# #19

COMPLETE

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**Q1**

Applicant Contact Information

| | |
|---|---|
| Name | **CiCi Weston** |
| ZIP/Postal Code | **28801** |
| Email Address | **ciciweston@aol.com** |
| Phone Number | **8282327433** |

**Q2** **Yes**

Are you a native of Asheville, North Carolina?

**Q3** **Yes**

Are you a current resident of Asheville, North Carolina?

**Q4** **Over 20 years**

If "Yes," how long have you been a resident of Asheville, North Carolina?

**Q5** **Yes**

If not a current resident of the City of Asheville, are you a current resident of Buncombe County?

**Q6** **Over 20 years**

If "Yes," how long have you been a resident of Buncombe County?

**Q7** **Yes**

Do you support the City of Asheville's Reparations Resolution?

**Q8**

Have you been impacted personally by systemic racism in Asheville?

**Yes**

**Q9**

If "Yes," please provide a brief summary of one or more examples

My impact comes in various forms. As an African American business owner, I have sought funding sources and other economic development that were available in the city. It has been a journey in accessing those types of resources that are suppose to be readily available. Before becoming a business owner, I worked with a well known organization that went after the same type of resources. I saw the ease that they had in obtaining the resources. This type of impact runs across the city in our education system as well. Many of the black and brown students struggle to graduate with the type of diploma that will allow them into colleges. They do not receive the same guidance as other students.

**Q10**

If "Yes," In which of the following categories have you been impacted personally by systemic racism in Asheville? (Check ALL that apply)

**Economic Development,**

**Education**

**Q11**

If you have not been impacted by systemic racism personally, please describe your understanding of systemic racism in Asheville, North Carolina

**Respondent skipped this question**

**Q12**

Are you a resident or have you been a resident of any of the following impacted neighborhoods (Check ALL that apply)?

**Southside,**

**Stumptown**

**Q13**

If applicant is or has been a resident of a public housing community in Asheville, please specify which one(s):

**Respondent skipped this question**

**Q14**

Have you completed any cultural competency training programs?

**Yes,**

If "Yes," please describe the training.:

I have received trainings in working with homeless children and resiliency training. The impact of trauma in learning. Work place diversity. Diversity in the learning environment.

**Q15**

Why are you interested in serving on the Community Reparations Commission?

Collective voices of people with different experiences will help drive the plan for how reparations will be distributed in Asheville. I have been working in education with many families through the years in the city. I know the struggles and the sought after solutions for the struggles black and brown families face. It's time to not only look at things differently, but move the conversations to action. This is the only way the needle of healing will move forward. I am ready to create an environment of healing through action. Plus I have a lot of wisdom to bring to the table. As a native of Asheville, I have seen and experienced changes for those of who continue to work toward a better community. I believe the changes will continue to evolve for the better of the black and brown community. A community that value all is one that prospers. Things we value, we tend to put the most energy toward. People from all walks of life need to be a part of the decision making for the reparations.

**Q16**

List any special knowledge, qualifications, and/or experience in the five impact focus areas (and beyond) you will provide as a member of the Community Reparations Commission

I am a long time resident of the Asheville black community. I have ties to many of the African American churches and their leaders. I have worked in the Asheville City School system, the YWCA, and now The Christine Avery Learning Center for 32 years, This work is mostly education. However, with my work in these organizations, I have been able to connect personally with many students and their families over the years. Through the years to the present, I have fought for and along side families for black students to receive equal educational opportunities. Even today, the fight for equality in educational attainment for our black students are still present. This is seen in many forms from white teachers being afraid of our children (especially black boys) to black teachers not receiving the same compensation for the same job done in the schools. Those who were once students that I worked with when they were younger, are now bringing their children to our childcare programs. I have been impacted by the economic development here in the city in that in my business, I am not able to easily obtain some of the same resources that my counterparts can easily obtain. Systems have been put into place to keep organizations like mine from being able to receive top funding. Example: I like to hire blacks who not only know how to motivate and educate our black students well, but those who nurture and encourage. Many whom I hire have struggled to attend institutions of higher education because of money or simply not taking the right track in high school. Therefore, they are having to back track to get the education that is now required for a child care center teacher, in order for the center to receive four or five stars. In order to receive funds for quality, the center must be a four or five star center. In order to be a four or five star center, a certain percentage of the staff must have a higher level of education. This rule applies not only to state guidelines, but local guidelines as well. As someone who supports our people, I am having to pay for my staff to attend school to obtain the educational guidelines so that we as an organization can receive the resources needed for operation.

**Q17**

What do you hope to achieve by serving on the Community Reparations Commission?

I am hoping for many voices with many experiences to be heard. My portion of what I have experienced as a black woman in Asheville is different from another black community member's experience. Our stories matter. Our experiences matter. I am sure that some of what many of us have experienced has been pushed to the back burner. It is time for these things to be brought to the forefront and dealt with so that everyone will have the right to receive what is given to all citizens. Housing that is suppose to be affordable should be affordable. Loans that should be available to all businesses, should be available to all businesses. Land available to purchase should be so that anyone is able to purchase it. Resources to our black communities are often limited. By this I mean that opportunities are not made known as well in our black communities as they are in other communities. I should know what the systems are and steps are to purchasing land if I wanted to purchase land. These things should be readily available in our black communities with the right people giving the knowledge and assistance.

**Q18**

What impact focus areas are of the most interest to you? Please rank from 1st to 5th. If completing this form online, please click and drag in the order of interest.

| | |
|---|---|
| Criminal Justice | **5** |
| Economic Development | **2** |
| Education | **1** |
| Healthcare | **4** |
| Housing | **3** |

**Q19**

What do you believe your greatest contribution will be in serving on the Community Reparations Commission?

My strong connection with the black community. Understanding and knowledge of how to navigate the educational system so that our black students can be more successful. I also believe that some of my experiences will help in moving some of the barriers for others who may encounter the same barriers. I am one who looks to find and implement solutions that will help ease any difficulties presented.

**Q20**

Are you aware of any potential conflicts of interest (i.e. property interest, business interest, etc.) that exist currently or may arise during your service on the Community Reparations Commission if appointed?

**No**

**Q21**

If "Yes," please explain. Potential conflicts of interest may not preclude being appointed.'

**Respondent skipped this question**

**Q22**

Applicant Race (Check ALL that apply)

**Black or African American**

**Q23**

Applicant Gender

**Female**

**Q24**

Applicant Age

**55-64**

**Q25**

What language(s) is/are spoken at your home? Please check all that apply or use "other" to describe.

**English**

**Q26**

Do you have equipment and access to the internet to participate in remote meetings?

**Yes**

**Q27**

What day(s) work best for you to attend meetings on a consistent basis? (Check ALL that apply)

**Monday,**

**Tuesday,**

**Wednesday,**

**Saturday**

**Q28**

What time(s) during the work week work best for you to attend meetings on a consistent basis? (Check ALL that apply)

**Mornings**

**Q29**

What type of support might be helpful to you if you are appointed to serve on the Commission (Check ALL that apply)?

**No additional support needed**

**Q30**

Additional Comments

**Respondent skipped this question**

**Q31**

Signature

| | |
|---|---|
| Name | **CiCi Weston** |
| Date | **January 14, 2022** |

**Q32**

Please list name, phone number, and email address for each of your endorsers:

**Respondent skipped this question**