding priority: Affordable Housing (Housing projects for black people)
- Funding priority: Business grants and entrepreneurial training
- Continue & expand town wide programming in truth and reconciliation
- Publicize the human rights commission complaint process, and consider a town policy for public apology
- Develop a town policy for renaming streets and spaces
- Support & uplift the work of the ancestral bridges foundations
- Support the civil war tablets exhibition
- Establish a museum and genealogical research center
- Provide fair compensation to persons who contribute to truth, reconciliation, DEI, and other initiatives
- Dedicate a significant share of second round of ARPA economic development funds to black owned businesses
- Provide assistance to residents for the expungement of cannabis charge
- Discontinue low level and pretextual traffic stops and consent charges
- Provide resources to the board of health to address health inequities
- Adopt a town resolution in support of state and federal reparations

Eligibility

- Group 1: Descendants of African heritage people who were enslaved in Amherst. The first group of persons eligible for reparations are those current and former town residents who are descendants of African heritage people who were enslaved in Amherst. These concern for local reparative justice.
- Group 2: Residents of Amherst who descend from African heritage people enslaved elsewhere in the US
- Group 3: All African Heritage residents of Amherst.

Amherst Reparations Committee (ARC)’s Stated Purpose:

ARC’s mission is to implement reparations, as defined by international human rights standards, in Amherst for harms caused by support of slavery and post-reconstruction discrimination by the Town, residents, businesses, and other Amherst-associated entities. As part of its mission, ARC will make recommendations to the Town Council on the expenditure of the Reparations Stabilization Fund to support reparations, including consideration of areas recommended by the African Heritage Reparations Assembly (AHRA) report.

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Amherst continued)

ARC's Directed Priority Areas:

- Review the recommendations in the AHRA Final Report.
- Consult regularly with the descendants of enslaved Amherst residents and residents of Amherst whose ancestors were enslaved in the United States regarding Amherst's reparations program to inform the program and recommendations made to the Council. (Eligibility Groups 1 and 2 in the AHRA Final Report.)
- Make recommendations to the Town Council on three to five priority areas for potential support from the Reparations Stabilization Fund. To do so, the ARC shall:
 - Consider the scope of harms to be repaired and addressed, as identified in the December 7, 2020 Resolution Affirming the Town of Amherst's Commitment to End Structural Racism and Achieve Racial Equity for Black Residents.
 - Establish the feasibility, legality, and connection to harms being repaired.
 - Consider the AHRA Final Report Funding Priorities for support: youth programming, affordable housing, business grants, and entrepreneurial training.
- Present the recommended priority areas and assessment of feasibility to the Town Council for consideration and action.

ARC's Funding Charge: Regarding recommendations on the expenditure of the Reparations Stabilization Fund, based upon Town Council priority areas, the ARC shall:

- Review and consider the guidelines and process followed by the Community Preservation Act Committee (CPAC).
- Adopt a clear set of written guidelines regarding funding priority areas and eligibility for receiving allocations from the Reparations Stabilizations Funds.
- Establish a process for (a) receiving proposals for funding support from the Reparations Stabilization Fund, and (b) making recommendations for the expenditure of funds from the Reparations Stabilization Fund.
- Solicit proposals from the community within Town Council priority areas and ARC guidelines for funding support from the Reparations Stabilization Fund .
- Make recommendations to the Town Council for funding support from the Reparations Stabilization Fund based on budget guidelines established by the Council.

2.2 Asheville, North Carolina (via documents only)

Status: *An active reparations Task Force/Committee/Workgroup exists and Reparations Recommendations have been presented to the City/Council along with an external audit of current policy/practices harms. No reparations actions have been implemented at this time. (They have presented recommendations, which have been approved, and in Fall 2024 the commission requested an extension on the next steps.)*

Types of Reparations:

(they have an extensive document for each category of recommendations – see folder link on page 53)

Education

- Community Based Education – Community wide Afrocentric engagement and enrichment programs
- In school educational programming – Teaching inclusive, historically accurate, diverse education within schools
- Help, Educate, Employ, Develop (HEED) – Internship and mentorship program with the goal of professional development and job placement for Black Youth
- Black Teacher Recruitment and Retention – Recruit and retain more Black educators in Asheville and Buncombe County
- Education Accountability Taskforce – Community based oversight group that reviews policies and data to hold school systems and education organizations accountable
- Community Resource Campus – Centrally located building with programs and services for Black people. Including personalized supports and resources for individuals and families that address: education, housing, economic development, criminal justice, health and wellness
- Early Childhood Education – Free, high quality early childhood education (child care) for all Black children
- Post-secondary education opportunities – Providing job training, education support, workforce development, and support service for Black people after high school
- Global Accountability – Review board agency that will hold the city and county accountable to implementing ALL reparations recommendations. The agency will monitor the progress and outcomes of recommendations.
- Stop the Harm: Disproportionate Suspensions – Improving teacher education, training, and building accountability systems to reduce Black student suspensions
- Urban Renewal – Cash payments for property value lost to families and businesses impacted by urban renewal.
- Wrap Around Services (captured in campus) – Personalized supports and resources for individuals and families that address: education, housing, economic development, criminal justice, health and wellness

Housing Impact Focus Area Recommendation

- Plan and Develop complete communities on reparations land by creating Black Economic Development Center, Neighborhood Hubs and Business Corridors.
- Educate and set in motion a massive campaign to get every resident/interested parties of public housing (In or out of public housing) into homeownership utilizing their Housing choice vouchers to pay their mortgages in homes they own.
- Create a Land acquisition program for future development beyond urban renewal
- Create a new dollar lot program where parcels of reparations land are set aside for a bid process for aspiring black homeowners.
- Acquire the South Charlotte Street corridor City-owned property

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Asheville continued)

Criminal Justice Impact Focus Area Recommendation

- Stop the Harm – Eliminate the school-to-prison pipeline
- Racial Disparities – Evaluate, create, and implement policies and procedures that effectively address the racial disparities within the criminal justice system. Including working with legislatures (state and federal).
- Training – Require Mandatory annual periodic or ad hoc training of public servants in the field of criminal justice.
- Funding for Community-Based Support Services – Allocate funding to community-based organizations to support Black people who have been involved in the criminal justice system.

Health & Wellness IFA Recommendations

- Health Care Subsidy – Establish Health Care Subsidy Fund to provide comprehensive multigenerational direct primary care access.
- African American Doctors & Health Professionals – Recruit, retain, and provide systematic support for African American health professionals of all disciplines to improve health outcomes.
- Health Support for African American Elders – Meet the holistic health needs of African American Elders to support their ability to age in place as long as possible with comprehensive community support.
- Resiliency Sabbaticals – Establish a Resiliency Sabbatical Fund to address toxic stress, trauma and chronic illnesses for individuals and families.
- Black Mental Health Network – Develop and fund an Asheville Black Mental Health Network to systematically address toxic stress and trauma.
- Black Joy Fund – Establish a Black Joy Fund to create multidimensional, joy filled experiences and spaces that cultivate a healthy community.
- Institutional Accountability – Hold institutions accountable to address harms and create policies that are restorative.
- Environmental Justice – Create an environmental justice plan to correct past and ongoing environmental injustices and set standards to prevent the continuation of environmental racism.
- Black Birthing and Healing Centers – Create Black Healing and Birthing Centers to reduce and remedy harms against Black birthing people and infants

Economic Development Recommendations

- Create an Economic Development Center for Black Asheville that includes small business services, job training, financial education, access to grants, and a Black led financial institution.
- Establish Business Corridors with commercial space for Black owned businesses and community services in close proximity to Black neighborhoods, rebuilding cohesive communities for Black Asheville.
- Provide grants to legacy neighborhoods and public housing communities to fund neighborhood priorities, including those that have been outlined in community plans.
- Provide grants to Black owned businesses who have not had access to the same funding and resources.
- Establish a private fund for reparations.
- Provide direct cash payments to individuals harmed by racial discrimination.

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Asheville continued)

Goals:

- Increasing minority home ownership and access to other affordable housing
- Increasing minority business ownership and career opportunities
- Developing strategies to grow equity and generational wealth
- Closing gaps in healthcare, education, employment and pay, neighborhood safety, and fairness within criminal justice.

Challenges

- Project management
 - Repeated changes with project management that stopped or slowed the forward movement of the commission that resulted in misinformation around the timeline and inconsistent meetings for several months.
 - In addition, Certain provisions/procedures were decided unilaterally by City/County Staff/Project Management Team without CRC votes/agreement which completely misdirected the CRC (language, and vision, etc.).
- Access to data
 - Most local reparations began with a study of the issue before seating a commission however, Black Reparations was never studied by Asheville/Buncombe County - leaving CRC members to devote time to conducting minimal research to justify proposals/recommendations.
 - There was also a delay in receiving the requested data.
 - City/County's requirement that they would be taking no more data requests for a number of months also held up the CRC and railroaded discussion/momentum about data.
 - Proposals only address 10% of the history of Black Asheville/Buncombe County.
 - No Time/Capacity to do the research needed to make recommendations around the history of harms, policy, laws, and practices that perpetuate the harm of black people.
- Community Engagement
 - The CRC still needs time to adequately engage with communities that have not been informed of the reparations process.

