

City of Asheville and
Buncombe County Government

COMMUNITY REPARATIONS COMMISSION

Draft Recommendations



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Criminal Justice IFA

1. Criminal Justice #1 - Policing: Black Representation in City and County government employment and programs funded by the City and County pertaining to criminal justice.
 - a. Offering incentives
 - b. Eliminate racial disparities in Court - policies / law through training
 - c. Reduce use of criminal legal resources
 - d. Remove from office
2. Criminal Justice #2 - Training: Mandatory annual periodic or ad-hoc training of public servants in the criminal justice field.
 - a. Eliminate racial disparities in the Courts- increase the number of Black people who participate in the Diversion Programs
 - b. Improve police practices - develop and implement a holistic community-based, trauma-informed, and crime deterrence-focused police academy and professional development strategies for law enforcement.
 - c. Train Justice Services: Train Justice Services, judicial and court adjacent professionals
3. Criminal Justice #3 - Funding/Resources: Allocate funding to support Blacks who have been involved in the criminal justice system.
 - a. Creation of second chance and low barrier housing operating with at least 60% black staffing. Allocate funding to support Blacks who have been involved in the criminal justice system.
 - b. Funds to existing re-entry programs operated by entities composed of at least 60% black staff. Some of this allocation will be used in the expansion and formation of new such programs as well.
 - c. Funding for immediate family members of those who are and or have been incarcerated by the state/city/county. This funding will be used to ensure these households don't fall into poverty, while their family member is incarcerated.
 - d. Drug treatment and prevention programs run by 60% black staff. Some of this allocation will be used in the expansion and formation of new such programs as well.
 - e. For black and local neighborhood advocates that can help anyone in our community that has been affected, with finding housing, employment, transportation and further their education goals.
 - f. Partner with effective community-based nonprofit organizations to increase the number of justice-involved African Americans who successfully enroll and complete rehabilitation programs.
 - g. The creation of groups that will help black people obtain the government funding and grants from these programs. These programs should be staffed by agencies with at least 60% black staff.
 - h. To create a stipend for any and all black community members that would like to attend government meetings such as City council meetings, community center meetings and the like.

Criminal Justice IFA

4. Criminal Justice #4 - School to Prison Pipeline:

- a. Create and implement culturally competent black restorative programs for students prior to them being involved with the justice system and while they are involved with the justice system. (EDUCATION)
- b. Eliminate the usage of discretionary authority by school resource officers in the charging of students for low-level offenses and misdemeanors offenses. (EDUCATION)
- c. Require the mandatory practice of requiring parents or guardians to be notified and present prior to any police officer having custodial interviews with minors in school or in the community. (EDUCATION)

5. Criminal Justice #5 - Accountability: 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).

- d. Enhance Accountability- Create and implement a transparent reporting system for law enforcement efforts, including events attending in the community, speaking at neighborhood meetings, neighborhoods visited building relationships, ect. (ALL IFAs)
- e. Develop and implement performance assessments that are placed with the staffs' job duties and responsibilities.
- f. Funding for the legal teams what will be necessary to safeguard the recipients of these funds from groups that are going to try to sue because of the funds.
- g. External reviews are conducted annually by an independent review board. Looking at policies and practices of police, courts and court officials, and staff, in the judicial system.(This should inform any mandatory training)
- h. Assessment should be conducted consistently of organizations that are currently being funded to determine the success of the programs and that the work is being done.

2.

6.Criminal Justice #6 - Recruitment

- a. (6A) Strengthen recruitment
- b. (6B) Allocate funding to pay black teens a stipend to attend life skills training and allocate funding to create culturally relevant life skills training programs. Also funding for separate adult classes.

Economic Development IFA

1. Black Economic Development Center, Neighborhood Hubs, and Business Corridors
 - a. Create an Economic Development Center for Black Asheville that is centrally located with commercial space for entrepreneurs, job training services, financial education, and a financial institution that is designed for and led by Black residents of Asheville and Buncombe County. Supported industries should include restaurants and food trucks, child care, real estate, construction, and legal services.
 - b. Establish small business incubators and hubs for economic development in each of the historically Black neighborhoods that are community led. Provide each legacy neighborhood \$250k in planning grants to determine their visions for these Community Hubs.
 - c. Establish Black business corridors in close proximity to Black residential neighborhoods and cultural institutions, rebuilding cohesive communities for Black Asheville.
2. Grants for Black-owned Businesses
 - a. Fund existing Black owned businesses with grants of up to \$100,000. Black-owned businesses are more likely to be located in predominantly Black neighborhoods that need the infrastructure and businesses. However, 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.

