

City-Level Reparations Discussion Guide

City-Level Reparative Actions Previously Conceptualized for Descendents of Enslaved African People

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Items highlighted in blue have been identified by Truclusion as likely viable for Olympia’s consideration as a possible reparations initiative. This means they are: (1) specific, (2) actionable, (3) reparative, and (4) likely within the City’s jurisdiction. No limitations on time, resources, need, or community support were considered in the making of this list. Truclusion provides no recommendation or endorsement of any item(s) within this list. No items were added to the list that were not found in the national research conducted.

Items not highlighted in blue were considered likely not viable for Olympia’s consideration as a possible reparations initiative. This means they are likely: (1) not specific, (2) not actionable, (3) not reparative, or (4) not within the City’s jurisdiction. No consideration of time, resources, need, or community support contributed to populating this list. Potential funding mechanisms are included on the not viable list, since the action of funding reparations are not considered reparative themselves. Inclusion on the not viable list should not be interpreted as a inference to ignore or discredit any item(s).

Housing & Land Ownership

Considered Viable as a Housing & Land Ownership Reparation in Olympia

These conceptual reparative initiatives from across the country are considered viable as a possible Olympia reparation method, meaning they are: *specific, actionable, reparative, and within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list.

1. Allocate \$1.25M to affordable housing preservation via home repairs and down payment assistance
2. Commit to a certain amount from its Affordable Housing Fund for the redevelopment of public housing within its jurisdiction. For example, \$X amount per unit up to \$2 million per project. Identify parcels of land within the City of Charleston that can be used for the development of replacement housing.
3. Identify existing or to be developed affordable housing properties that can be utilized as replacement housing for the Public Housing units
4. Plan and Develop complete communities on reparations land by creating Black Economic Development Center, Neighborhood Hubs and Business Corridors.
5. 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.
6. Create a Land acquisition program for future development beyond urban renewal
7. Create a new dollar lot program where parcels of reparations land are set aside for a bid process for aspiring black homeowners.
8. To seek recommendations for the naming of [bridge], which would highlight, celebrate and educate residents to the accomplishments and historic significance of the work of a person of color who made a profound impact on the City.
9. Increase the Fee-In-Lieu connected to the Mixed-Use/Workforce Housing (MU/WF) zoning district to at least 50% above current levels.
10. Collaborate with City of Charleston Housing Authority on ways to utilize tenant based or project based section 8 vouchers to improve the affordability of units created in the Mixed Use/Workforce Housing (MU/WF) zoning district.
11. Provide support for owners of heirs property and help families build generational wealth by identifying and negotiating partnerships with community programs which already supports these programs
12. Identify and maintain the existing Database of all dilapidated and endangered homes located [in neighborhood].
13. Coordinate with [groups] to provide information and assistance to homeowners that qualify for Demolition by Neglect waivers and to allow homeowners to qualify for waivers on renovation requirements if they have owned their home more than 25 years.
14. Provide mortgage and public rent relief - The vast majority of eviction filings are for nonpayment of rent, particularly in public housing. Increasing rent support for public housing tenants and publicizing this support would decrease the number of summary ejectment cases filed and writs executed.

Considered Viable Housing/Land Ownership Reparations (cont.)

15. Create a universal right to counsel for those facing eviction by allocating more money to Legal Aid's Eviction Diversion Program.
16. Create a Land Bank – Land banks are created by local jurisdictions – usually as a public entity but occasionally as an independent nonprofit –to hold abandoned, vacant, and tax-delinquent properties for future development. Not only does this provide local jurisdictions with land for future development, it also reduces the number of “problem properties” in a community by creating a process for management and disposition. Land banks are a powerful tool for jurisdictions faced with problems from both the hot and cold ends of the housing market spectrum. In hot markets, land banks allow jurisdictions to make development decisions with less concern about the cost of land because they already have a portfolio of parcels ready for development. In cold markets, land banks reduce blight by acquiring abandoned and/or delinquent properties, clearing title, and then putting the properties back into productive use consistent with community priorities.
17. Develop a strategy that would allow the Housing Authority to refrain from filing evictions after the 14-day notice period and instead implement a non-punitive measure. Many evictions, including most public housing evictions for non-payment of rent, resolve themselves when the client is able to pay. Additional rental assistance, case management, and, where appropriate, financial counseling or mental health services, often resolve the underlying problem without the need for a lawsuit in court. In many cases, all that is needed is additional time for the tenant to come up with the money.
18. Ban the box (questions about criminal system history) for potential renters.
19. The City and County should track the race and gender of those facing eviction.
20. It is imperative that the City and County ensure that public and private renters within their jurisdiction, are not discriminating against their citizens. The City and County must develop a system to track the race and gender of those being evicted and should publish that data for transparency and accountability
21. We recommend that the City track residents of the Housing Authority who are relocated for renovations or redevelopment: Where are they housed? How many return to their community after renovations? Where do those who do not return end up?
22. Create a loan pool, with lending institutions as partners, that can support homeownership and affordable housing construction. This loan pool could provide flexible, affordable financing or loan guarantees for real estate developers and home buyers.
23. Create a program to assist existing homeowners in substantially African American neighborhoods. Building on the City's experience assisting homeowners with urgent repairs and home renovations, assistance to existing homeowners could be expanded to cover more homeowners, at higher household incomes, than existing programs allow. This assistance can take the form of forgivable, low interest loans and grants for home rehabilitation.
24. Incentivize the development of infill units and renovation of existing vacant units for rent or purchase by current or former city residents. This will support the growth and stability of existing neighborhoods. Incentives may include subsidizing or providing infrastructure to connect to housing, rebates of fees for completed units, or an expedited planning review process, among others.
25. Provide financial support to nonprofits that assist low to moderate-income property owners in resolving heirs' property issues. This will ensure that property owned by [neighborhood] families for generations is not lost to tax foreclosure or abandonment.

Considered Viable Housing/Land Ownership Reparations (cont.)

26. Create a down payment assistance program for targeted neighborhoods which prioritizes current neighborhood residents and potential residents who can document a family residential connection to the targeted neighborhoods. Prioritizing current residents and persons with ties to the community will not prevent new people from moving into targeted areas but may decrease the likelihood that neighborhoods will change drastically as more residents embrace living in the urban core. This can also promote the intergenerational transfer of wealth through real estate for long-term families in the community.

Considered Not Viable as Housing/Land Ownership Reparation in Olympia

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27. Identify additional funding sources to pay for the legal, site studies and other costs related to clearing title and renovations
28. Review RAD conversion schedule and forward recommendation to amend order of conversion that aligns with the level of urgency needed for rehabilitation and other environmental concerns (i.e. flooding).
29. Pursue a Choice Neighborhood Implementation Grant for the revitalization of the [selected] neighborhoods in partnership with the Housing Authority.
30. Receive commitment from Housing Authority to increase density of each public housing development being repositioned under the Rental Assistance Demonstration (RAD) Program or other approved HUD Program.
31. 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. Tie these issues to the opportunities that will be created through the redevelopment of public housing through RAD.
32. Create a zoning plan for the Eastside optimizing the development opportunities and coordinate with Housing Authority and the City to rezone the public housing properties allowing for future RAD development.
33. Establish a Neighborhood Sidewalk Expansion/Improvement Project for the improvement and establishment of city-own
34. We recommend that the City expand on the foundation of the housing bond and create a long-term, strategic plan to increase the access of homeownership for community members who have historically only had access to rentals
35. We recommend that the City track and publicize developers who are buying up homes. We recommend tracking and publicizing this for the purpose of public awareness.
36. In general, we recommend that the City make easily accessible data around housing and development
37. Create a robust city Fair Housing Program to enable tenants and housing seekers to access more convenient assistance with fair housing complaints. A robust fair housing ordinance and local office send a clear message to those renting and selling housing to the public that discrimination will not be tolerated and the City is committed to protecting its most vulnerable citizens from exploitation or unfair treatment in housing.
38. Identify specific ways to benefit the [neighborhood] utilizing TIF funds.

Considered Not Viable as Housing/Land Ownership Reparation (cont.)