2.3 Athens, Georgia (via documents only)

Note: The City of Athens and Clarke County have a Unified Government

Status: *An active Reparations Task Force/Committee/Workgroup Exists, reparations recommendations have been presented to the City/County; and reparations actions have begun.*

Mayor Kelly Girtz has charged the Athens Justice and Memory Project with “Work[ing] with Linnentown residents, historians, economists and other stakeholders to atone for the removal of the Linnentown neighborhood for the benefit of those residents and their descendants, while providing a model process for coming projects with other residents whose neighborhoods were removed and destroyed, or whose lives were diminished in quality through the efforts of the Athens-Clarke County Unified Government, or its predecessors, the City of Athens and Clarke County.”

In 2022, the Mayor and Commission unanimously accepted the Justice and Memory Committee’s recommendations to designate \$1.25M to affordable housing preservation via home repairs and down payment assistance.

It is unclear if the City has approved the second funding ask for a buildout of the Athens-Clarke County Center for Racial Justice and Black Futures. However, there appears to be a reparations project called Linnentown Lane that has been funded and is currently being constructed.

Next steps:

- Continue implementation of reparations

Community Response: Unknown

Challenges: Unknown

2.4 Boston, Massachusetts (via documents and survey/interview)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, researchers selected, community partnership program created, economist approved. No reparations recommendations have been presented to the City/Council and no other reparations actions have been taken as of publication of this report.*

There is a Special Projects Manager for Reparations

Next steps:

- Assessing the City's actions to date to address continued impacts of enslavement
- Develop community engagement process to openly and directly share findings.
- Collaborate with administration and City Council to make recommendations for truth, reconciliation, and reparations addressing the City of Boston's historical transatlantic slave trade involvement.

Community Response: "Positively"

Challenges: "The complexity, quantifying harm and logistical challenges of the research required"

2.5 Burlington, Vermont (via documents and survey/interview)

Status: *An Active Reparations Task Force/Committee/Workgroup did exist and made recommendations to the City/Council, but perhaps not items that did not appropriately reflected the Taskforce's charter and no reparations actions have been implemented.*

Reparations Task Force (little to no information reported)

- 1st meeting: November 2020
- Last meeting was November 2024. Meetings were not public and research could not find any files, except for the final report presented to the City Council on February 10, 2025.
- Budget: \$50,000 to complete research

Qualifications: By the original city council resolution Black descendants of enslaved individuals but this was not fully addressed by the eventual final report of the Taskforce (in terms of how this would be determined, or via what mechanism)

Next steps: "If the Taskforce is reconstituted by City Council, it needs to first complete the actual tasks set forth in the resolution that never happened."

Challenges: The Taskforce did not complete its work: "Our process and Taskforce pretty much fell apart due to internal and external politics and a lack of participation by members (only 2-3 members were active through the five year period)." No specific harms were identified related to the City of Burlington and thus no specific reparations were identified.

Community response: No real outreach was done and no real involvement by the local communities

2.6 Charleston, South Carolina (via documents only)

Status: *A Reparations Task Force/Committee/Workgroup Existed and Reparations Recommendations were Presented to the City/Council, but no reparations actions have been implemented. City council ultimately voted against all things reparations*

Process:

- June 2020 Established Commission
- November 2020: The commission partnered with a college so its members could participate in workshops to build knowledge
- August 2021: Report & Recommendations
- January 2022: City council rejected the report & recommendations

Reparations Recommendations: Much more detail on these recommendations can be found in their report.

- Establish a cultural reparations fund to support projects originating among underrepresented BIPOC groups and/or allies either through a tax on large scale development projects or a designated portion of the accommodations tax to stimulate memorials, makers, and monument equity. (For an example of the need for such funds see Appendix I - Grimke Brothers Historical Marker Letter)
 - Establish a funding mechanism to capture and match donations (ex. Clergy Council) to be used for reparations. Should be started with City dollars and grown through a match fundraising campaign.
- History & Culture
 - Intentionally promote and invest in the public presentation, celebration, and memorialization of the history and culture of local BIPOC (Black, Indigenous, and Other People of Color) individuals and communities in and around the City of Charleston.
- Housing & Mobility
 - Infrastructure must be in place to support housing and sustain economic opportunity. Availability and capacity create a barrier to more affordable housing within the City of Charleston.
 - Advocate for State Approval of Commercial Linkage Fees for Affordable Housing
 - Pursue a Choice Neighborhood Implementation Grant for the revitalization of the Eastside and/or Westside neighborhoods in partnership with the Housing Authority of the City of Charleston (CHA).
 - Increased density on RAD sites
 - Advocate for improved conversion schedule
 - Commit City funds to redevelopment of public housing
 - Engage Black and Brown community leaders and stakeholders and address the issues facing the neighborhoods like crime, lack of recreational opportunities, lack of restaurants and healthy food availability, flooding and lack of economic opportunity.
 - Create a zoning plan for the Eastside optimizing the development opportunities and coordinate with CHA and the City of Charleston to rezone the public housing properties allowing for future RAD development.
 - Identify existing or to be developed affordable housing properties that can be utilized as replacement housing for the Public Housing units.
 - Establish a Neighborhood Sidewalk Expansion/Improvement Project for the improvement and establishment of city-owned sidewalks in line with the Greenville, SC NSTEP program.
 - FLL should create a Community Advisory Council to provide voting or decision-making input as it relates to the design, operations, and programming of the Lowline Project.
 - To foster more affordable housing in gentrifying neighborhoods and to prevent displacement, the MU/WH zoning fee in lieu should be increased.

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A Comprehensive Review of City-Level Considerations and Actions

(Charleston continued)

- Conduct a public campaign to identify appropriate names for the Bridge, and should invite specific input from organizations such as the NAACP, the Avery Research Center, and the Association for the Study of African American Life and History
- Create a Land Bank
- Identify and negotiate partnerships with community programs like Center for Heirs Property Preservation, Charleston Pro Bono and the Charleston County BAR which already supports these 501(c)(3) programs.
- Collaborate with Charleston School of Law Director of Externship programs to have students involved in the initiative to alleviate Heirs property issues.
- Encourage the City to include more Attorneys of color in all programs related to Heirs properties.
- Identify and maintain the existing Database of all dilapidated and endangered homes located on the peninsula.
- Determine if the City of Charleston Fair Housing Ordinance is substantially equivalent to the Fair Housing Act.
- To increase the number of affordable homes in the City by requiring new developments to include a percentage of units that are restricted by income.
- City-level internal work
 - To make the City of Charleston a racially equitable working place.
 - To intentionally decrease the pay disparities for city employees.
 - Address the hiring practices in city departments to dismantle systemic barriers to hiring and promoting qualified minority candidates.
- Youth & Education
 - City leadership and employees at all levels increase awareness, knowledge, shared commitment to anti-racism.
 - Memorandum of Understanding with Charleston County School District
 - Provide additional mental health support for students of color
 - Incorporation of CDF Freedom Schools throughout City of Charleston
 - Provide additional resources to the schools that have been historically underfunded and understaffed

Goals: To improve the economic well-being of Charleston's black population. Develop a reparations fund to be established in 1 year, funding goal of \$100M to be hit in 5 years via public/private partnership. Reduce the black income poverty rate by 10% over 10 years and increase Black assets (home and business ownership) by 20% over the next 20 years.

Challenges: Charleston's primary challenges were related to individual ignorance regarding reparations and city council/community opposition. These items led to the commission the minimal use of the term "reparations," and the council's ultimate rejection/opposition of the recommendations. Below are some direct quotes from meeting minutes regarding reparations recommendations.

"The word reparations caused political turmoil due to the community's misunderstanding of the concept. Therefore, they had to be careful with the wording they chose when discussing it. He said there were different definitions for what reparations could look like, but most people associate it with a cash reparations."

"Many did not understand or had different interpretations of what reparations were and sometimes it could be direct reparations, small business incubators, etc."

"The HARCC would not advocate for defunding the police, cash reparations, teaching CRT, or violating the South Carolina heritage act."

2.7 Chicago, Illinois (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City/Council; and no other reparations actions have been taken.*

June 2024 Announcement: Chicago Mayor Brandon Johnson has established a Black Reparations Task Force and allocated \$500,000 of city funds to the task force. The task force will develop an agenda for reparations in Chicago.

Process: According to the mayor's office, the task force will conduct a study and analysis of policies that have affected Black Chicagoans from slavery to the present day. Based on this analysis, the task force will recommend remedies to racial inequities caused by such policies.

2.8 Detroit, Michigan (via documents and survey/interview)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, one reparations recommendation has been presented to the City/Council (apology to the Black residents of Detroit), with the task force report of full recommendations currently being drafted for release later in 2025.*

There is a staffed Project Manager of the Detroit Reparations Task Force

Types:

- Official apology to Black residents of Detroit (recommended in 2024)
- Subsequent recommendations have not been finalized yet (currently being drafted)

Next Steps:

"We are currently preparing a report to present to our city legislature. This report will reflect our findings i.e. harms, and our recommending remedies."

"We have just hired a writer and we are scheduled to present our recommendations report to Detroit City Council in June 2025."

