CITY OF ASHEVILLE REPARATIONS

Project Update

Asheville City Council Meeting
October 12, 2021



Topics

- About TEQuity
- Role of Project Management Team
- Project Phases
- Project Milestones To-Date
- Community Reparations Commission Appointment Process





About TEQuity, LLC

(formerly known as ED3 Group)

- **Management consulting firm** specializing in strategic planning, project management, analytics, and equity initiatives
- Asheville **regional projects**:
  - **NCDOT** Minority and Woman Small Business Capacity Enhancement (SBCE) Initiative for Western North Carolina (31 counties)
  - E**conomic Leakage Study** for Asheville MSA for the New Economy Coalition
  - City of Asheville's **Disparity Study –** Community Engagement

TEQUITY

REPARATIONS PROJECT

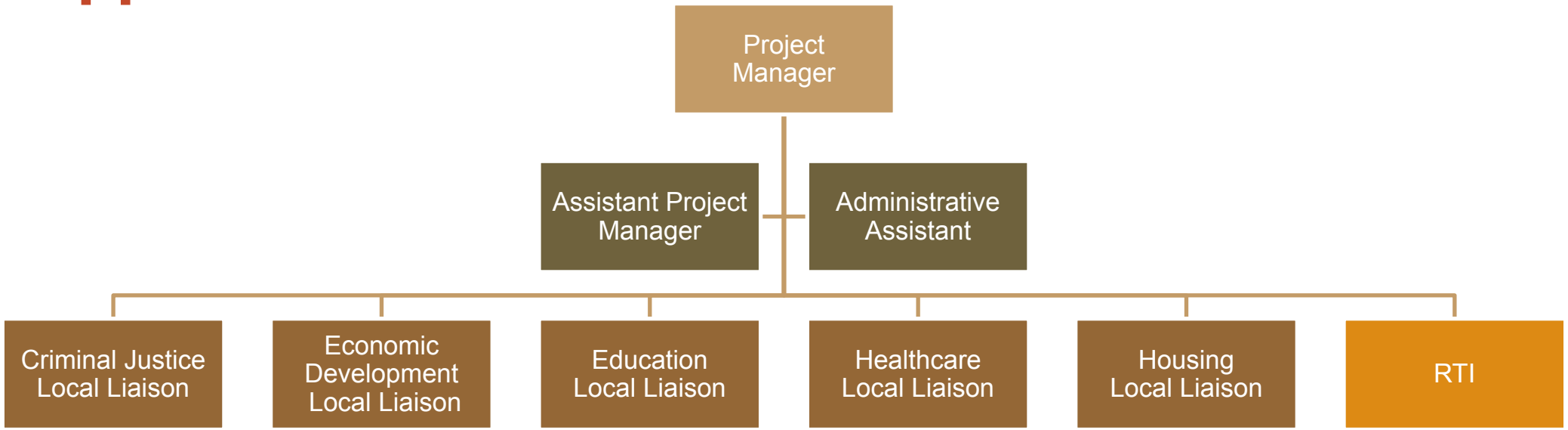


Role of Project Management Support Team

- **Support the work of the Community Reparations Commission**
  - Creating **project management structure** designed to support Commission in producing key deliverables
  - Establishing **research infrastructure**
  - Providing **facilitation support** by impact area
  - **Formalizing resource affiliations** with community-based organizations
  - Sharing **information** with community
  - **Institutionalize knowledge** gained for implementation efforts and/or future projects



Reparations Project Management Support Team





Reparations Project Phases

Activity	Description
Activity 1:	Project Initiation
Activity 2:	Formation of Community Reparations Commission
Activity 3:	Reparations and Impact Area Research
Activity 4:	Short-Term Recommendations
Activity 5:	Medium-Term Recommendations
Activity 6:	Long-Term Recommendations
Activity 7:	Final Report
Activity 8:	Close-Out