39. Collect and analyze more area-specific data to pinpoint the locations and neighborhoods which would benefit from increased street-scaping, lighting, and right of way in order to properly assess mobility needs across the city.
40. Specific efforts should be taken to identify and avoid potential negative outcomes related to disproportionate police activity impacting people of color along the [neighborhood].
41. A matrix should be developed to assess monetary decisions benefiting the [neighborhood] that could negatively impact the [greater] neighborhood.
42. MBE Participation - Ensure that there is at least 30% participation from qualified and diverse teams. Some of the following strategies could be used to reach this goal. a. A mentor-protégé model that would guide emerging businesses who are not yet eligible for the certification. b. Small business set-asides c. Joint ventures d. Partner with the [entity] to utilize their social network to fulfill participation goals. Establishing a strong partnership would help increase their capacity to invest in development projects that could directly impact their community
43. Provide a menu of options for the developer used to offset the impact of constructing workforce units. Ideally, the developer could choose one of the following: a. Extend affordable housing concierge services to those agreeing to provide 20% of workforce units in place. b. Eliminate or significantly reduce off-street parking requirements for not only the affordable units but the market-rate units as well. c. Other methods of expediting land entitlement for those building units in place.
44. Collaborate with [local law school] programs to have students involved in the initiative to alleviate Heirs property issues.
45. Encourage the City to include more Attorneys of color in all programs related to Heirs properties.
46. We recommend the City partner with the Durham Housing Authority to ensure that public housing will be safe, livable, humane, well maintained, and sensitive to environmental impact.
47. The City has approved \$500,000 in funding for the Eviction Diversion program. This pays the salary for two paralegals, eight attorneys, and one community resource coordinator. This funding will represent approximately 10% of those who receive an eviction filing in City at this level of funding. With \$200,000 and other matching funds, the Eviction Diversion Program represented about 5%. Ideally, and with more funding, it would move toward a universal right to counsel in eviction cases. New York, San Francisco, and other cities have adopted a universal right to counsel, which saves cities significant costs over time in health care and homeless services, more than paying for itself.
48. While these groups have worked hard to gather this information, there is still much data that is not being tracked by any government agency. This lack of robust tracking means that racial and gender discrimination remains hidden from our elected officials and from the eyes of much of the public.
49. We recommend that all housing strategies contain a larger wealth building strategy.
50. The Affordable Housing Bond allocates some money to home ownership for 400 first-time homeowners. This money will cover the costs of the down payment for first-time homeowners.
51. 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. These incentives can include those listed above, as well as credit enhancements for construction financing and support for small business support services in the community.

Economic Empowerment/Business Development

Considered Viable Economic Empowerment/Business Development Reparations in Olympia

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- 52.** Dedicate a Significant Share of Second-Round ARPA Economic Development Funds to Black-Owned Businesses
- 53.** Each African American paid what the \$300 is worth today. + interest. 1619-2024
- 54.** Support Black-owned Businesses - Increase funding and capacity building for Black owned businesses, which can include grants of up to \$100,000 and multi-year funding. Black business owners are still less likely to obtain capital from banks to make their businesses successful. Through review of their capital needs with a Black-owned business services provider (such as the proposed Economic Development Center), businesses can be awarded grants for operating funds, equipment, expansion, or renovation.
- 55.** The city and county should track available funding and incentives from Federal, State, Local, and private sources that can support economic development in the Black community. Be active in channeling those resources to accomplish the goals of the reparations commission and to support Black-led organizations. This function could be housed in the Offices of Equity and Inclusion at the City and County.
- 56.** City and county will contract equitably with Black owned businesses.
- 57.** Create competent business and technical assistance for government contracting. Offer clear guidance on what eligibility entails and underwrite necessary pre-qualification processes for those seeking to become eligible to contract and do business with the city and county. This may include paid peer-mentorship cohorts, guidance on and off-setting the cost for obtaining proper licensure and certification, and clear and easy to navigate instructions on accessing and completing RFQs.
- 58.** Settlement of Urban Renewal Injuries (Property Value Lost) - Settlement amount in the value of \$148,000 to respective families/businesses negatively impacted by Urban Renewal (for Property Value loss). essentially harmed by the displacement caused by Urban Renewal. The initial plan is for them to self-identify. With the help of the Reparations Accountability Council the City/County will determine the process for paying out those negatively impacted.
- 59.** Provide funding to 300 new Black owned businesses to become sustainable/viable over a five-year period, as well as existing Black owned businesses
- 60.** Create an Economic Development Center that includes small business services, job training, financial education, access to grants, and a Black led financial institution.
- 61.** Establish Business Corridors with commercial space for Black owned businesses and community services in close proximity to Black neighborhoods, rebuilding cohesive communities.
- 62.** Provide grants to legacy neighborhoods and public housing communities to fund neighborhood priorities, including those that have been outlined in community plans.
- 63.** Offer personal tax reductions.
- 64.** Provide grants to Black owned businesses who have not had access to the same funding and resources.
- 65.** Establish a private fund for reparations.

Considered Viable Economic Empowerment/ Business Development Reparations (cont.)

66. Provide direct cash payments to individuals harmed by racial discrimination.
67. Establish Minority Business Operations Guaranty Fund - The City would capitalize a loan fund designed to assist minority businesses with operating costs. The funds would be provided to qualified lenders who agrees to the favorable terms (0% interest, 0 collateral) of the City to guaranty loans to minority businesses. The City's guaranty will provide loans at 0% interest until the borrower has the ability to start paying on that loan.
68. The City would establish a 90% guarantee fund for any kind of real estate, C&I, or small business loans that can be layered with the equity fund. The City would make gap equity investments in a Black-owned business to allow Black building owners to buy their leased facilities or other buildings.
69. Financial structure with building(s) that Black businesses can locate and eventually gain ownership of their space. The City would have an equity portion in a building that a Black business might want to purchase.
70. Equity investment in Black businesses equal to gap amount of allow local conventional banks to finance permanent debt at 65% LTV including necessary improvements – 5 yr. term, 20 yr. am d. Mixed-used buildings can obtain residential improvement debt from CRC if residential units at 80% of AMI or less e. Equity converts to debt to be repaid to city when stabilized NOI allows Debt Service of 1.20 on senior debt + equity investment @ 4% with 20 year am or taken out when senior loan matures.
71. Establish a Black-owned bank within the City - Action(s): Look to "court" an existing black-owned banking institution [in the City]
72. Determine descendants of slaves and provide benefits to those similar to compensation to holocaust victims, WW2 Japanese's Americans.
73. The City would provide a guaranteed minimum income fund indexed to the cost of living for black residents that have lived in City for 10 years or more or were born in the City.
74. Individual Development Accounts (IDAs) - Create a match savings fund for African American residents that can provide a 4 to 1 match for individuals' savings of up to the first \$1,000 saved. The match funds would go towards down payment assistance for home purchase and business start-ups in the City.
75. Change policy for classification for minority-owned business from two years to one year.
76. Expand Office of Minority & Women Business Enterprise - We recognize a need for the city to proactively address the city's growing racial wealth gap. To this end, we recommend that the city engage with local partners to create a Racial Equity Fund. Communities of color will work in inclusive partnership with municipal leadership within all aspects of a project, including the development of fund priorities, decisions about fund distributions, and creating and maintaining community accountability mechanisms, to undertake projects aimed at closing the racial wealth gap. This Racial Equity Fund must be sustainable and of such a scale as to enable the creation of wealth in communities of color over time in the broadest possible way. The fund would serve as the centerpiece of a massive, interconnected, and ongoing racial equity effort that touches all aspects of Durham life, including education, housing, health, environment, and criminal legal.
77. Support social enterprises and social entrepreneurs. Make seed funding available for social entrepreneurs who have innovative ideas to tackle the disparities highlighted by the Commission.
78. Create and expand youth employment programs, emphasizing youth from target neighborhoods. Programs like YouthBuild, service corps and conservation corps provide meaningful employment and connections to career pathways. They also provide opportunities for teenagers and young adults to participate in the renewal and rehabilitation of their own communities.

Considered Viable Economic Empowerment/ Business Development Reparations (cont.)

