Manager's Report

September 8, 2020

THE CITY OF ASHEVILLE



Presentation Overview

- On June 9, staff presented a 30/60/90 Day Work Plan and over the past several meetings have updated Council and the community on our work.

- The 30/60/90 Day Work Plan was developed in response to numerous requests from the Black Asheville Demands coalition to address specific racial justice and economic inclusion issues.

- The Work Plan reflects when we would **start** working on these requests.

- Making progress on all the items listed, highlight a few but will focus most on the request to Defund the Police by 50% or to "*Divest resources from the APDs' budget and Invest in long-term safety strategies.*" Community Engagement efforts

30 Days

1. Resolution to remove monuments and creation of task force.
   - ✓ Vance monument scaffolded; Lee monument removed
   - ✓ Task Force held first official meeting on Sept. 3. Cortina Caldwell was selected as the facilitator for the task force. They will meet on Thursdays from 4:30 - 6:30 pm.
2. Work with the community on the renaming of streets
   - ✓ Continuing Community Engagement to develop next steps
   - ✓ Project page will be posted this week

60 Days

3. Continue partnering with Asheville City Schools (ACS) and Buncombe County Schools to address Opportunity Gaps

- ✓ Parks and Recreation partnering with ACS to create community learning centers or learning pods in city facilities
- ✓ Two sites are currently up and running, serving about 40 students. Additional sites will open next week.
- ✓ Anticipate serving up to 300 students as we develop the program and open other locations.
- ✓ Operate 7 days a week 8:00am to 8:00pm

60 Days

4. Initiate conversations with the district attorney's office regarding the probation decision for Mr. Hickman

- ✓ City Attorney's office working with DA's office and Restorative Justice process related to probation process
- ✓ Meeting is scheduled later this week to follow-up with community members

5. Initiate conversations to Defund the Police budget by 50% Defund/Divest/Invest Strategy

90 Days: Work Underway

6. Provide protocol, practices and resource allocation data from the Equity and Inclusion Department on our City Website

- ✓ The City owns several properties that were received through Urban Renewal. We have identified these properties and will not dispose of or sale any of these properties until the City adopts a policy that outlines a process for disposing of this property.
- ✓ Council's Planning and Economic Development Committee will be discussing this at their meeting on Sept. 9.

90 Days: Work Underway

7. Utilize best practices to recruit people of color
   - ✓ Human Resources and individual departments working on recruitment strategies

8. Develop Race and Gender Conscious Policy in response to the disparity study as part of City contracting and procurement.
   - ✓ Draft Policy completed and renamed to Business Inclusion Policy
   - ✓ Previously indicated that Council would review Sept. 8
   - ✓ Policy being sent to Council's Planning and Economic Development Committee to start the review process at their meeting on Sept. 9

60 Days

5. Initiate conversations to Defund the Police budget by 50%

- Defund/Divest/Invest Strategy
- Community Engagement

Reimagining Public Safety in Asheville

Goal: *Determine how the City of Asheville structures department responsibilities and community partnerships in a way that promotes racial equity and economic inclusion.*

THE CITY OF ASHEVILLE

Public Engagement Process

- Step 1 (complete): Get feedback on an approach from key focus groups
- **Step 2 (in process): Host Community Meetings**
- Step 3: Report, Recommendations and Implementation

Selected Facilitators:



Shemekka Ebony Coleman, MS, Founder of Shemekka Ebony, Founder of Black Girl Magic Market, Co-Founder I Am Brilliant and the CROWN Campaign, Raleigh, NC



Glenn Thomas
Project Facilitator, Amplify Community Consulting
Founder and Managing Partner of Leadership Matters Group



Christine Edwards
Founder and Principal
Amplify Community Consulting (Amplify Charlotte)

Public Engagement Process

- Hosted Kick Off Session with Key Community Leaders on Thursday, September 3.

- 99 community leaders invited, 30 attended.