Challenges:

"Before any staff was hired the members were selected. There was no liaison between the task force and the city and members took many of the administrative tasks upon themselves. Now that we've gotten an office, hired a staff and have established a specific timeline I believe we as a task force have our feet under us. The biggest challenges now are managing personalities and other groups, there is so much onus and pressure around this work. Everybody has an idea of what a successful report and implementation looks like and so there is constant debate about what groups should be included, how it should be formatted, who should be consulted and things of that nature."

Community Response:

"Generally positive, although some people are skeptical that it will have any real impact and many Detroit residents are simply unaware of the work we've been doing."

"The community was instrumental in initiating the process by supporting the initial prepetition that resulted in reparations be first implemented as a ballot initiative, The referred passed overwhelmingly. The Detroit Community has been continuously involved in this effort in their attendance our monthly community facing meetings. These meetings are held to provide feedback and updates on our work. These meetings also facilitated community input to this process."

2.9 Durham, North Carolina (via documents and survey/interview)

Status: *Dr. Gardner was notified that Durham is no longer doing any reparations work and no one was willing to discuss reparations in any capacity*

Previous activities:

At the request of Mayor Pro Tempore Jillian Johnson, the city of Durham formed its first racial equity task force in October 2018, and appointed 17 volunteer members from across the city of Durham. The Durham Racial Equity Task Force (RETF) spent 21 months “developing trust, openness, and honest internal relationships that the work of racial equity demands and deserves.” Through six subcommittees (Wealth & Economy, Criminal Legal System, Health and Environmental Justice, Housing, Education, Public History), the RETF presented a detailed report to the Durham City Council on July 22, 2020.

2.10 Evanston, Illinois (via documents and survey/interview)

Status: *Reparations Recommendations have been considered by the Council/City AND implementation of at least one has begun.*

Types

- Housing Assistance and relief initiatives for Black Evanstonians and various economic development programs for black residents and entrepreneurs

Goals

- The goals of this program are to Revitalize, preserve, and stabilize Black/African-American owner-occupied homes in Evanston;
 - Increase homeownership and build the wealth of Black/African-American residents
 - Build intergenerational equity amongst Black/African-American residents
 - Improve the retention rate of Black/African-American homeowners in the City of Evanston

What has your City accomplished regarding reparations?

- We have given out approximately 5 million in reparations to residents at \$25,000 per person. We had an application, a process and over 600 applied. Ancestors are done and we are working our way through 474 descendants
- The City implemented its Restorative Housing program, granting 25,000 to each reparations recipient. In addition to offering various housing options, recipients can receive cash payments.

Explanation on why \$25,000:

“1. Addressing Urgent Housing Needs: *“We focused on supporting our most impacted community members, particularly seniors who face unique challenges—whether it’s the burden of costly home repairs or the struggle to pay down a first or second mortgage. The \$25,000 figure was derived from a careful assessment of these pressing needs. While we acknowledge that this amount does not fully remedy every aspect of the harm our constituents face, it was identified as a meaningful, strategic starting point to provide immediate relief and stabilize housing situations.”*

“2. Navigating the Public Process: *In parallel with the needs assessment, we also had to consider the political and procedural realities of advancing such an initiative. Recognizing that the City Council is majority white, we understood that the proposal had to be both impactful and palatable to a broad range of council members. This balance was crucial to successfully pass the public process, ensuring that our approach could gain the necessary support.”*

Challenges

- Funding, lawsuit

How has the community responded to your city’s reparations efforts?

- “In the beginning it was hard and there was skepticism throughout the whole community. Now most people are responding in a positive fashion and are asking are we going to have a second round.”
- Northwestern University Center for Study of Diversity and Democracy conducted a sentiment report. Key findings from the survey include:
 - 70 percent of white respondents viewed the reparations program as "good public policy" for the City of Evanston. This is a significant finding, as previous surveys nationwide have never recorded more than 20 percent support among white Americans for reparations.
 - 64 percent of Black respondents, 61 percent of Latino respondents, and 62 percent of Asian respondents also expressed support for the program.

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A Comprehensive Review of City-Level Considerations and Actions

(Evanston continued)

- The Evanston City Council's decision to pass the reparations ordinance led to double-digit net increases in trust in city government across all nine of the city's wards and among all ethnic and racial demographic groups.

What are your City's next steps regarding reparations?

- Secure other funding opportunities
- Possibly look at a new round.

Timeline:

The short of the long: "The resolution passed, which included recommendations, funding sources, and the formation of a committee. Reparations Committee established."

Research and Harms report was developed in conjunction with the implementation.

Implementation included developing guidelines and procedures for payment allocation

- June 2002 Resolution 42-R-02 - Slave Reparations in support HR40
- 2019 Resolution 58-R-19 - Commitment to End Structural Racism and Achieve Racial Equity
- April 2019 – Memo from City Clerk Reid: The Case for Reparations
- June 2019 - Equity & Empowerment Commission meeting, Ald. Rue Simmons requested that EEC assist with addressing the historical wealth and opportunity gaps that African American residents of Evanston experience. Ald. Rue Simmons sought a "Solutions Only" process to identify actions that the City of Evanston could take to implement a meaningful repair and reparations policy.
- June 2019 EEC recommendations submitted to City Council
- November 2019 - Resolution 126-R-19, Establishing a City of Evanston Funding Source Devoted to Local Reparations
 - March of 2020 - First-Time Buyer Housing Assistance Programs
 - Models of Affordable Housing and Community Land Trusts
 - History of the Housing Rehab Program for multi-family buildings and partnership with the Evanston Housing Coalition
 - Legal and City Managers Office worked to develop guidelines
- November 2020- Ordinance 102-O-20 Expanding the number of members on the committee to include non-aldermanic members.
- December 2020 - Update to City Council on the proposed City of Evanston Local Reparations: Restorative Housing Program and presentation on the Evanston Policies and Practices Affecting the African American Community.
- March 2021 - Resolution 37-R-27, Authorizing the Implementation of the Evanston Local Reparations Restorative Housing Program and Program Budget (\$400,000)
- April 2021 – Additions of 4 residents to the Reparations Commission - Agreement Between The City Of Evanston And Community Partners For Affordable Housing
- February 2022 - MOU with Community Partners for Affordable Housing to administer the program.
- August 2022 – Resolution 64-R- 22 -Authorizing the Allocation of Additional Funds for the Local Reparations Restorative Housing Program (\$3,450,000, the cost of the remaining 138 qualified Ancestor recipients as funds become available)
- November 2022 – Resolution 120 R- 2022 Directing the Chief Finance Officer to Deposit Revenues Generated from the Graduated Real Estate Transfer Tax from the Sale of Real Estate Valued Over \$1.5 m

2.11 High Point, North Carolina (via documents only)

Status: *It appears an active Reparations Commission exists and reparations recommendations have been presented to the City/Council, but no reparations actions have been implemented.*

Types:

- Housing
 - Create a loan pool, with lending institutions as partners, that can support homeownership and affordable housing construction
 - Create a program to assist existing homeowners in substantially African American neighborhoods
 - Provide financial support to nonprofits that assist low to moderate-income property owners in resolving heirs' property issues
 - Create a down payment assistance program for targeted neighborhoods that prioritizes current neighborhood residents and potential residents who can document a family residential connection to the targeted neighborhoods
 - Incentivize the development of infill units and renovation of existing vacant units for rent or purchase by current or former city residents
 - Create incentives for contractors and developers who commit to residential development in neighborhoods that encompass historically African American neighborhoods and those areas demolished and "redeveloped" under urban renewal programs
 - Create a robust Fair Housing Assistance Program
- Health
 - Partner with public and private healthcare stakeholders to support sustained health interventions in neighborhoods that lack healthcare facilities
 - Invest in lead abatement and indoor air quality improvement in concentrated areas of poverty and targeted neighborhoods to decrease preventable respiratory and developmental damage to residents
 - Promote and support community gardens and urban agriculture
- Education
 - Create policies that incentivize new construction and rehabilitation of schools in current and historically African American neighborhoods
 - Create policies that incentivize comprehensive community development in conjunction with the development of new schools
 - Facilitate the availability of convenient, affordable high-speed internet access
- Economic Opportunity and Development
 - Create and expand youth employment programs, emphasizing youth from target neighborhoods
 - Create a business microloan program
 - Support social enterprises and social entrepreneurs
- Transportation
 - Identify and implement improvements in public transportation that will move persons and communities with the lowest income and the lowest rates of car ownership to centers of employment, education, amenities, and services
 - Expand routes and hours for public transportation to facilitate access to employment, education and training

Timeline: One High Point Commission created in Feb 2022; monthly meetings and the retreat in October 2022; joint meeting with NAACP in March 2023, Presented recommendations, final report and public session in August 2023; final report was accepted by city council in September 2023

2.12 Kansas City, Missouri (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City/Council; and no other reparations actions have been taken.*

The commission meets monthly, their meetings are public on YouTube and Zoom, but no resources are public, and did not respond to contact attempts.

Timeline:

- May 2023 announced the appointment of the Mayor’s Commission on Reparations to study and make recommendations to the city on reparatory justice for past harm and discriminatory practices against Kansas City’s Black community
- The Commission held a swearing in ceremony and meeting on May 23, 2023, and announced additional meetings to review and consider recommended changes to the Charter

Challenges: Lacking funds (from listening to meetings)

2.13 Los Angeles, California (via documents)

An Active Reparations Task Force/Committee/Workgroup Exists and Reparations Recommendations Have Been Presented to the City/Council, but no reparations actions have been implemented.