- 79. Help push forward national policies aimed at ending the racial wealth gap, including a national reparations program, guaranteed basic income, and raising the minimum wage.
- 80. Cash payments for property value lost to families and businesses impacted by urban renewal.
- 81. Create a business microloan program. This loan program can be seeded with local funds, or funds for which the City can compete. The program could match small community-based businesses, start-ups, and sole proprietors in target communities with technical assistance and business coaching. It can provide seed capital to assist inexperienced and low-wealth business owners to progress through the business financing ecosystem.

Considered Not Viable as an Economic Empowerment/Business Development Reparation in Olympia

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- 82. For economic development projects led by the City and County, be active in facilitating involvement from Black residents, as well as considering community benefits for Black residents. The City and County should document the history of policies and programs related to economic development in the city and county and their impact, including outcomes on racial disparity and parity. This should inform policies and practices going forward.
- 83. The City and County should track demographic information including race to measure activities and impacts related to racial disparity and equity in economic development programming and investments.
- 84. Establish ongoing disparity studies of Black owned business contracts for both the City and County.
- 85. Create a "Strike-Team" of subject matter experts and data analysts to examine data, policies and programs related to Black business development and contracting. Determine effectiveness of various programs and policies including the steps taken to address [past] Study as well as other City and County MBE initiatives.
- 86. Establish a Minority Supplier Development Council for City and County to pair anchor governments and employers so that they may help to develop and contract with MBE firms.
- 87. The City and County should prioritize funding for Black led small business development organizations.
- 88. Create scorecard to track results of Black businesses: started, closed, funded, funding amounts, loans made, loan amounts.
- 89. Invest in educational initiatives through partnerships between relevant city departments and city commissions, School Districts, local college and universities, and relevant local cultural/non-profit organizations.
- 90. 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.
- 91. Prioritize Diversity Study to generate data and metrics on MWBs in the City area.
- 92. Share information on how to do business with the city including access to BIDLINE, contracting, licensing/permitting.
- 93. Achieve target [government] spending of [x] % and {y} % with MWBs in 2021 and 2022.
- 94. Establish system to track MWB spending

Considered Not Viable Economic Empowerment/ Business Development Reparations (cont.)

- 95. The city and county should be model employers with pay equity. The commission requests a compensation audit for city and county staff to ensure equitable pay, advancement, and retention across race and other demographics. Managers and departmental heads should be held accountable to achieve equitable hiring and retention.
- 96. Provide fair compensation to persons who contribute to Truth, Reconciliation, DEI, and Other Initiatives
- 97. Create database of all Black-owned businesses within the City - Actions(s): establish database of black-owned businesses that details type of business, revenue, employees. Database will not only help identify where there's opportunity for partnership with the city and other businesses, but be a compass for how the city is helping achieve their economic empowerment goals. Database will be responsibility of the city.
- 98. Create an International African American Museum Generate (IAAM) that places revenue into the Black community and creates economic development plan for Black businesses outside/around the museum
- 99. We envision city and county leaders establishing a municipal jobs guarantee to end working poverty in Durham, much in line with the proposed Federal Jobs Guarantee Development Act. Along with the jobs guarantee, the city/county must invest in apprenticeship programs aimed at creating pipelines for leadership and entrepreneurship in communities of color

Education & Workforce Development

Considered Viable as Education & Workforce Development Reparations in Olympia

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- 100.** Support the Civil War Tablets Exhibition.
- 101.** Establish a Museum and Genealogical Research Center
- 102.** Establish a livable wage for all city staff that coincides with the cost of living within city limits
- 103.** Address the hiring practices in city departments to dismantle systemic barriers to hiring and promoting qualified minority candidates
- 104.** City leadership and employees at all levels increase awareness, knowledge, shared commitment to anti-racism.
- 105.** Provide additional mental health support for students of color. Hiring more racially diverse and culturally competent mental health professionals, increasing funding to resources such as telehealth options and anti-racist programs, and collecting and disaggregating data can all help schools make mental health services more accessible and specific to BIPOC student needs.
- 106.** Universal, quality Pre-K to all families
- 107.** Living wage salaries to Pre-K teachers (including assistants)
- 108.** Pre-K in every elementary school
- 109.** Before and aftercare available for all families
- 110.** Transportation/buses available for all families
- 111.** In school educational programming
- 112.** Internship and mentorship program with the goal of professional development and job placement for Black Youth
- 113.** City and the County invest sufficient funds to those institutions identified by disconnected youth as impactful. These funds must ensure that these institutions are fully staffed—as determined by the institution itself—so as to meet the needs of this ever-growing population of youth.
- 114.** Explore further ways to utilize Community Schools coordinators in schools to address “whole child” needs (i.e., wraparound services).
- 115.** Hold regular implicit bias and racial equity training for school district faculty and staff.
- 116.** Recruit and retain more Black educators in City and County
- 117.** Create awareness and understanding among all school staff of institutionalized racism and other biases that serve as barriers to achievement for students of color.
- 118.** Increase on a yearly basis, the number and percentage of skilled school staff who reflect the racial makeup of the student population.
- 119.** Invite speakers to address student bodies on racial justice and white privilege.

Considered Viable Education & Workforce Development Reparations (cont.)

- 120.** Require classes to take field trips to places that can teach students about BIPOC experiences in City, and the United States at large.
- 121.** Early Childhood Education - Free, high quality early childhood education (child care) for all Black children
- 122.** Post-secondary education opportunities - Providing job training, education support, workforce development, and support service for Black people after high school
- 123.** Provide, or facilitate, convenient, affordable high speed internet access to allow all residents to successfully access education and complete homework online.
- 124.** Black Teacher Recruitment and Retention
- 125.** Creating intra-school community wellness groups to address harm being done by teachers/admin/SROs.
- 126.** Initiate and sustain school, district, and regional dialogue on issues of race and achievement.

Considered Not Viable as Education/Workforce Development Reparations in Olympia

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- 127.** Funds for educational classes
- 128.** Support and Uplift the Work of [foundation]
- 129.** Integrate complex and nuanced histories that highlight BIPOC (Black, Indigenous, and Other People of Color) histories and cultures into public school curricula - Invest in educational initiatives through partnerships between relevant city departments and city commissions, Charleston and Berkeley County School Districts, local colleges and universities, and relevant local cultural/non-profit organizations.
- 130.** Racial equity training for all city employees
- 131.** Require racial equity audit of all city departments
- 132.** Codify the Special Commission on Equity, Inclusion, and Racial Conciliation
- 133.** Incorporation of Freedom Schools throughout City– 1.) Increased partnerships with black and brown led organizations 2.) Increased partnerships with faith-based organizations 3.) Increased partnerships with School District 4.) Incorporates family and community engagement 5.) Includes culturally relevant curriculum 6.) Flexibility to include education around other systems impacting equity and inclusion 7.) Incorporate anti-racism mini sessions with family and community members
- 134.** Adopt and promote a school learning culture where every student's achievement is the most important priority, and staff, students, and parents are co responsible and accountable for that success.
- 135.** Implement and support academic programs that accelerate students who have not shown proficiency on State standards testing into more rigorous curriculum and courses, including honors, advanced placement, and international baccalaureate opportunities.
- 136.** Engage families of color in dialogue and the creation of strategies to bridge the cultural gap between schools and parents/communities.

Considered Not Viable Education & Workforce Development Reparations (cont.)