Project Milestones To-Date

- Project Management Services **contract awarded** to TEQuity, LLC and approved on September 14, 2021
- Project **kick-off meeting** with City of Asheville and Buncombe County staffs
- Identification of **local liaisons/facilitators** for each impact area: criminal justice, economic development, education, healthcare, housing
- **Meetings** with Communications and Public Engagement staff, ITS/Office of Data and Performance, City Clerk's Office, and City Attorney
- Development of Community Reparations Commission **nomination and application process** and form



Community Reparations Commission Appointment Process

- **Twenty-five (25)** Community Reparations Commission members
  - **Impacted Neighborhood Representatives**:
    - Thirteen (13) appointments to be selected by neighborhood organizations including:
      - Four (4) neighborhoods historically impacted by Urban Renewal: Burton Street, East End/Valley St., Shiloh, Southside
      - Housing Authority communities and other neighborhoods (e.g. Stumptown)
    - Neighborhood nomination process
    - Selection process at the discretion of the neighborhood organizations submitting nominations
  - **Impact Focus Area Appointments**:
    - Twelve (12) appointments based on experience and expertise in **criminal justice, economic development, education, healthcare, and/or housing** impact focus areas
      - Six (6) City Council seat appointments
      - Six (6) Buncombe County Commissioner seat



Community Reparations Commission Appointment Process

Timeframe	Activity
October 18, 2021	Begin solicitation of nominations and applications for the City of Asheville's Community Reparations Commission
November / December	Nomination and application submission deadline
	Council application review completion
	Interviews for the six (6) Asheville City Council Community Reparations Commission seats
	Council appointment of six (6) Community Reparations Commission Council seats and announcement of thirteen (13) Commission members nominated by neighborhood organizations
	Interviews for the six (6) Buncombe County Commissioner Community Reparations Commission seats
	Buncombe County Commissioners appointment of six (6) Community Reparations Commission Commissioner seats
December / January	Finalize the appointments to the Community Reparations Commission

REPARATIONS PROJECT



Community Reparation Commission Nomination and Application Forms

City of Asheville
Reparations Commission
Neighborhood Nomination Package

BACKGROUND

On July 14, 2020, the Asheville City Council passed a Resolution Supporting Community Reparations for Black Asheville. The City Council charged the City Manager with establishing a Reparations Commission and a process to develop short-term, medium-term, and long-term recommendations for reparations to redress the harm caused by the City's:

- Participation in and sanctioning of the enslavement of Black people;
- Enforcement of segregation and its accompanying discriminatory practices; and
- Actions in carrying out an urban renewal program that destroyed multiple, successful Black communities.

The Reparations Commission is tasked with issuing a report in a timely manner for consideration by the City into their respective short and long term priorities and plans. This report and the resulting budgetary and programmatic priorities may include but not be limited to:

- Increasing minority homeownership and access to other affordable housing
- Increasing minority business ownership and career opportunities
- Strategies to grow equity and generational wealth
- Close the gaps in healthcare, education, employment, and pay
- Improve neighborhood safety and fairness within the criminal justice system.

REPARATIONS COMMISSION MEMBERSHIP

The Reparations Commission will be comprised of twenty-five (25) members. Thirteen (13) of the Commission members will be nominated by legacy and other neighborhoods in the City of Asheville most impacted by systemic racism. Six (6) members will be appointed by the Asheville City Council and six (6) members will be appointed by the Buncombe County Board of Commissioners through a competitive application process.

Neighborhood Organizations/Associations will be naming the members of the Reparations Commission that they wish to serve as their representatives by submitting a nomination form for each representative. The total number of nominees by Neighborhood Organization is listed below:

Neighborhood Organization	Total Number of Representatives
Burton Street	2
East End	2
Shiloh	2
Southside	2

City of Asheville
Reparations Commission
Application Package

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APPLICANT CONSIDERATIONS

- Applicants must be residents of the City of Asheville
- Please complete one form for each applicant.


REPARATIONS
PROJECT