Process: Established the Reparations Advisory Commission in 2021, the report with recommendations was released in January 2025.

Goals/Objectives:

- Develop and recommend the format and goals of reparations for Black Angelenos
- Seek opportunities to fund the reparations
- Identify an academic partner to assist in the formal process of developing the program
- Maintain an active relationship with community-based organizations and key stakeholders
- Engage relevant experts to inform the development of the program

Types: (For most recommendations, they have the data and rationale to back it up within the report)

- Vestiges of Slavery
 - Enact a Resolution Affirming the Civil and Human Rights, and Protections of Descendants of Enslaved People
 - Advance Legislation Prohibiting the Erasure of African American History and the History of Enslavement in Los Angeles
 - Continuously Evaluate and Disrupt the Generational Impact of Injustices Stemming from Slavery
 - Fund Government Programs that Address the Culture of Oppression and Racial Degradation
 - Prohibit Labor Exploitation of Incarcerated Persons and Require Payment at a Fair Market Rate for Labor
- Racial Terror
 - Proactively Address the Historical Legacy of Anti-Black Policing in the City of Los Angeles through Anti-Racist Policies and Compensatory Initiatives
 - Advance Legislation that Criminalize Anti-Black Violence and Prohibit Law Enforcement's and the Public's Targeting and Harassment of Black Individuals and Communities
 - Develop Legislation That Makes White Supremacist Terrorism Illegal
 - Calculate and Compensate for the Cost of Decreased Quality of Life and Life Expectancy as a Result of Systematic Racial Terrorism
 - Legislate Black Community Historic Preservations and Land Returns
 - Fund Community Efforts that Advance Healing and Restoration of Black Communities
- Mental and Physical Harm and Neglect
 - Calculate and Develop Compensatory Measures for the Health Harms Experienced by Black Angelenos as a Result of Racial Discrimination
 - Proactively Address Systematic Inequities in Healthcare and Disparities in Health Outcomes
 - Increase Access to Quality and Cultural Affirming Hospitals and Mental Health Facilities
 - Champion Cultural Competency in Healthcare and Support the Development of Culturally
 - Support and Fund Food Access Initiatives and Programs that Decrease Food Insecurity
 - Support and Protect Community-Based Healthcare Programs
 - Proactively Support Black Maternal and Infant Health
- Unjust Legal System
 - Calculate and Compensate for the Cost of Over-Policing, Police Harassment, Unjust Convictions, Inequitable Sentencing Practices and the Loss of Freedom
 - Mandate and Increase Anti-Racism and Racial Justice Trainings and Education Programs for Local Officials
 - Champion Justice-Centered Policies and Practices Surrounding Policing and Prosecution
 - Support and Fund Community-Based Healing and Safety Initiatives

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A Comprehensive Review of City-Level Considerations and Actions

(Los Angeles continued)

- Housing Segregation
 - Reinforce Legislation that Protect Against Housing Discrimination
 - Introduce Legislation that Advance Equitable Home Value Appraisals
 - Calculate the Cost of Housing Inequity and Launch Compensatory Efforts
 - Fund and Support Programs that Advance Equity in Homeownership Opportunities
 - Proactively Address Homelessness and Housing Insecurity Among Black Residents
- Racism in Environment and Infrastructure
 - Develop Legislation and Policies that Advance Environmental Protections for Harmed Communities
 - Support Community-Based Programs that Advance Environmental Justice
 - Develop Measures to Determine the Cost of Environmental Injustice
- Stolen Labor and Hindered Opportunity
 - Rectify Pay and Employment Inequities and Wage Loss
 - Advance Equal and Equitable Employment Opportunities
 - Increase Measures to Employ Black Angelenos in City and Union Jobs
- Separate and Unequal Education
 - Uphold and Implement Legislation Preventing Segregated and Unequal Education
 - Increase Access to Quality and Affirming Educational Systems
 - Increase Access to Culturally Competent Educators and Support Programs that Build a Pipeline of Black Educators
 - Advance and Fund Ethnic Studies Programs and Adopt Black Studies Curriculum
 - Fund Programs that Increase Access to College Preparation and Advanced Placement Courses for Black Students
 - Adopt Policies that Eliminate the School-to-Prison Pipeline and Disciplinary Disparities
 - Fund Community-Derived Programs that Enrich the Educational Experiences of Black Students
- Political Disenfranchisement
 - Protect Civil and Voting Rights of Disenfranchised Communities
 - Implement Justice-Centered and Anti-Racist Districting Policies and Practices
 - Advance Anti-Racist Governance of the City of Los Angeles
- Pathologizing the Black Family
 - Provide Culturally Competent & Family-Centered Family Support Services
 - Address Disproportionate Arrest and Detainment of Black Youth
 - Address Protection for Black Women and Girls
- The Wealth Gap
 - Fund and Study Solutions that Address the Racial Wealth Gap in Los Angeles
 - Endorse State and Federal Reparations Efforts that Eliminate the Racial Wealth Gap
 - Evaluate Debt Forgiveness Programs that Eliminate Wealth Disparities
 - Support Investment and Retirement-Education Programs
- General Recommendations
 - Fund an Institute to Study the Ongoing Implementation and Progress of Reparation Efforts in the City of Los Angeles
 - Engage in Ongoing Studies on the Impact of Enslavement, Disenfranchisement and Discrimination Experienced by Black Angelenos
 - Implement Cross-Departmental Efforts to Centralize Data and Advance Data Accessibility

2.14 Northampton, Massachusetts (via documents and survey/interview)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City/Council; and no other reparations actions have been taken.*

Next Steps:

Currently getting input from African-American community members to inform their recommendations, then presenting it to city council.

Challenges:

Staying focused, documenting goals.

Community Response:

Still too new to respond, need direction but has the possibility to create fund for first time home buyers of African-American descent to help with down payment & closing costs which will help create generational wealth (i.e. 40 acres & a mule style for this era of people that were historically effected by slavery).

Process:

On February 16, 2023, the Northampton City Council passed Resolution [R-23.239](#) acknowledging the city of Northampton's history of slavery and complicity in the harmful effects of post-slavery racial segregation, discrimination and systemic racism and committing to the formation of a Commission to Investigate Racialized Harms Perpetrated Against Black Residents and Workers in Northampton

Goals:

- Racialized harms perpetrated against Black residents, workers, and students in Northampton, historically and currently.
- What initiatives should be funded and implemented by the city to support redress and fair treatment for Black people who live, work, and learn in this community.
- Ways to restore, grow, and nourish Black community and culture in Northampton for future generations.

2.15 Philadelphia, Pennsylvania (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City/Council; and no other reparations actions have been taken.*

Process/Timeline:

- June 19, 2023: council members introduced a resolution establishing the Philadelphia reparations task force
- June 22, 2023: The taskforce received unanimous approval

Goals:

The Philadelphia Reparations Task Force studies and develops reparations proposals and programs for Black Philadelphians whose ancestors endured chattel slavery and Jim Crow in the United States. The mission of the Philadelphia Reparations Task Force is to provide the City of Philadelphia, the Commonwealth of Pennsylvania, and the United States of America with a comprehensive overview and report on how reparations can atone for the legacy of slavery, Jim Crow, and institutional racism in America for Black Philadelphians. The vision of the Philadelphia Reparations Task Force is to elevate and protect the full human rights and human potential of Black Philadelphia in real time.

Qualifications:

The descendant group is defined as Black and African American descendants of enslaved Africans in the United States, the descendants of *Black, Negro, or Colored* Americans since 1865, and the descendants of Freedmen emancipated from slavery. The descendant group may include identified “Black” and “African American” residents in the City of Philadelphia of mixed race or heritage so long as one of their native born American parents is a due member of the descendant group.

Types (there are no reparations recommendations published but these are the areas that have been indicated as wanting to be explored:

- Economic Justice
- Public & Post-Secondary Education
- Health & Wellness
- Atlantic World History
- Criminal & Legal Justice System
- Law & Policy (Domestic & International)
- Urban Planning & Sustainable Development

2.16 Providence, Rhode Island (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists and Reparations Recommendations Have Been Presented to the City/Council, but no reparations actions have been implemented. (Cannot find any meetings beyond 2022)*

Process:

- February 2022: Mayor signed an executive order to establish the Providence Municipal Commission
- August 2022: Report

Recommendations/Types:

- Recognition of harm
 - Formal municipal apology for African enslavement
 - Formal municipal indigenous land acknowledgement
 - Formal municipal acknowledgement of the harms to African heritage and indigenous communities cause by over criminalization and enforcement of low level drug offenses
 - Formal recognition for people from African heritage and indigenous communities cause with respect to public art or buildings
 - Official city holiday in honor of the 1936 Indian Day Act
- Equity Building for African Heritage and Indigenous communities
 - Home ownership & financial literacy program
 - Home repair fund
 - Capacity investments in African heritage and indigenous community organizations
 - Earn & learn workforce training
 - African heritage & Indigenous business acceleration
 - Expansion of guaranteed income program
 - Expansion of youth internship programs for African heritage & Indigenous Youth
 - Expansion of African Heritage & Indigenous municipal employment at all levels to reflect the demographic of the city
 - Establish a legal defense fund for African heritage & Indigenous peoples facing rental evictions
- Creation & Development of African heritage & Indigenous media, technology, and communication companies
 - Invest in and develop African heritage & Indigenous owned media firms
 - Partner with the National association of black owned broadcasters and their foundation to bring best business practices to Providence
- Creation of African heritage & Indigenous Development Programs
 - Support programming in the city that promotes community health, youth engagement, safe neighborhoods and criminal justice reform
 - Provide grants to expand operational capacity of African heritage & Indigenous organizations and businesses
 - Invest in programs that preserve, safeguard, promote and cultivate the culture and heritage of African heritage & Indigenous peoples by African heritage & Indigenous peoples.
- Review & Reformation of laws & policies that harm African Heritage & Indigenous people & communities
 - Establish and invest in a right to counsel program to ensure that African Heritage and Indigenous people have access to effective legal assistance at any point of contact with the legal system.
 - Establish a Bail Bond Fund to reduce unjust Pretrial Detention for African Heritage and Indigenous people.