- 137.** Memorandum of Understanding with School District – (1) Support cultural competency work and changes to curriculum i.e. 1619 Project (2) Bridge the gap in family and community engagement (3) Official partnership with the Office of Family & Community Engagement (4) Increase student participation in City youth programming and recreation programs (5) Incorporate remote location PODS for youth and families in need (6) Participate in restorative practice training to be implemented in all City programming (7) Establish and support community schools throughout City to better provide wraparound services that incorporate equitable practices (8) Examine how public education is funded and advocate for changes to the existing funding formula in order to ensure resources and services are delivered in an equitable manner. (9) Develop a more meaningful partnership with School District and hold them accountable for the achievement gap and opportunity gap that continues to plague underserved Black and Brown students. (10) Examine all forms of high quality K-12 public education to include charter schools and magnet schools and play a more active role in attracting and brokering partnerships in order to disrupt the cycle of poor academic outcomes (11) Play an active role in recruiting and supporting high quality teachers who understand pillars of Critical Race Theory and by working with the School District to provide more affordable housing options.
- 138.** Examine new and innovative funding models for School District – Audit other city funding models and determine best practices i.e. City run schools, deconsolidation.2.) Conduct authentic community engagement to co-produce a model that will meet the needs of the community we are serving
- 139.** Prioritize wellness in schools will create healthy and healing environments for students
- 140.** Consider models for neighborhoods across City. Any model adopted needs to be tailored and restructured by the community in which it is placed. It is also necessary for these programs to be accountable to the community which they represent and accountable to equitable principles and practices.
- 141.** Providing resources to address the health issues (e.g., dental, vision, and hearing issues) in addition to hosting screenings students can opt-in to for such issues.
- 142.** Addressing language justice/communication problems in schools by centering those marginalized by language barriers
- 143.** Hiring and retaining school staff of color, particularly more Latin(a)(o)(x) staff
- 144.** School language access services that are utilized consistently in every school communication
- 145.** School system design with refugee students and families in mind
- 146.** Salaries/bonus structure for administrators should be based on whole child wellness, not on scores and testing.
- 147.** Equity/Anti-Racist Leadership
- 148.** Prioritize teacher wellness, as we believe healing is connected to bias reduction
- 149.** Connect schools and educators to larger community healing, possibly with models such as Trauma-Informed Community Building and Engagement model
- 150.** We recommend [school district] consider the work of the California surgeon general, who recommends trauma screening for all students. We recommend DPS consider Project 180 as a potential model for trauma-informed staff, with the understanding that any model used must be modified by people in the schools for which it will be applied, including students when applicable.
- 151.** Stop criminalizing our children/students. Policy, cultural, financial, and community changes must be made to interrupt the school-to-prison pipeline.

Considered Not Viable Education & Workforce Development Reparations (cont.)

- 152.** Reduce the school-to-prison pipeline by increasing educators' classroom management toolkits (concrete new and ongoing strategies). Accountability for this means holding educators accountable for biases, which can be noted in aforementioned data collection.
- 153.** Intensive training for new teachers to give them the skills needed to navigate their classroom.
- 154.** Implement (in all schools) restorative practices within a framework of implicit bias training and situate within racial equity.
- 155.** Create accountability coalition including parents, students, etc., to ensure the Restorative Practice Centers (RPC) are restorative in practice as well as name.
- 156.** Ensure consistent, continued training on equity issues for all school stakeholders, including substitute teachers.
- 157.** Community Based Education
- 158.** Community wide Afrocentric engagement and enrichment programs
- 159.** Teaching inclusive, historically accurate, diverse education within schools
- 160.** Help, Educate, Employ, Develop (HEED)
- 161.** Community based oversight group that reviews policies and data to hold school systems and education organizations accountable
- 162.** We believe a critical step to disrupting the school-to-prison pipeline includes increasing actions to address discipline disparities in the classroom.
- 163.** Fund counselors, social workers, nurses to meet nationally recommended ratios before providing funding for SROs. Emphasis on hiring Black/Latin(a)(o)(x) counselors/social workers, including Spanish-speaking ones.
- 164.** Institutionalize the policy where SROs do not have a role in channeling people into the criminal legal system.
- 165.** Invest in interventions that prevent student interactions with the school-to-prison pipeline. This might include hiring additional people for the Equity department, training on recognizing trauma, de-escalation training, and community healing practices.
- 166.** Create a decision on the use of police in schools based on research/best practices, student voices, and community input.
- 167.** Create structure to include benchmarks to address data collection; reducing racial bias must be included as an outcome and exhibited by data. Track success.
- 168.** We recommend that the City and the County invest in preventative measures to ensure students are not pushed or pulled out of school. To determine what these measures should be, the City and County should work closely with the communities, centering student voices, experiences, and proposals for solutions.
- 169.** We recommend training our youth for careers and economic sustainability. This includes increased funding and support for the skills trade and Work-Based Learning programs, as well as alternative education programs that offer high school equivalency options for all in Durham, including those currently in the County Jail.
- 170.** Adopt and promote a school district-wide culture that engages families and communities of color as essential partners in district and school planning and decision-making processes.
- 171.** Engage the business and government communities as partners in supporting and promoting the communities' interest in student achievement and equity goals.

Considered Not Viable Education & Workforce Development Reparations (cont.)

- 172.** Address concrete strengths and issues in the current Memorandum of Understanding (MOU) between School District and Sheriff's Department, including improving transparency while creating the Memorandum, operationalizing accountability (including beginning true data collection), prioritizing stakeholder (students, families, etc.) input, and initiating oversight. The MOU should be available online through both School District, County Commission, School Board, and the Sheriff's office; it should be available in multiple languages, including Spanish.
- 173.** Identify and address racism and white culture within our schools and childcare centers. We must invest in creating culturally responsive/sustaining places of education. The lives and contributions of BIPOC are fundamental to any understanding of US or World History. The school district re-examines how it honors the lives of BIPOC in our education system in elementary, middle, and high school curricula-- not simply in token ways, but directly, in order to critically challenge how our nation's (and City's) history is framed.
- 174.** Continue to establish, support, and sustain equity leadership teams at each school and at the district levels.
- 175.** Conduct a "third-party, holistic review" of school curriculum, hiring and student body administrations.
- 176.** Examine school and district policies, practices and structures for racial bias, and where found, eliminate it.
- 177.** Engage multiple cultural perspectives as an essential component of decision-making at the school and district levels.
- 178.** Facilitate in-class school conversations about race, white privilege, and how white people can be supportive of anti-racism
- 179.** Expand, strengthen, and align school cultural competence performance standards to include administrators, certified, and non-certified staff.
- 180.** Identify and affirm school staff who are especially effective at working with and increasing the achievement of students of color, and provide opportunities for other staff to learn from them.
- 181.** Expand school curricula with articles, books, documentaries, and podcasts which are centered on anti-racism and racial justice and are authored by BIPOC.
- 182.** Establish school district-wide expectations for cultural competence staff development, aligned with student achievement data.
- 183.** Establish, support, and sustain equity-focused research by teachers, administrators, and students at each school.
- 184.** Establish school literacy as a primary focus for eliminating the racial achievement gap, also known as the opportunity gap.
- 185.** Develop a plan for implementing culturally responsive, standards-based school curriculum, instruction, and assessment practices.
- 186.** Hold high school expectations for every student and actively assist each one to reach high academic standards.
- 187.** Create policies that incentivize new construction and rehabilitation of schools in current and historically African American neighborhoods. New and renovated schools attract new interest from families and employees and can help a neighborhood grow. Conversely, a lack of schools can cause a neighborhood to slowly die, as families seek housing closer to the school of their choice.

Considered Not Viable Education & Workforce Development Reparations (cont.)

- 188.** Develop and implement an academic support plan (K-12) that prepares under-achieving students for college eligibility and success.
- 189.** 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.
- 190.** Stop the Harm: Disproportionate Suspensions - Improving teacher education, training, and building accountability systems to reduce Black student suspensions
- 191.** Create policies that incentivize comprehensive community development in conjunction with the development of new schools. A school is a major investment in construction and site work that can be leveraged to attract new housing, amenities, and businesses in close proximity. School construction projects are also an important opportunity to employ local residents and contract with local businesses.
- 192.** Create processes and accountability measures for setting and reporting progress on individual and systemic goals for school cultural competence staff development.

Supporting State and Federal Reparations

Considered Viable as ‘Supporting State and Federal Reparations’ in Olympia

These conceptual reparative initiatives from across the country are considered viable as a possible Olympia reparation advocacy action, meaning they are: *specific, actionable, reparative, and within the City’s jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list.