- Focused on getting community leaders to share information about the process and to encourage involvement and participation

Public Engagement Process

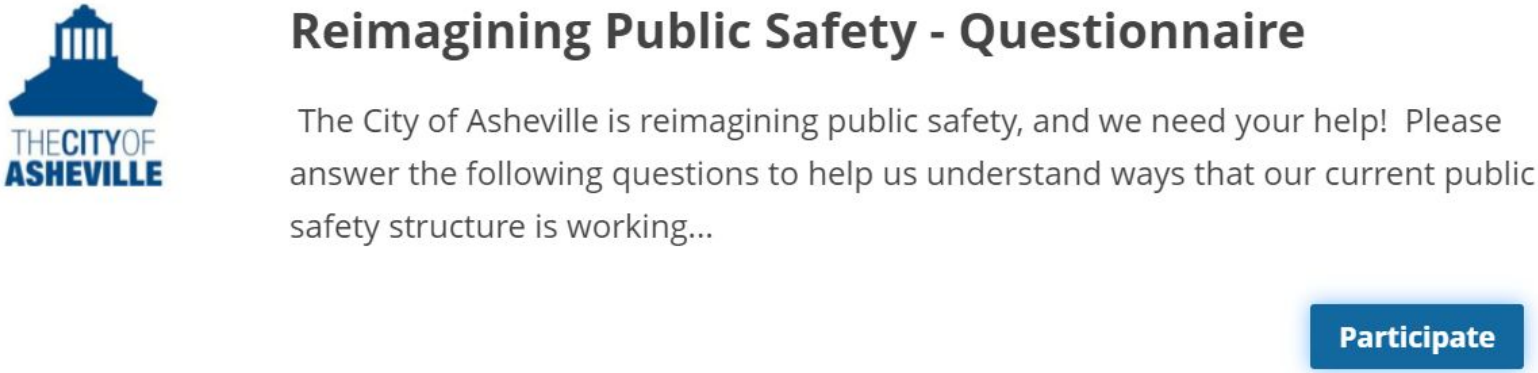
Listening Session #1 DATE: Tuesday, Sept. 8 TIME: 12:30-2:00 p.m. (completed) **Participants - 67**	**Listening Session #2** DATE: Wednesday, Sept. 9 TIME: 12:30-2:00 p.m. LOCATION: Virtual - Join by phone or online	**Listening Session #3 plus Civics 101** DATE: Wednesday, Sept. 9 TIME: 6:00 -7:30 p.m. LOCATION: Virtual - Join by phone or online
Listening Session #4 DATE: Thursday, Sept. 10 TIME: 6:00 -7:30 p.m. LOCATION: Virtual - Join by phone or online	**Listening Session #5** DATE: Friday, Sept. 11 TIME: 11:00 a.m. - 12:00 p.m. LOCATION: Virtual - Join by phone or online	**Listening Session #6 - In-Person Drop-In Event** DATE: Friday, September 11 TIMES: 2:00 - 2:30 p.m. 2:40 - 3:10 p.m. 3:20 - 3:50 p.m. 4:00 - 4:30 p.m. LOCATION: Edington Center, 133 Livingston Street

Reimagining Public Project Page



- www.ashevillenc.gov
- Includes most up to date information
- Information and links to register for Listening Sessions and Drop In Sessions on Friday
- Link to the Survey
- Timeline
- Background
- 2,214 views as of this morning

Reimagining Public Safety Online Survey



- 1,293 people have participated in the survey
- We have representation from all groups identified as most impacted, AND we will stay committed to getting those numbers up.

Outreach

Targeted Outreach Emails, Texts, and Calls:

- Beloved Asheville
- Burton Street
- Do the Write Thing / Asheville City Schools DropOut Prevention
- Downtown Businesses
- East End / Valley Street Neighborhood
- My Daddy Taught Me That
- My Sister Taught Me That
- Shiloh Community Association
- Word on the Street

Social Media: Daily Posts

- Facebook
  - Posted on group sites totaling 25,356 members
- Nextdoor
  - Entire Service Area is 26,674

Other Media:

- WRES Radio Interview with Debra - tomorrow at 9:30
- Press Releases

Public Engagement Process - Next Step

- Report, Recommendations and Implementation

  - Develop Preliminary Recommendations for Divesting/Investing (Sept. 3-22)
  - Implementation of first round of Divesting/Investing Strategies (Sept. 22 and on-going)
  - Begin next round of discussions Nov./Dec.



THE CITY OF
ASHEVILLE
NORTH CAROLINA