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Providence continued)

- Decriminalize the Providence municipal code, including Section 16-3. – Disorderly and indecent conduct, and Section 23-32. - Consumption of alcoholic beverages on any public street, sidewalk, way, or grounds owned by the city or on licensed parking lots or land.
- Codify a Fair Chance Hiring policy into City ordinance to ensure applicants of African and Indigenous Heritage with prior criminal convictions are evaluated for employment holistically.
- In accordance with P.L. 1936, Ch. 2331 Sec. 1 of the RI General Laws, waive all municipal fees associated with Tribal events held in public spaces in the City.
- Discontinue the practice of suspending driver's licenses for unpaid municipal fines and fees for African Heritage and Indigenous people.
- Discharge all municipal court debt for African Heritage and Indigenous people one year old or greater as of the issuance of this report and continue annual discharge until systemic reforms to increase accessibility to and engagement with municipal court are enacted.
- Increase the accessibility of people of African and Indigenous Heritage to, and engagement with, municipal court.
- Discontinue the Providence Police Department's (PPD) use of no-knock warrants.
- Provide the Providence External Review Authority (PERA) with adequate resources to provide effective oversight of the PPD and enforcement of the Community Safety Act
- Movement Towards A More Equitable Healthcare System For African Heritage And Indigenous People
 - Expansion of mental and behavioral health and wellness supports for Indigenous and African Heritage Peoples, neighborhoods and communities.
 - Expansion of Mental Health providers and adequate engagement with local schools.
 - Collaborate with the Providence Healthy Communities Office to expand programs for African Heritage and Indigenous people and communities.
 - Establish a partnership with local barbershops.
 - Engage the newly established "Black Council @ Blue" program at Blue Cross Blue Shield RI to develop programs and services for Providence residents and neighborhoods. Engagement should also include Common Care Alliance and Oak Street Health.
 - Development of a culturally responsive diversionary respite center as an alternative to arrest and/or emergency room transport for substance users.
- Creation of neighborhood incubators focused on African heritage & indigenous communities
 - Rescue and reclaim the former Urban League site on Rosa Parks Way (Prairie Ave) as a future incubator and hub for African heritage and Indigenous social, business, and educational services. Efforts should include clearing debts, engagement, and building capacity.
 - Invest in incubators in other urban renewal impacted neighborhoods including South Providence, Lippitt Hill, Smith Hill, and Olneyville.
 - Creation of a Commercial Land Bank program to acquire commercial properties to advance business ownership and equity building for African Heritage and Indigenous people.
- Accelerate the evolution of the African American ambassadors group into an African heritage public policy institute model
 - Creation of a multi-faceted, policy- oriented research center for African
 - Heritage and Indigenous people in collaboration with academic and community organizations with supporting personnel and funding.
 - Produce community-driven research and policy statements that advance the socio-economic well-being of African heritage people and communities in the city and state.

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Providence continued)

- Creation of an African heritage and indigenous survivors & descendants of providence urban renewal displacement fund
 - Establish a fund dedicated to providing African heritage and Indigenous individuals who are direct survivors and descendants of Providence urban renewal displacement from Lippitt Hill, West Elmwood, College Hill, South Providence, Olneyville, Fox Point, and other impacted neighborhoods.
 - Developing a grant program to redesign or deconstruct the outdated infrastructure that has hindered the growth of urban renewal impacted neighborhoods.
- Expanded representation of African heritage & indigenous people in governing bodies
 - Creation of a Municipal Diversity, Inclusion, and Equity Commission
 - Creation of a City Commission for Indigenous Rights
 - Movement towards Full-Time Providence City Council
- Expansion of cultural engagement & educational opportunities for African heritage & indigenous communities
 - Creation of, but not limited to, a Providence K-12 Comprehensive “A Matter of Truth” History Curriculum.
 - Engagement should include higher education institutions, vocational schools, and trade-schools.
 - Advance related public education campaigns and outcomes.
 - Funding to establish a School for African Heritage and Indigenous.
 - Creation and establishment of “Artist in Residence” fund.
 - Partnership with education institutions on degree attainment.

Qualifications: Indigenous people, African heritage people, qualified census tracts & neighborhoods, and residents facing poverty.

2.17 Sacramento, California (via documents only)

Status: *A resolution was passed, unsure if a task force has been developed yet, and recommendations have not been developed or implemented.*

Timeline & Goals

- 2021: Mayor Darrell Steinberg’s leadership, who was invited to join the [MORE Coalition](#) [Mayors Organized for Reparations and Equity]. That same month, the Sacramento city council adopted a resolution supporting Assembly Bill 3121, which established a statewide task force to study and develop reparation proposals for African Americans.
- 2024: Passed a resolution to address racial equity & reparations
- The goal is to create tangible benefits for all residents and foster partnership and accountability between the government and the community. The resolution also introduces initiatives like the creation of a Racial Equity Action Plan by 2026. This resolution expands reparations efforts, transitioning from a mayoral-led initiative to a citywide program aimed at compensating Black residents harmed by systemic racism in Sacramento.

Community Support

In partnership with the city, six organizations surveyed the Black and African American community to gauge support for local reparations. Of the 510 responses, 80% expressed support for reparations, while about 20% opposed the idea.

2.18 Saint Paul, Minnesota (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists, but no reparations recommendations have been presented to the City/Council; and no other reparations actions have been taken.*

Timeline

- January 2021: council passed a resolution apologizing and taking accountability for city's role in perpetuating racism
- January 2023: The commission was established
- February 2023: The ordinance took effect

Next Steps

- Community Listening Sessions (2025)
- Slavery Disclosure & Redress Ordinance (2025)
- Develop a Harm Report (2025)
- Ordinance Review (2025)
- Consider legal argument (2025)
- Create interactive glossary (2025-26)
- Budget & propose Final workplace for resource allocation (2025)
- Financial Support needed to get those done: \$500,000

2.19 San Francisco, California (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists and Reparations Recommendations Have Been Presented to the City/Council, but no reparations actions have been implemented.*

Overall Recommendations:

The City and County of San Francisco and its agencies must issue a formal apology for past harms, and commit to making substantial ongoing, systemic and programmatic investments in Black communities to address historical harms.

The City and County of San Francisco must establish an independent Office of Reparations within the City to execute this plan. This Office must track implementation of the recommendations of the Reparations Plan and ensure the continued success of programs.

The City and County of San Francisco must create and fund a committee of community stakeholders—such as a Reparations Stakeholder Authority or similar—to ensure equity and continuity in the implementation of relevant policy initiatives, independent of the City and County of San Francisco.

Economic Empowerment Recommendations

FINANCIAL REPARATIONS – Create a comprehensive suite of financial reparations that is made immediately available to those who qualify under the eligibility parameters set forth by the Committee.

RENTAL HOUSING AND HOMEOWNERSHIP – Ensure that all members of the affected community have access to affordable, quality housing options at all income levels.

SPATIAL JUSTICE, COOPERATIVES AND COMMUNITY SPACE OWNERSHIP

- Support and promote collective ownership models and “nontraditional” pathways to ownership
- Create and sustain thriving, complete neighborhoods that include commercial activity, open spaces, safe streets and affordable housing for Black San Franciscans, in order to address the impact and legacy of displacement in the Redevelopment Era.
- Create vibrant community hubs and support cultural institutions centered on the Black community (e.g. 1550 Evans, Fillmore Heritage center, African American Arts and Culture Complex, SF African American Arts and Culture District, others identified through community outreach).

JOB CREATION AND SUCCESSION – Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.

BLACK BUSINESS OWNERSHIP AND ENTREPRENEURSHIP

- To support Black entrepreneurs and ensure that Black owned businesses thrive in San Francisco.
- Fill funding gaps for Black entrepreneurs and expand opportunities to access capital

Education Recommendations

FORMAL RECOGNITION OF INSTITUTIONAL HARMS

- Acknowledge the harm done to past generations of Black students in San Francisco and take steps to prevent future harms
- Make meaningful financial investments in Students and Communities to Address Past Structural Harms
- Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources.