- 193.** Creating a land Bank – This concept can be reintroduced by local option legislative delegations at the state level to enable local government to adopt an ordinance for community land banks. Both the Developer Impact Fee or Commercial Linkage Fee could fund this initiative and a program is developed specifically to address Heirs’ property, title clouds and demo by neglect needs. This is also a means for creating more affordable housing opportunities in the City.
- 194.** (County) Engage an experienced and qualified firm to analyze current municipal policies and practices to ensure that they are not currently creating or reinforcing bias in services to the community, employment within the city government, and vendor contracting opportunities.
- 195.** (State) Strengthen and expand the teaching of African American history, the Transatlantic slave trade, Jim Crow and systemic discrimination in Washington.
- 196.** (Federal) Advance Comprehensive Reparations as put forth by H.R. 40 – Commission to Study and Develop Reparation Proposals for African Americans Act.
- 197.** (County) Institute an organizational program to correct systemic bias, as identified and documented through a transparent process, as well as a program to implement policies centered in equity, targeted toward redressing identified and documented previous unfair or harmful practices.
- 198.** (County) Enhance the history of African Americans, slavery, resistance, Jim Crow, and the Civil and Voting Rights Movement taught in history classes.
- 199.** (State) Institute an organizational program to correct systemic bias, as identified and documented through a transparent process, as well as a program to implement policies centered in equity, targeted toward redressing identified and documented previous unfair or harmful practices.
- 200.** Adopt a Town Resolution in Support of State and Federal Reparations.
- 201.** Advocate for State Approval of Commercial Linkage Fees for Affordable Housing – The purpose of a commercial linkage fee is to mitigate the impact of new market rate development on the demand for affordable housing. When a city or county adopts a commercial linkage fee, it must establish a reasonable relationship or connection “link” between the development project and the fee charged. Studies which demonstrate this connection are called Nexus Studies. This commercial linkage fee nexus study quantifies the connection between the development of commercial hotel, retail/restaurants/services, and business park/light industrial projects and the demand for affordable housing units. The study also considers feasibility and other policy implications of implementing an impact fee. The nexus study uses a 5-step methodology to calculate the max legal fee charged on new commercial development for affordable housing. The fees would go towards the City’s Affordable Housing Fund and can be used for the development of more affordable housing, Heirs’ property fund, anti-displacement policy, homeowner repair assistance program, potential application for economic hardship- demo by neglect and more. NOTE: This concept can be introduced by local option legislative delegations at the state level to enable local government to adopt an ordinance to implement linkage fees on specific geographic areas such as the City.

Considered Viable as ‘Supporting State and Federal Reparations’ in Olympia (cont.)

- 202.** Advocate for state enabling legislation to allow jurisdictions to enact inclusionary zoning - an advocacy effort in support of legislation that would provide jurisdictions the option to enact inclusionary zoning. If state enabling legislation is adopted, an ordinance should be drafted with community input that would implement mandatory inclusionary zoning and approved by Council.

Considered Not Viable as ‘Supporting State and Federal Reparations’ in Olympia – These conceptual reparative initiatives from across the country are not considered viable as a possible Olympia reparation method, meaning they likely are not: *specific, actionable, reparative, or within the City’s jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list. Potential funding mechanisms are included on this list since the action of funding itself are not considered reparative.

- 203.** (County) Increase access to preventative care and public health services throughout the county, focused on underserved areas and areas of concentrated negative health indicators and outcomes.

Cultural & Community Restoration

Considered Viable as Cultural & Community Restoration Reparations in Olympia

These conceptual reparative initiatives from across the country are considered viable as a possible Olympia reparation advocacy action, meaning they are: *specific, actionable, reparative, and within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list.

- 204.** Consider a Town Policy for Public Apology
- 205.** Develop a Town Policy for Renaming Streets and Spaces.
- 206.** Buildings for African American programming
- 207.** Grants for workshops and social activities.
- 208.** Allocate \$1.25M to the buildout of a Center for Racial Justice and Black Futures.
- 209.** Resolution from the City stating their commitment to Equity, Inclusion, & Racial Conciliation
- 210.** Creation of ED&I Department where the current EIRC Manager will become the Department Head
- 211.** Creation of a Commission - An ordinance will be drafted to formalize the EIRC as a permanent commission to execute and continue the work to be staffed by the Equity, Inclusion, and Racial Conciliation Manager.
- 212.** Assess, review, and update existing inventories of public art installations
- 213.** Assess and review the propriety of removing or re-contextualizing existing public art installations, using the following categories of assessment: a. historical context b. content c. impact on the community d. demographic representation (i.e. race, gender, class, sexual identity, gender identity, disability, age, etc.)
- 214.** Assess and accept/reject future proposals for public art installations on city grounds using the following categories of assessment: a. historical context b. content c. impact on the community d. demographic representation (i.e. race, gender, class, sexual identity, gender identity, disability, age, etc.)
- 215.** Establish a mechanism for soliciting suggestions from the public for addition, removal, and re-contextualization of public art installations.
- 216.** 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.
- 217.** Establish a mechanism for community-generated naming and renaming of public spaces-- including but not limited to parks, streets, and buildings.
- 218.** Integrate complex and nuanced histories that highlight BIPOC (Black, Indigenous, and Other People of Color) histories and cultures into city tours. - Revise the city tour guide manual and update the content of tour guide licensing test to include and highlight this history.
- 219.** 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.
- 220.** We recommend the city formally acknowledge, and apologize for the city's historical compliance in redlining, discrimination in housing covenants, urban renewal projects and the neglecting of historically Black cemeteries.

Considered Viable as Cultural & Community Restoration Reparations in Olympia (cont.)

- 221.** Use digital content and new technologies to make the city's public art installations more accessible to the public. - : Partnership with local colleges and universities and local businesses and organizations to invest in and implement programs for the use of digital and new technologies that make the city's public art installations (including, but not limited to the city's art collection in City Hall, monuments, markers, and memorials) more accessible to the public.
- 222.** The City creates a mobile component to share stories around the city and in schools.
- 223.** Permanent exhibits in the Libraries that tell the stories of the neighborhoods in which they are located.
- 224.** The creation of a History and Story-gathering Commission, equipped with adequate financial resources, and composed of representatives from existing story gathering and storytelling groups.
- 225.** An online repository for the gathered stories is created, that can be accessed from anywhere. We recommend that a city funded partnership is formed under their lead with libraries and colleges to house such a repository.
- 226.** We believe it is also necessary to provide adequate translation into the most spoken languages in the City as well as making it accessible via braille, and audio recording.
- 227.** The city acknowledge the devastation that the creation of [highway] caused to Black neighborhoods and businesses through the unkept promises made to Black homeowners and businesses.
- 228.** We recommend General Services continue to maintain [cemetery], and in order to help ensure [cemetery] is properly maintained, we recommend the City conduct an archeological survey of [cemetery] grounds in conjunction with the community members who have been responsible for its upkeep in recent years.
- 229.** Creation of a Cemetery Advisory Board to help oversee [historically Black cemeteries].
- 230.** Historical marker be placed at the sites of [cemeteries], denoting information about the cemetery, and the date the interred were moved to [cemetery].
- 231.** The City formally apologize for neglecting [cemetery] for several decades, before and after many who were interred were moved to [cemetery].
- 232.** The city fund public art projects, such as murals, sculptures, and spaces of remembering, that explicitly honor City's history (with special attention to those who are currently missing from our public spaces), prioritizing the hiring of local BIPOC artists for their creation and implementation. These public art projects should acknowledge the artist/maker, offer information about the artist, subject, and history of the project.
- 233.** Apologize for City Sponsorship and Enforcement of Racial Discrimination Against African Americans – Acknowledging the inhumanities and injustices which were wrought on African Americans in City.
- 234.** Create a Truth and Reconciliation on Process – In order to create more shared understanding and public support for restorative policies, the City, with stakeholder support, should create a 'truth and reconciliation' process that will share the results of the Commission's work and subsequent research with a wider audience in City.
- 235.** 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

Considered Not Viable as Cultural & Community Restoration Reparations in Olympia

These conceptual reparative initiatives from across the country are not considered viable as a possible Olympia reparation method, meaning they likely are not: *specific, actionable, reparative, or within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list. Potential funding mechanisms are included on this list since the action of funding itself are not considered reparative.