Economic Development IFA

3. Accountability Recommendations from Economic Development IFA for the City of Asheville and Buncombe County:

- a. Track available funding and incentives from Federal, State, and Local 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. Be active in seeking involvement and feedback from Black residents related to Economic Development.
- b. Track demographic information to measure activities and impacts related to racial equity in economic development programming and investments.
- c. Contract equitably with Black Owned businesses and support effective business development for Black entrepreneurs
- d. The city and county should be model employers for equity in the workplace. The city and county staff should 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.

Education IFA

1. Community Based Education: The following recommendations are for community-based out of school educational opportunities for Black youth in Asheville and Buncombe County:
 - a. Community Based Education Center
 - b. Enrichment Experience
 - c. Educational International Travel
2. Black Students In School Education Programming: The following recommendations are for within school educational opportunities for Black youth in Asheville and Buncombe County:
 - a. Curriculum
 - b. Healing
 - c. Equity Audit
3. HEED- Help, Educate, Employ, Develop
4. Black Teacher Retention Promise: Comprehensive Recruitment and Retention Package for Black educators that includes social, financial, professional, and housing support. As well as ongoing competitive wages and monetary compensation for all Educators (Early Childhood to Higher Education throughout Buncombe County).
5. Education Accountability Task Force
6. Stop the Harm: Disproportionate Suspensions/Expulsions of African American Students from Asheville City/Buncombe County Schools
7. Community Education and Resource Campus
8. Reparations Accountability Task Force: Permanent Reparations Accountability Task Force

Health and Wellness IFA

1. Incorporate payment allocations for years lost
2. Fund Black-owned and Black-led health centers and healing spaces, including birthing centers, healing circles, and other entities that support health and healing among Black people
 - a. Place Health Centers close to predominantly African American Communities
 - b. Pairing doulas with all African-American expectant mothers/birthing people
3. Fund mental health support and healing for Black residents, including adolescents
 - a. Individual payments to use towards mental health and healing-collaborative (not competitive) grants to provide mental health support in various settings
 - b. Increase number of mental health providers of all kinds through fellowships and financial incentives
4. Hold entities/institutions accountable for anti-Black discrimination in health care
 - a. Create a local workgroup of African-American medical practitioners, scholars, and medical/public health professionals to evaluate questionable medical practices and form recommendations to address and repair harms (inclusive of directing audit activities).
 - b. Require county/city to collect data by race/ethnicity for all healthcare services and process, policies and programs administered.
 - c. Utilize city/county leverage to incentivize healthcare entities (Community Health Clinics, hospitals, etc.) to take action.
 - d. Mandate requirements to receive/apply for city/county funding (e.g., must have staff training that meets standards, and have policies and infrastructure to repair harm and address racist actions by providers and other staff).
 - e. Create a Community-led coalition to monitor corrective actions (or partner with entities like the Racial Justice Coalition to assist with oversight).
5. Create a “Reconciliation Initiative” to address harms and create a healing process for Reparations Commission members and others.

Housing IFA

1. Plan and Develop complete communities on reparations land I.e. black owned business:
 - a. Create a Land acquisition program for future development beyond urban renewal (ECON DEV)
 - b. Create a new dollar lot program where parcels of reparations land are set aside for a bid process for aspiring black homeowners for a bid process. (ECON DEV)
 - c. Acquire the South Charlotte Street corridor City-owned property. This would be a mixed-use and mixed income. (ECO DEV)
2. Black Homeownership Financial Literacy and Action Campaign: 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 mortgages in homes they own; OR to rent homes from black home owners and developers.
 - a. Include financial literacy and entrance into the housing authorities self-sufficiency program and provide a reparations financial commitment match to that fund to those who finish the program and purchase a home. More financial matches should be given to those who buy homes from those who are black-owned or a part of a fully planned black community.
 - b. Address the needs of seniors (health and safety). Affordable and fair housing. Home repairs for elderly to age in place.

3. RESOLUTION SUPPORTING HOUSING REPARATIONS IN ASHEVILLE AND BUNCOMBE COUNTY

Reparations Commission: How to Get Involved



- Attend a Commission Meeting held the third Monday at 6:00 p.m. at Harrah's Cherokee Center
- Attend an Impact Focus Area Meeting
- Visit the Asheville Boards and Commissions Page to view meeting agendas and sign up for updates.
- Visit the City's Engagement Hub at <https://publicinput.com/avlreparations>



Email Contact: avlreparationsproject@PublicInput.com

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