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(San Francisco continued)

CREATING BLACK-CENTERED EDUCATIONAL PATHWAYS

- Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.
- Create pathways for African American students to pursue both traditional and non-traditional educational opportunities

RECRUITING, RETAINING AND SUPPORTING AFRICAN AMERICAN EDUCATORS

- Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries
- Develop incentives for retaining Black educators in the SFUSD
- Building and sustaining a pipeline of Black educators.

INTERRUPTING THE SCHOOL-TO-PRISON PIPELINE

- Offer creative, community-informed options to support students who are most at risk of becoming involved in the criminal justice system
- Invest in holistic, comprehensive wraparound services for SFUSD youth and their families.
- Implement educational pathways to degree programs for unhoused residents, foster youth, and Transitional Aged Youth (TAY)
- Establish independent oversight of educational programs related to Reparations

Health Recommendations

- Acknowledge the insult, assault, and intergenerational harm caused by the City and County of San Francisco as it relates to the mental, physical, and environmental health of Black San Franciscans.
- Address and reduce health disparities by investing in structural, long-term solutions to the social determinants to health
- Create safer public spaces through improvements to the built environment.
- Address persistent issues in environmental and community health.
- Reduce the ongoing burden of stress disparately endured by Black San Franciscans

Policy Recommendations

- Address the historical and existing state policies that have disproportionately harmed San Francisco's African American communities
- Enforce existing local policies that are ostensibly designed to address historical harms
- Work with the full African American Reparations Advisory Committee to develop a suite of prioritized, actionable policy recommendations to advocate for immediately

Qualifications: African Americans

2.20 Santa Monica, California (via documents only)

Status: *The Reparations and Land Back Task Force is reported to be established in March 2025*

On February 11, 2025, the city council discussed their new initiative aimed at repairing the harms done to black, brown, and indigenous communities. The Reparations and Land Back Task force would operate in three phases, starting in April of this year and continuing into May 2026. The initiative proposes research, planning, and implementation of reparations and community programs to benefit displaced and harmed families, including Black families displaced from the Belmar Triangle and by the construction of the 10 freeway.

Process

- 2022: the city made a “black apology” to its African American population
- February 2025: On February 11, 2025, the city council discussed their new initiative aimed at repairing the harms done to black, brown, and indigenous communities
- March 2025: The Reparations and Land Back Task force will be established

2.21 St. Louis, Missouri (via documents only)

Status: *An Active Reparations Task Force/Committee/Workgroup Exists and Reparations Recommendations Have Been Presented to the City/Council, but no reparations actions have been implemented.*

Process:

- December 2022: Commission was established
- March 2023: Commission was appointed
- October 2024: Report & Recommendations

Recommendations & Types

- Housing and land ownership
 - Establish a fund to provide housing grants to descendants of enslaved people and residents of historically redlined neighborhoods.
 - Launch programs for homeownership financial assistance, home repair and property tax relief in historically disadvantaged communities.
 - Allocate land for affordable housing developments specifically for Black people impacted by discriminatory practices.
 - Offer home repair and property relief grants to Black homeowners in historically underserved communities.
- Neighborhood and built environment
 - Address pollution and health hazards in Black communities.
 - Increase access to public parks and recreation spaces in Black areas.
 - Establish a fully funded North City Development Plan.
 - Revitalize underfunded Black neighborhoods due to systemic racism and segregation.
- Education
 - Create scholarships and grants for descendants of enslaved people.
 - Provide funding for after-school tutoring, mentoring and technology access in predominantly Black schools.
 - Support the development of a Black history curriculum in public schools.
 - Increase public school teacher salaries.
 - Establish a free WIFI program in St. Louis.
- Public health
 - Continue funding the St. Louis Health Department, so it will not have to depend on federal grants to function.
 - Increase funding to community health centers in Black neighborhoods, so health leaders can create spaces to address intergenerational trauma and stress related to racism.
 - Expand access to free or low-cost health care services for low-income Black families.
 - Create a community health fund to address racial disparities in health care access and outcomes for Black residents.
- Economic justice and wealth creation
 - Provide direct cash payments or tax relief for descendants of enslaved St. Louisans and Black residents.
 - Provide low-interest loans, business grants and technical support programs to Black entrepreneurs.
 - Launch job training and entrepreneurship programs.
- Criminal justice and policing

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(St. Louis continued)

- Establish a reparations fund for victims of police violence, starting with a minimum of \$25,000 per documented incident.
 - Implement restorative justice programs and mental health crisis response teams by reallocating some of the St. Louis Municipal Police Department's budget.
 - Increase civilian oversight and accountability in the police department, particularly for misconduct cases against Black residents.
- State violence and legal reform
 - Advocate for legal reforms that reduce mass incarceration.
 - Expunge criminal records of nonviolent offenses related to systemic racial injustice.
- Acknowledge the long history of police brutality and the criminalization of Black people.

Members also recommend a public apology to acknowledge the role the city played in slavery and the harmful racist policies that persist today and have caused generational trauma and a lack of wealth building. The report also calls for the city to adopt a formal history acknowledging the past harms that includes detailed accounts of segregation, economic disenfranchisement and redlining. Members also propose the city fund initiatives for Black cultural preservation and historical landmarks

2.22 St. Petersburg, Florida (via documents only)

- 2021: A study racial equity and racism study was conducted
- December 2021: city council approved a reparations program to address structural racism
- No information on this “reparations program” has been sourced or provided.

2.23 Wilmington, Delaware (via documents and survey/interview)

Status: *Reparations Recommendations have been considered by the Council/City AND implementation of at least one has begun*

Types of Reparations: Denoted by city as actionable by City Council, or City Council advocacy with the state is needed.

- A Formal Public Apology (Actionable by city council)
 - A formal reparative apology is necessary, and should recognize the gross injustices on African Americans in Wilmington, and pay tribute to all victims. The public apology would serve as a catalyst for deep communal contemplation, and fosters the education of the historical wrongs. By engaging in this shared introspection, African Americans in Wilmington will forge a path towards healing, understanding, and ultimately make the needed progress. While the apology is necessary, it is not sufficient. The apology should be combined with tangible forms of restitution.
- Legal Injustice:
 - Mandate policies and training on bias-free policing in Wilmington. (Actionable by city council)
 - Invest more funds in community violence intervention programs and strengthen community police relation to build public trust. (Actionable by city council)
 - Establish a robust positive communication with the aggrieved African American community leaders in Wilmington. (Actionable by city council)
 - Prohibit cash bail and mandate that those who are acquitted or exonerated be reimbursed by the entity at fault. (State is needed)
 - Assess and remedy racially biased treatment of African American adults and juveniles in Delaware correctional facilities. (State is needed)
 - Eliminate barriers for African American prospective attorneys by funding legal education of African American children in Wilmington. (State is needed)
- Housing disparities
 - Establish a Wilmington Reparations Housing Fund (WRHF) to increase homeownership of African Americans through subsidized down payment, mortgages and homeownership insurance. (Actionable by city council)
 - WRHF should increase rental support through down payment assistance, security deposit assistance, and utilities payment for African Americans in Wilmington. (Actionable by city council)
 - WRHF should revitalize and stabilize African American owner-occupied homes. (Actionable by city council)
 - Provide property tax relief to African Americans in Wilmington. (State is needed)
- Economic Disparities
 - Create a Black Wall Street economics development programs in African American neighborhoods in Wilmington. (Actionable by city council)
 - Create and fund professional career trainings for African-Americans (Actionable by city council)
 - Invest in capacity building programs for the existing African American businesses in Wilmington in order to help them excel. (Actionable by city council)
 - Support the annual August Quarterly as a major program in Wilmington. (Actionable by city council)
 - Provide guaranteed income program for descendants of African American slaves. (State is needed)

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Wilmington continued)

- Use the Voluntary Disclosure Act or ask the General Assembly to utilize it on our behalf to determine which of the million-dollar corporations in Delaware are still benefiting from the vestiges of slavery and involuntary servitude. Requesting these monies would make monies available for the vestiges of slavery under the state of Delaware. (State is needed)
- Education Disparities
 - Support equitable early childhood education for African American children in Wilmington and establish education centers that provide instruction to African Americans students and care while their parents are working. (Actionable by city council)
 - Expand scholarships to help young African Americans in Wilmington get into colleges and provide support services that help them stay in college. (Actionable by city council)
 - Partner with and provide funding to community organizations to expand programs to recognize young African American achievers in all fields. (Actionable by city council)
 - Partner with and provide funding to community organizations that give kids the opportunity to be involved in art education, and create programs that involve men in the lives of children in positive ways. (Actionable by city council)
 - Encourage the teaching of African American history in schools, on channel 22 and DETV collaboration with the Delaware Historical society. (Actionable by city council)
 - Encourage the teaching of American history inclusive of African-American history in schools, on channel 22 and DETV in collaboration with historical society. (Actionable by city council)
 - Establish safe schools in collaboration with the four school districts and the Wilmington Learning Collaborative. (Actionable by city council)
 - Provide incentives to African American teachers that want to live and teach in Wilmington. (State is needed)
 - Consider going back to community schools in Wilmington rather than busing. (State is needed)
 - Encourage the teaching of American history inclusive of African-American history in schools, on channel 22 and DETV in collaboration with historical society. (State is needed)
- Health Disparities
 - Establish and fund community wellness centers in African American communities in Wilmington. (Actionable by city council)
 - Establish/support healthcare services programs in African American communities. (Actionable by city council)
 - Provide scholarships for more African Americans in Wilmington to get healthcare training. (Actionable by city council)
 - Establish policy to require or strongly encourage leaders of community organizations, mental and physical health professionals and educators in Wilmington to complete trauma informed training to equip them to meet the needs of African Americans dealing with trauma resulting from systemic racism dating back to slavery. (Actionable by city council)
 - Provide and improve the healthcare services for senior African Americans in Wilmington. (State is needed)
- Environmental Justice
 - Increase greenspace access and recreation opportunities in African American communities in Wilmington. (Actionable by city council)
 - Test for and eliminate toxicity in African American communities. (Actionable by city council)
 - Partner with DNRAC, the STEM agency, to clean up all the brownfields in the City of Wilmington as they have funds to clean those brownfields. (Actionable by city council)
 - Partner with DNRAC, the STEM agency, to clean up all the brownfields in the City of Wilmington as they have funds to clean those brownfields. (State is needed)