- 236.** Continue and Expand Town-Wide Programming in Truth and Reconciliation
- 237.** Publicize the Human Rights Commission's Complaint Process
- 238.** Expand historical and cultural awareness about public art and its various meanings to diverse communities
- 239.** Host or co-host public discussions and/or public programs to address issues raised by controversial art, memorials, monuments, or markers and to promote nuanced conversations—featuring diverse voices in terms of gender, ethnicity, and race-- about these public art installations.
- 240.** 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).
- 241.** Training - Require Mandatory annual periodic or ad hoc training of public servants in the field of criminal justice.
- 242.** We recommend that the City institutionalize story gathering and storytelling efforts regarding the variety of stories in the City's unique history, and house these stories in a permanent and accessible venue.
- 243.** The City creates a full-fledged, state of the art Museum facility in addition to the current history hub, which can utilize both indoor and outdoor space for permanent exhibits. We envision a place with more space and more resources to continue to tell C story in a dynamic and multifaceted way.
- 244.** The funding for a full-scale Museum of History must come with a commitment from the museum to adopt a racial equity process/ protocol like a Racial Equity Checklist
- 245.** We invite the City to hire community members as consultants to investigate how to make this as accessible as possible.
- 246.** The city make a commitment to the health and wellbeing of historically Black neighborhoods in ways highlighted throughout our report.
- 247.** Engage an experienced and qualified firm to analyze current municipal policies and practices to ensure that they are not currently creating or reinforcing bias in services to the community, employment within the city government, and vendor contracting opportunities.
- 248.** Institute an organizational program to correct systemic bias, as identified and documented through a transparent process, as well as a program to implement policies centered in equity, targeted toward redressing identified and documented previous unfair or harmful practices.

Criminal Justice & Social Equity

Considered Viable as Criminal Justice & Social Equity Reparations in Olympia

These conceptual reparative initiatives from across the country are considered viable as a possible Olympia reparation advocacy action, meaning they are: *specific, actionable, reparative, and within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list.

- 249.** Provide Assistance to Residents for the Expungement of Cannabis Charges.
- 250.** Establish a permanent Commission on Equity, Inclusion and Racial Conciliation with a Public Safety and Criminal Justice Reform Subcommittee and provide necessary resources needed to accomplish its charge
- 251.** Require follow-up by staff where notice of court dates are returned as “undelivered”
- 252.** Eliminate cash bail and bond system by ordinance
- 253.** The elimination of barriers to housing in order to allow justice involved persons with criminal convictions to apply for and retain housing including, but not limited to, public housing.
- 254.** The elimination of traffic stops based solely on equipment infractions by the Police Department and Sheriff's Office.
- 255.** Access to court diversion programs that do not require a financial commitment from those seeking to use the programs.
- 256.** Community-based review board with subpoena power to examine misconduct among officers and enforce accountability. The Board should reflect City's demographics and we request at least one member of this board to be a youth (age 14–24). We acknowledge that there are existing review boards with limited function and power

Considered Not Viable as Criminal Justice & Social Equity Reparations in Olympia

These conceptual reparative initiatives from across the country are not considered viable as a possible Olympia reparation method, meaning they likely are not: *specific, actionable, reparative, or within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list. Potential funding mechanisms are included on this list since the action of funding itself are not considered reparative.

- 257.** Discontinue Low-Level and Pretextual Traffic Stops and Consent Searches.
- 258.** Utilize the “Continuum on Becoming an Anti- Racist Multicultural Organization”
- 259.** Apply Racial Equity Assessment tool framework in developing policies and practices.
- 260.** Develop comprehensive plan for the implementation of the recommendations with emphasis on measuring elimination of racial disparities
- 261.** Update the Police Department Leadership Plan to include improved outcome and impact measures in areas including: Use of Force, Arrests, Citations, Training, and Community Policing
- 262.** Engage Independent third-party entity to evaluate implementation of the Racial Bias Audit Report Recommendations
- 263.** Examine Police Department budget for potential reallocation, savings, priorities and best practices in public safety and service delivery for example in areas of homelessness, addiction, mental health, victims' services, school resource officers and re-entry.

Considered Not Viable Criminal Justice & Social Equity Reparations (cont.)

- 264.** Work in collaboration with state, county, and other local law enforcement agencies to advocate for, develop and implement anti-racist policy and practices.
- 265.** Redefine the role of Commission. Review history, current guidelines including mission, composition, appointment process, authority, staffing.
- 266.** Increase transparency by enhanced public access to information (e.g., body worn camera footage, acquisition of military equipment) improve accessibility of information via social media and conducting quarterly Public Safety Listening sessions.
- 267.** Support passage of the George Floyd Justice in Policing Act HR1280
- 268.** Complete racial equity impact statements for proposed new ordinances and amendments related to Public Safety.
- 269.** Determine a team (internally or externally) to perform a comprehensive data analysis system at the municipal court level for recent years so research and analysis may be conducted to determine whether there is disparate application of ordinances.
- 270.** Develop and enhance ordinances that require police accountability.
- 271.** Review and analyze current ordinances for inequity or unfairness.
- 272.** Replace the existing court software with a new case management system equipped to collect appropriate data, analyze for disparate impact, and provide public with more information.
- 273.** Align administrative structure of court with City Ordinance: Remove Corporation counsel (prosecutor) from administrative responsibility over Court.
- 274.** Court personnel including Judge and Court Director shall establish all rules have sole authority to establish rules, regulations, schedules and budgets for the Court.
- 275.** Selection and supervision of Court personnel by Judge and Court Director to insure anti-racism training of all staff
- 276.** Use updated system to collect racial and other data required to assess disparity in treatment of African Americans and other marginalized people, and make data available to self represented litigants and public
- 277.** Develop an e-filing system for cases with public accessibility to pending cases, schedules and outcome of trials
- 278.** Acquire a new case management system with the capability of tracking charges and case outcomes by race
- 279.** Establish a system of merit selection and retention of judges
- 280.** Establish rules for qualifying for indigent defense services adoption of new rules
- 281.** Budget for full-time public defender services
- 282.** Judges shall inform defendants of right to counsel, trial by jury and right to cross examine witness in writing
- 283.** Investing in more mental health and substance abuse treatment providers in our court system, city, and county.
- 284.** Follow up with non-responders and undeliverables by re-mailing summonses.
- 285.** Investing in mental health services, improving living conditions, and access to medications at the Jail.
- 286.** Decriminalization cannabis possession for personal use.

Considered Not Viable Criminal Justice & Social Equity Reparations (cont.)

- 287.** The collection and inclusion of race and ethnicity data sent from the Department of Motor Vehicles. City will then be able to continually monitor whether our jury pools are racially and ethnically representative.
- 288.** Expand the source lists where prospective jurors are pulled. Some examples of other lists we can use are: Non-driver identifications, newly naturalized citizens, unemployment insurance recipients, tax filers, and persons receiving public assistance.
- 289.** Update jury source lists more frequently. Upon a written request from the Senior Resident Superior Court Judge, a new master list may be prepared every year, instead of every two years. More frequent jury list updates should increase the diversity of the jury pool.
- 290.** Ensure summonses are mailed to the correct address by using the National Change of Address database. The jury commission can also eliminate duplicate names appearing on multiple source lists by working to identify which source list is updated most frequently and selecting that address.
- 291.** Innovative programs like Common Justice offer an alternative to the punishment/incarceration model, while taking seriously the harm done to victims of violence and their communities. By offering real support to those harmed and involving them in a restorative justice process, Common Justice has developed an effective program of real accountability for those committing harm, successfully reducing antisocial behavior, while avoiding incarceration.
- 292.** Fully fund programs like the suggested Community Safety and Wellness Task Force, which should be community-led, in an effort to reduce dependency on policing and incarceration overall.
- 293.** Law enforcement agencies engage in or partner with institutions to collect accessible data on race, gender and ethnicity. This data should include: traffic stops, arrests, and use of force incidents. This data should be available to the public.
- 294.** Maintain database, documenting police officer misconduct managed by an independent entity. Ideally, disciplinary and personnel records of law enforcement would also be available via Freedom of Information Act requests from the public.
- 295.** We recommend that Police Department and Sheriff's Office continue supporting victims of crimes, including victims of human trafficking, regardless of their immigration status. This includes crafting policies with directly impacted community members.