Policy to Practice: Municipal Reparations

A Comprehensive Review of City-Level Considerations and Actions

(Wilmington continued)

- Others
 - Wilmington City Council Reparation Task Force (RTF) should be established as a standing quasi-government corporation in the same way that the Wilmington. (Actionable by city council)
 - Economic Development Corporation, the UDAG Corporation, and other quasi-34 government corporations that exist. RTF will carry out the policies and implement suggested reparations. (Actionable by city council)
 - Create a standing committee that assists with ongoing research and information on reparations in Wilmington. This committee should be tasked with reviewing ordinances introduced by City Council to review their effect on African Americans, if any. (Actionable by city council)
 - Provide funds to the aforementioned committee to help African Americans identify their American slavery ancestry through DNA/Ancestry testing. (Actionable by city council)

Reparations Actions that have been implemented:

City council just established the office of educational advocacy. The goal of that office is to make sure that students have educational support from the city.

The outcomes of these actions:

"No outcomes yet. It's too early."

The Process/Timeline:

In 2020 a resolution was passed calling for reparations, Taskforce 2022, the report in 2024, a resolution accepting the report.

The challenges:

"The process was interesting because of the project manager that worked with the task force. Originally, they would look at it through a historic and economic perspective but because the people on the task force are so embedded in the community and informed on history of racism, there were a lot of emotions and dynamics. For example, people that were active during the civil rights movement vs. people involved with recent activism. Identifying what to prioritize amongst that mixed age group was a challenge. In practice, it was a very emotional process and I think it had to be. Deciding what they wanted to recommend and prioritize was the biggest challenge. And you can't ignore the emotional aspect. Nobody can do reparations work and ignore the emotions that comes with it. I think self-expression was a very essential part of the process."

"Once the nominations were made, the biggest area of contention was who are these people that are nominated? You know reparations processes are new to everyone so people were trying to decide if they are qualified to speak on this issue. The good thing was that they made sure they had town hall meetings with the public. What was difficult was even though they wanted it to be a public process, everything they discussed had to be within that 1-2 hours of the meeting time. They had to adhere to FOIA guidelines so they had to extend the time, and post the meetings in advance. So, it was good that the public was aware but it was a challenge to have those emotional conversations amongst the public."

Community Response

"I think the public response showed interest when the members were announced and when they talked about certain subjects. They did a town hall by topic (discussed 2-3 things they identified). I'm expecting as we translate recommendations into legislation there will be more of that."

Section 3: Reparations-focused Organizations

3.1 Organizations paying out City-level Reparations

Reparations Circle Denver & Denver Black Reparations Council

Provides reparations payments to Black-serving nonprofits. The following excerpt is taken from website:

Denver Black Reparations Council (DBRC) and Reparations Circle Denver (RCD) are working together to effect reparative change. RCD is a giving circle of The Denver Foundation; DBRC deploys funds raised by RCD to provide reparative funding for the Black communities of Colorado. Grants are awarded to black serving 501c3 non-profits in Colorado.

Grants from the fund typically range from \$2,500 - \$7,500+ and are awarded in spring and fall grant cycles annually for a total of \$50,000 each cycle. Applicants must be Black-led and Black-serving 501(c)(3) non-profits in Colorado. Certain projects, led by non-Black-led non-profits but related to preserving Black history or culture, etc., may also qualify.

Grant projects of the following are prioritized:

- 1. Build economic strength, generational wealth acquisition and financial literacy*
- 2. Preserve, provide access to, and expand Black history, culture, knowledge, and awareness*
- 3. Enhance mental and physical health access and increase public health education*
- 4. Provide quality education from early childhood through adulthood, including reimagination of career options and pathways*
- 5. Enhance community building and advocacy that responds to the needs of Black residents*
- 6. Provide access, including transportation, to critical life sustaining services*
- 7. Create openings for transformative change that are both systematic and relational*

Tacoma Does Reparations

Provides reparations payments to Black women living in Tacoma. This excerpt is taken from their website:

The reason for the focus on Black Women deeply connects to our purpose as a social justice group--to take reparative anti-racist action in our community and to get white people to put their money where their mouths are. The historical and ongoing trauma of white supremacy and its deep roots in the legacy of Enslavement of Black people in America are particularly damaging in white women's relationships with Black Women. The actions we take here on this platform seek to move the needle toward healing the generational harm that has been done and continues to be done.

- 1. The role of white people on this platform does NOT involve policing identity or to deem anyone or any need worthy or unworthy of Reparations. Your role is purely to source the funds that are paid out. Deciding who and when and how much is the decision of the Black Women who administer this Patreon.*
- 2. Patrons will not be given any kind of trauma porn. If you need to consume Black Woman's pain as your incentive to redistribute your wealth, you will not be rewarded.*
- 3. Disbursement of funds is handled by the Black Women leadership, who interact with Recipients who access the funds collected on this platform.*
- 4. Funds are disbursed via pay sites such as PayPal, Venmo, Square, etc.*
- 5. Amounts disbursed are based on fund availability. The more Patrons and Pledges we have, the more Black Women we can pay.*
- 6. Recipients Identities are NOT shared with Patrons (See number 1 above)*
- 7. We will publicly post monthly updates with a report of how many Recipients were served and how much was disbursed from the Patreon Funds, once we begin payouts.*

3.2 Organizations advocating for local-level Reparations

All indented and italicized excerpts are taken directly from the organization's website

Urban League of Metropolitan Seattle

The Urban League of Metropolitan Seattle (ULMS) is committed to advancing economic equality, social justice for Black and other marginalized groups. Through advocacy, community engagement, and policy influence, we empower individuals and challenge unjust systems and work with decision-makers to prioritize co-governance for the greater good. The Urban League has promoting in housing, education, entrepreneurship, health, and employment. Additionally, during the 2025 Washington State Legislative session, they will advocate for policies and programs impacting Black and marginalized groups such as criminal justice reform, environmental justice, public health, housing and homelessness, and economic justice.

Seattle King County African American Reparations Committee

Founded in 2022 by 41 Black-led groups, SAARC (Seattle/King County African American Reparations Committee) is committed to advancing reparative justice in Seattle and King County. They focus on ending the harms Black communities face and advocate for policies that remove structural barriers based on anti-Black racism. SAARC is looking to work with the office of Seattle Mayor Bruce Harrell to collaborate and build an understanding on what reparations could look like in Seattle and how they would be implemented. In 2023, SAARC sent a letter to Harrell calling on the City of Seattle to review its own history. The correspondence asks that the city ascertain the extent to which economic and other forms of systemic racism and discrimination against the African American has taken place within the City of Seattle.

SAARC made the following recommendations to the Mayor:

- All members of this special Mayoral Committee on Reparations should be composed of representatives of the harmed African American community that lived or once lived in Seattle and should be vetted by the Seattle African American Reparations Committee.*
- The Mayoral Committee also must include relevant subject matter experts; A list of the specific actions that the City of Seattle took/or failed to take that institutionalized anti-Black racism and/or sustained economic discrimination.*
- The harms identified must center on eight areas: Housing, economics, business development, education, criminal justice, civil rights, technology and health care.*
- That the work should begin at once and be properly resourced by the city government so that it is fully completed within 6 months to a year.*

Washington Equity Now Alliance

ENA'S mission and purpose is to mobilize public education and support for Governor Inslee to immediately sign an Executive Order rescinding Governor's Directive 98-01 and replacing it with Affirmative Equity policies consistent with Initiative 200 (I-200) as passed by the voters in 1998 and interpreted by the Washington State Supreme Court and the Washington State Attorney General.

No additional details or updates about this initiative were identified.

The King County Reparations Project

This project is a documentary series designed to show stories of black people that have lost their homes, business, and cultural landmarks in Washington.

“The King County Reparations Project delves into the harrowing impacts of redlining, subprime lending, eminent domain, and other systemic barriers that facilitated the exodus of Black residents.”

The documentary currently consists of content on redlining, lending, eminent domain, weed and seed abatement laws, and regressive tax policy in Washington.

Washington State Democratic Party

In June 2024, the Washington State Democratic Party stood united putting forth a resolution calling for a Statewide Commission On Reparations.

Athens Reparations Action

Athens Reparations Action (ARA) is a 501(c)(3) formed to educate Athens-Clarke County and to serve as a financial instrument by which direct reparations can be paid to first descendants of Black homeowners harmed by urban renewal. ARA members have agreed to focus on Linnentown initially, with the idea of expanding to other Athens communities in the future. They are currently paying out Linnentown first descendants from community raised funds.

Open Road Fund

Open Road Fund is a community fund giving \$50,000 wealth-building gifts to Black folks in Minnesota, North Dakota and South Dakota in order to create tangible pathways to liberation, prosperity, and healing on our own terms. Our goal is to enable Black individuals, families, and communities across North Dakota, South Dakota, and Minnesota to build long lasting, intergenerational wealth.

Kansas City Reparations Coalition

The Coalition helped document the information that led to the city ordinance which authorized the commission. The commission holds the responsibility for developing recommendations to close the wealth gap in Kansas City.

The coalition focuses on healthcare, housing, education, business and economics, and criminal justice. The website is under construction and forthcoming.

New Jersey Reparations Council

Convened by the New Jersey Institute for Social Justice and co-chaired by Taja-Nia Henderson (Rutgers Law School) and Khalil Gibran Muhammad (Harvard Kennedy School), the New Jersey Reparations Council is the first-of-its-kind commission to finally confront and repair New Jersey’s deep and often overlooked involvement in slavery and its lasting impact on the contemporary life of Black people in our state. In this unique collaboration between leading experts from various disciplines, the Council will be composed of nine committees, each of which will address an aspect of the enduring impact of slavery in New Jersey, including: History of Slavery in New Jersey; Public Narrative & Memory; Economic Justice; Segregation in New Jersey; Democracy; Public Safety & Justice; Health Equity; Environmental Justice; and Faith and Black Resistance. The committees’ writings will be combined into the Council’s final comprehensive report, to be released on Juneteenth 2025. The Council is the next phase in the Say the Word: Reparations campaign, which led to the introduction of legislation to form a state-based reparations task force.

National African American Reparations Commission (NAARC)

In April 2015, the NAARC was established, a group of distinguished professionals from across the country with outstanding accomplishments in the fields of law, medicine, journalism, academia, history, civil rights and social justice advocacy.

Consistent with this Mission, the National African American Reparations Commission was established to be an experienced body providing public education on a 10 Point Reparations Program as a reference and framework for the national discourse on reparations; to support HR-40, the Congressional bill that would establish a Commission to study reparations proposals for African Americans; and, serve as an authoritative voice on the definition, principles and criteria for reparatory justice projects, proposals and initiatives for cities, states, corporations, financial institutions, colleges and universities, families.

The ten point plan includes an apology and establishing an african holocaust institute, repatriation, land, funds, health and wellness, education, housing and wealth generation, info and comms infrastructure, sacred sites and monuments, criminal justice system. No additional details or updates about this initiative were identified.

Fund for Reparations Now: White Americans in Support of the NAARC

The Fund is administered and financed by its Board, the nationwide white American arm of NAARC, who are committed to our collective liberation, and to supporting the vision of NAARC's African American leadership.

The projects they work on are the Elaine Massacre, Chattahoochee Brick Company, and the Pierce Chapel Cemetery.

Reparations Program - Northeast Farmers of Color Land Trust

The Reparations Program at NEFOC is committed to creating a more just future for Black, Indigenous, and People of Color (BIPOC) communities in Vermont and beyond. We focus on land reparations, building strong relationships with the Abenaki people, and fostering BIPOC solidarity.

Their programs include securing permanent land for BIPOC communities around Vermont, a network to dismantle racism, and land matching. They have report recently achieving the “first land donation, media recognition, liberation library, and engaging events.”

The National Coalition of Blacks for Reparations in America (N'COBRA)

A coalition of organizations and individuals that seeks reparations for African descendants in the United States. ... It has chapters throughout the U. S. and in Ghana and London. It is directed nationally by a board of directors. Its work is organized through nine national commissions: Economic Development, Human Resources, Legal Strategies, Legislation, Information and Media, Membership and Organizational Development, International Affairs, Youth and Education.

Georgetown University

In 2022, Georgetown University created an annual \$400,000 fund for “community-based projects that can impact the Descendants of the men, women and children enslaved on Jesuit plantations in Maryland.” As of 2023, “more than 500 alumni have provided financial support for the \$400,000 annual fund”. No additional details or updates about this initiative were identified.

Princeton Theological Seminary

In 2019, the seminary pledged...

to spend \$27 million on scholarships, community reforms, and community outreach. ... When fully implemented in 2024, the plan is expected to cost \$1 million a year, with that cost supported “in perpetuity” by the reserve of nearly 3 percent of the seminary’s \$986 million endowment.

Scholarships will go to students who descended from slaves or underrepresented groups. No additional details or updates about this initiative were identified.

Virginia Theological Seminary

In 2019, the seminary created an endowment fund of \$1.7 million to conduct research, and pay reparations. “The endowment is a part of the Seminary’s commitment to recognizing its participation in oppression in the past and commitment to healing and making amends in the future.” No additional details or updates about this initiative were provided.

Reparations in the Episcopal Church of New Hampshire

A resolution set forth \$56,000 and called for a Reparations Task Force to develop a strategy and framework for reparations. The framework includes building relationships, truth finding, truth telling, repentance, repairing the breach, and evaluation. No additional details or updates about this initiative were provided.

United Methodist Foundation of West Virginia

In 2022, the foundation created a reparations fund.

“Proceeds from the West Virginia Reparations Fund will be used for projects relating to reparations to the African American community as identified by a steering committee comprised of representatives of African American organizations and individuals.”

No additional details or updates about this initiative were provided.

The Diocese of New York, The Diocese of Texas, The Diocese of Virginia, The Diocese of Southern Ohio

Many dioceses religious organizations have funds/endowments to conduct research and address reparations for black descendants of slaves in various ways.

JP Morgan Chase

In 2020, JP Morgan Chase announced a “long term commitment of \$30 billion over the next five years to provide economic opportunity to underserved communities, especially the Black and Latinx communities.” No additional details or updates about this initiative were provided.

The Justice League of Greater Lansing

The Justice League of Greater Lansing Michigan exists to repair the breach caused by the historical damage of slavery and its aftermath. In the spirit of repentance for the sin of racism, we seek to build relationships and facilitate reparations between houses of worship and collaborative partners to increase wealth equity for African Americans in the Greater Lansing Area.

The justice league currently offers scholarships.

Where Is My Land

Where Is My Land Inc. was created to assist Black families that have credible claims and that are looking to reclaim their land, through technology, research and advocacy services. We offer affordable client-funded options for all consulting services, and provide donor-funded consulting services when possible.

Resources List of Contemporary Reparations Practices

- Amherst:**
- [Amherst Reparations Committee Charge](#)
 - [Legal Advice sent to Amherst regarding Reparations Funding](#)
 - [Draft proposal from law firm for town to raise and expend money for reparations](#)
 - [Further information about the African Heritage Reparation Assembly process](#)
 - [Final Report of African Heritage Reparation Assembly](#) (initial Committee)
- Asheville NC:**
- [Resolution Supporting Community Reparations](#)
 - [Folder of extensive documents for each category of recommendations](#)
 - [Cease Harm Comprehensive Assessment Impacting the African American Community](#)
- Athens, GA:**
- [Specific recommendations along with recognition of legal facts/challenges](#)
 - [Specific Details of Actual Housing Reparations Implementation](#)
- Boston, MA:**
- [Boston Harm Report](#) authored by Embrace Boston
- Burlington VT:**
- [Report of the City of Burlington Reparations Taskforce](#)
 - [Proposal for Community Engagement on Reparations in Burlington Vermont](#)
 - [Proposal for Land Records and Reparations Research in Burlington Vermont](#)
- Charleston, SC:**
- [Special Commission on Equity, Inclusion, and Racial Conciliation Report and Recommendations](#), including “Recommendations and Strategies” section (pp. 17-30)
- Detroit, MI:**
- [Resolution of Apology to the Black residents of Detroit](#)
- Durham, NC:**
- [Report of the Durham Racial Equity Task Force: An Urgent and Loving Call to Action](#)
- High Point, NC:**
- [Commission Report Executive Summary & Recommendations](#)
 - [Commission Reparations and Reconciliation Full Report](#) (recs. pages 119-128)
- Los Angeles, CA:**
- [An Examination of African American Experiences in Los Angeles](#) (recs. pages 372-384)
- Providence, RI:**
- [Report of the Providence Municipal Reparations Commission](#) (recs. pages 14-21)
- Sacramento, CA:**
- [Mayoral Reparations Initiative 2024 Progress Report](#) (begins on page 5)
- San Francisco, CA:**
- [African American Reparations Advisory Committee Final Report](#)
 - [Interesting working document from San Francisco’s Reparations work](#)
- Santa Monica:**
- [City Council Direction on Key Areas of Focus for City Reparations](#) (newspaper report)
- St. Louis, MO:**
- [City of St. Louis Reparations Commission Report](#)
- Wilmington, DE:**
- [African American Reparation Report](#) (recommendations document pp. 34-40)
- United Nations:**
- [Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law](#) official summary for the Sub-Commission on Prevention of Discrimination and Protection of Minorities by Theo van Boven
- U.S. Congress:**
- [House Resolution 40](#)