Healthcare & Wellbeing

Considered Viable as Healthcare & Wellbeing Reparations in Olympia

These conceptual reparative initiatives from across the country are considered viable as a possible Olympia reparation advocacy action, meaning they are: *specific, actionable, reparative, and within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list.

- 296.** Health Care Subsidy - Establish Health Care Subsidy Fund to provide comprehensive multigenerational direct primary care access.
- 297.** Start a training service to educate people to help the elders in their homes to so that they can age in place apply for grants to start this minority business.
- 298.** Provide financial support to current and emerging organizations that promote preventive care, clinic preventive services.
- 299.** Provide access to Black Physicians utilizing Direct Primary Care - Establish a Health Care Subsidy Fund that would offer subsidies for community members without or having inadequate health care for their needs to be seen by a black primary care physician utilizing direct primary care.
- 300.** Black Mental Health Network - Develop and fund a Black Mental Health Network to systematically address toxic stress and trauma.
- 301.** Mandate mental health introductory training for all City personnel to increase awareness, reduce stigma and reinforce de-escalation tactics.
- 302.** Offer public transportation waivers for medical and social support appointments that extends outside of the City.
- 303.** Encourage non-traditional hours for healthcare providers/services.
- 304.** Lighting - Remove heavy growth from existing lighting and poles. Employ a resident to report burned out lights. Lighting should be uniformly spread to reduce contrast between shadows and illuminated areas. More fixtures with lower wattage rather than fewer fixtures with higher wattage help reduce deep shadows and avoid excessive glare
- 305.** Vegetation -Create landscapes that allow unobstructed views of the surrounding area. Add murals, gardens, and landscaping to create a sense of ownership. 3'-7' window of visibility – trim trees up to 7' and shrubs down to 3' All shrubs should be kept trimmed 6" below a window line
- 306.** Train all City first responders annually in racial equity practices that bring to light individual and collective trauma-informed perspectives and trauma-informed practices for better customer service and outcomes. Value and validate each person's individual experience as unique and resultant from systemic inequities and pressures while supporting their need with assistance and next steps.
- 307.** Allocate funds to Neighborhood Improvement Services to employ community members and community churches to support and address social and mental wellness in the communities.

Considered Not Viable as Healthcare & Wellbeing Reparations in Olympia

These conceptual reparative initiatives from across the country are not considered viable as a possible Olympia reparation method, meaning they likely are not: *specific, actionable, reparative, or within the City's jurisdiction*. No limitations on time, resource demands, or community support were considered in making this list. Potential funding mechanisms are included on this list since the action of funding itself are not considered reparative.

- 308.** Provide Resources to the Board of Health to Address Health Inequities
- 309.** Creation of Multi-Generational Chronic Disease Prevention and Management Initiative that would cross pollinate and fund existing Human Service organizations and emerging ones, particularly benefitting those organizations run by BIPOC leaders. Provide Coordinated Programming and Resources for multigenerational health at both the County & City Level Communities of opportunity should be developed to minimize some of the adverse impacts of systemic racism. These are communities that provide early childhood development resources, implement policies to reduce childhood poverty, provide work and income support opportunities for adults, and ensure healthy housing and neighborhood conditions.
- 310.** New emphasis on ensuring access to high quality care for all, strengthening preventive health care approaches, addressing patients' social needs as part of healthcare delivery, and diversifying the healthcare workforce to more closely reflect the demographic composition of the patient population.
- 311.** New research to identify the optimal strategies to build political will and support to address social inequities in health. This should be supported through the development and funding of a localized Community Based Participatory Research firm.
- 312.** Educate communities residents on environmental justice and environmental racism. Hold the State, County and City government accountable to make sure all communities are environmentally safe and have green spaces.
- 313.** Secure matching Environmental Justice Funding.
- 314.** Commit to furthering energy justice and advocating for equitable access to energy-efficient housing, transportation, and clean energy infrastructure.
- 315.** Utilize local, state, and federal resources to address and correct harms. There are several government organizations that work on environmental issues and can create environmental policies and regulations. At the federal level the Environmental Protection Agency (EPA) evaluates environmental and public health risks, conducts environmental research, and develops environmental regulations.
- 316.** Fund Multi-generational Black Joy Programming.
- 317.** Give the communities the Schools that were taken from them to provide culturally safe spaces that can provide resources and opportunities to support social health.
- 318.** African American Experience project; the project aims to document and share the stories of African American collaborated with the Equal justice Initiative to memorialize documented victims of racial violence that occurred from 1877 to 1950.
- 319.** 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.
- 320.** Resiliency Sabbaticals - Establish a Resiliency Sabbatical Fund to address toxic stress, trauma and chronic illnesses for individuals and families.
- 321.** Black Joy Fund - Establish a Black Joy Fund to create multidimensional, joy filled experiences and spaces that cultivate a healthy community.

Considered Not Viable Healthcare & Wellbeing Reparations (cont.)

- 322.** Identify and implement improvements in public transportation that will move persons and communities with lowest income and lowest rates of car ownership, to centers of employment, education, amenities, and services.
- 323.** Expand routes and hours for public transportation to facilitate access to employment, education and training that accommodates all shifts of work and connects city residents to new and existing employment and education sites both within the city.
- 324.** Institutional Accountability - Hold institutions accountable to address harms and create policies that are restorative.
- 325.** Environmental Justice - Create an environmental justice plan to correct past and ongoing environmental injustices and set standards to prevent the continuation of environmental racism.
- 326.** Black Birthing and Healing Centers - Create Black Healing and Birthing Centers to reduce and remedy harms against Black birthing people and infants
- 327.** Partner with Parks and Recreations with their programs and other educational groups with expanded funding independent of Parks and Recreation Budget for tailored multi-generational health programming.
- 328.** Start a transportation service for elders that is not connected to medicaid or medicare reimbursement. Local companies would be prioritized for contracts.
- 329.** Mandate a Health and Equity in All Policies approach for City government, City-sponsored programs, non-profits and community members that integrates and articulates health considerations into policymaking across sectors to improve the health of all communities and people
- 330.** Encourage healthy eating and physical activity by incorporating obesity-prevention tactics (sidewalks, healthy vending, healthy snacks, green spaces, senior activity areas, low-price farmer markets, etc.) in city expansion and event planning efforts.
- 331.** Implement the Office of Minority Health's (OMH) 15 National Standards for Culturally and Linguistically Appropriate Services (CLAS) at the City of Charleston and promote its use as a road map for improving equity among organizations serving citizens in the physical, mental and socioeconomic health ecosystem, including, but not limited to, hospital systems, healthcare providers, healthcare insurers, schools, police, and community-based organizations.
- 332.** Encourage collaboration and strategic partnerships to improve healthcare systems and networks for the underserved.
- 333.** Promote the use of local resources like SC Hopes, an anonymous support line with experienced mental health and addiction counsel
- 334.** Promote the use of telehealth when and where available.
- 335.** Invest in more opportunities to address flooding in low-income areas
- 336.** Create open spaces in underserved communities that can double function as water storage.
- 337.** Continue to invest in drainage projects in low-income areas and provide routine updates to residents.
- 338.** Increase marketing and promotion of existing environmental initiatives like Adopt-a-Drain.
- 339.** Provide educational resources about elevating homes in low income areas, and consider creating a funding mechanism to assist low-income homeowners with elevation

Considered Not Viable Healthcare & Wellbeing Reparations (cont.)

- 340.** Advocate for pollution-control measures with major commercial polluters.
- 341.** Highlight climate change as a public health emergency in regular communication with residents to raise awareness.
- 342.** Declare racism a public health crisis. Funds should be allocated for projects, initiatives, and policies that focus on healing and reconciliation for Black and Latin(o)(x) neighborhoods. This can include, but not limited to, releasing an updated strategic plan that intentionally includes goals and objectives that focus on anti-racist strategies to eradicate structural and institutional racism in the City.
- 343.** Reinvigorate projects that put the control of power back into the hands of the community members for neighborhood restoration projects. Invest in more equitable ways of interaction that ensure community members can fully participate in discussions and urban design decision making.
- 344.** Ensure that the quality of water, air, and overall environment meets the highest standards in every zip code. Commit funds to ensure the underserved neighborhoods heal from natural disasters, environmental concerns like fallen trees, and environmental pollutants such as lead paint and cement dust.
- 345.** Resources and funds should be prioritized to Black and Latin(a)(o)(x) families and other communities that have historically been excluded and marginalized.
- 346.** Repair damaged City infrastructure such as street lights and potholes in underserved communities. Create a plan that shifts the responsibility of fixing infrastructure from community members to the City. Using community member input, focus on quality improvement measurements that guarantee that metrics such as street light function and road utility are equitably met in each zip code and district.
- 347.** Improve, expand, and beautify parks and open spaces in underserved areas. Prioritize the increase of green infrastructure in Black and underserved communities by reducing regulatory barriers.
- 348.** Invest in community-based mental health interventions and mental wellness through yoga classes, mental health education in schools, meditation centers, establishing neighborhood therapeutic spas and places to experience deep relaxation. Invest in recreational spaces and activities to support social, emotional, and mental health. Invest in healing circles and healing zones within communities.
- 349.** Restore hope and prepare an opportunity for healing for residents when harm has occurred through public acknowledgment of policy and practices for those who have fallen prey to discriminatory practices and address the psychosocial harm.
- 350.** Expand the community health workers model and train community members as outreach workers providing culturally relevant education, resources and information to communities with the greatest disparities.
- 351.** Prioritize funding and collaboration for health issues that disproportionately affect Black and Latin(o)(x) communities (e.g., Black maternal health and births, diabetes, and heart disease).
- 352.** Include more voices from youth groups, LGBTQIA+, and disabled citizens in City discussions and decision making. Their input is important in operationalizing programs, initiatives, and policies that are inclusive of minoritized communities to prevent harm and trauma. This can include, but not limited to, allocating funds to the Equity and Inclusion department to provide space and resources for these populations to be heard.
- 353.** Use the appropriate language for marginalized populations, such as the transgender and disability communities, to avoid harm and distrust. Use language that is inclusive and rooted in respect.
- 354.** Collect data on studies and work that meaningfully combine qualitative and quantitative data in addressing health and wellness, and environmental justice in City.

Considered Not Viable Healthcare & Wellbeing Reparations (cont.)

- 355.** We recommend the City collect qualitative and quantitative data to understand and address health and environmental issues impacted by racial inequity to help improve the overall physical and mental wellness of our residents.
- 356.** Collect data on building trust and rapport with communities through the processes of qualitative work.
- 357.** Hire community members as consultants or other study support to help in the design, data collection, analysis, presentation, and distribution of qualitative data.
- 358.** Support qualitative data collection that prioritizes deep community engagement, including in-depth interviews and life and oral histories, in the planning, design, collection, analyses, and presentation phases. Include hiring of local storytellers and community members in data collection and other aspects of qualitative study. Prioritize these experiences in Black and Latin(o)(x) communities at individual and community levels: (a) Experiences of police brutality; (b) Gun violence prevention, and community and individual safety; (c) Access to safe spaces; (d) Experiences in health care, including access to services, including mental wellness services; (e) Experiences with COVID19
- 359.** Map data that includes physical locations of health centers in relation to the neighborhood in order to investigate access. Prioritize graphics and other alternative forms of data presentation and dissemination. Prioritize a greater understanding of the intersections of race, disability, and gender experiences. Explore these intersections and work to understand the fullness of these experiences as part of in-depth qualitative study.
- 360.** Support community-based solutions to health and environmental issues identified by disability, transgender, and other minoritized identities and experiences in Black and Latin(o)(x) communities.
- 361.** Prioritize studies of air quality and use existing reports to address environmental hazards in an effort to improve overall environmental health. Improve and monitor data to ensure air, water, and soil quality in low-income communities are improved and equitable.
- 362.** Use both quantitative and qualitative methods to understand the experiences of residents of [neighborhood].
- 363.** Support community-rooted organizations that directly organize neighbors to address environmental injustice and consult with neighboring municipalities and towns that share our local histories of racial injustice.
- 364.** Improve healthy food availability and access. We recommend subsidizing safe and organic food in food deserts. We recommend that the city map food deserts, food swamps, and monitor food disparities and that the City engage with local Black and Latin(a)(o)(x) owned farms, restaurants, and other organizations to supply healthy food to these communities.
- 365.** Ensure access without barriers and with support to health services, nutritional sufficiency, education resources on good health, and behavioral changes with community health support groups.
- 366.** Recommend and promote affordable options in low-income areas such as cafeteria-style restaurants.
- 367.** Prioritize contracts and supports for community grocery stores to be built in low income communities who ensure organic and live food.
- 368.** Prioritize contracts and services with Black and Latin(a)(o)(x) owned farms.
- 369.** Advocate for City role in providing nutritious meals for schools.
- 370.** Create urban gardens that allow families to have a neighborhood source of organic food.
- 371.** Promote and support community gardens and urban agriculture.

Considered Not Viable Healthcare & Wellbeing Reparations (cont.)

- 372.** Fund projects and initiatives from the Equity and Inclusion Department that build a bridge between the City and the County public health departments. These projects would ensure that the health needs of Black and Latin(o)(x) communities are being brought to attention and prioritized by the Durham County Department of Public Health and City Council.
- 373.** Create a national health crisis response team driven by principles of racial equity that focuses on ensuring that all City/County community outreach is equitable and just for Black, BIPOC and Latin(o)(x) families. The City and the county health department should work in conjunction with community organizations to implement programs to improve the health and wellbeing of these families during times of acute crises and trauma.
- 374.** Provide funds to support the [partnership] and its community outreach efforts. This can include but is not limited to financially supporting community workers who can serve as sources for community input and engagement.
- 375.** Recruit, retain, and provide systematic support for African American health professionals of all disciplines to improve health outcomes.
- 376.** Create a bridge between Equity and Inclusion Department and the Development Services Center, housed in the City/County planning department, to establish the protocols and infrastructure needed to implement racial equity assessments of proposed City/County and open space projects.
- 377.** Partner with public and private healthcare stakeholders to support sustained health interventions in neighborhoods that lack healthcare facilities. This could take the form of partnering with hospitals or health systems to build or renovate community health centers as well as providing incentives for medical professionals to locate offices within target neighborhoods.
- 378.** Invest in lead abatement and indoor air quality improvement in concentrated areas of poverty and targeted neighborhoods to decrease preventable respiratory and developmental harm to residents.

Conceptual Funding Mechanisms for Reparations Initiatives

- Operationalize a \$2 million reparations endowment fund within 4 years through a combination of cannabis tax revenue and funds borrowed from reserves and repaid with annual certified free cash. This plan accelerates the Town’s current commitment of \$2 million for reparations over 10 years.
- Augment the \$2 million endowment fund with monies from the Community Preservation Act and Community Development Block Grants.
- Collaborate with private citizens to establish an associated charity, using the Friends of the Jones Library– a 501(c)3 organization– as a model.
- Pursue additional grant funding through private foundations.
- Pursue special legislation to permit direct cash payments to residents who have experienced specific racialized harms, and collaborate with other municipalities to advocate for statewide legislation that would permit such direct payments.
- Developmental Impact Fee – Impact fees are payments required by local governments of new development (commercial or residential) for the purpose of providing new or expanded capital improvements and infrastructure that serve that development such as water and sewer facilities, stormwater transmission, retention, detention, flood control facilities, roads, streets, bridges, right of ways, traffic signals, parks, recreation, public facilities, revitalization, etc. By adopting an ordinance authorizing the imposition of developmental impact fees on commercial and/or residential development, it creates a steady and long-term source of funding to target capital improvement and infrastructure needs necessary to bridge the gap and reduce barriers to more affordable housing within the City of Charleston
- Private Fund for Reparations - Establish a private, independent fund for reparations to ensure adequate funding for recommendations passed by the Community Reparations Commission. This entity can accomplish goals and accept funding from private entities that City and County cannot. Funders can include banks who participated in redlining and can invest through the Community Reinvestment Act, as well as other private corporations, foundations, and individuals.