Manager's Report

July 14, 2020

THE CITY OF ASHEVILLE



Presentation Overview

I will:

- Provide an update on the 30/60/90 day work plan in response to the Black Asheville Demands coalition requests.

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30/60/90 Day Work Plan

- Over the next several months, as part of my Manager's report I will be updating Council and the community on the 30/60/90 day work plan we developed in response to requests from the Black Asheville Demands coalition.

- The 30/60/90 day work plan is designed to provide a definitive schedule and outline to begin the work necessary to respond to requests from the coalition.

- Plan outlines and assigns duties, responsibilities, timelines for various groups including City departments, City Council and Advisory Committees.

30/60/90 Day Work Plan

	Time	Description	Project Manager	Community Engagement Plan	Tasks	Status	Deliverable(s)	Council Committee
1	30 Days	Resolution to move monuments; shroud Vance monument; and creation of a joint city/county task force https://drive.google.com/file/d/1FeogKRxa361KTXuL-zWwlb1CzVSZzakL/view?usp=sharing	City Council and County Commission/ Staff: Equity and Inclusion - Kimberlee Archie and City Attorney Office - Brad Branham BC Lead: Assistant County Manager - Dakisha Wesley City Technical Team: Richard White, Cathy Ball, Jade Dundas, Ben Woody, Roderick Simmons, Todd Okolichany, Sam Powers City Taskforce Team: Sarah Terwilliger, Stephanie Monson; Nia Davis BC Team: Kassi Day, Lamar Joyner, Lynn Smith, Michael Mace, Rasheeda McDaniels, Rebecca Brothers	Council meeting 6/9/2020 County Commission meeting 6/16/2020	(1) Develop resolution (2) Adopt resolution (3) Communication with owners (4) Shroud monument (5) Jointly develop Task Force recruitment/appointment plan and timeline (6) Appoint Taskforce members (7) Initiate Task Force meetings (8) Prepare Task Force to complete task (9) Support recommendations development (10) Support community engagement of recommendations (11) Submit recommendations to City Council & Buncombe County Commission	(1) Resolution Completed (2) City Council Adopted 6/9; Buncombe County Adopted 6/16 (3) CoA & BC Attorneys drafted letter 6/17; letters mailed 6/19 (4) Vance Monument Shrouded and Lee Monument moved to storage 7/10 (5) Boards & Commission Committee approved plan	(a) UDC remove two confederate monuments by September 16, 2020 (b) Shrouding the monument as soon as possible after June 16, 2020 (c) Establish Vance Monument Taskforce (d) Report of recommendations for removal or repurposing	Boards & Commissions meeting 6/26
2	30 Days	Work with the community, using the AAHC as a resource, to rename streets named after former slave owners and replace with historic local black leaders.	City Technical Team: Ben Woody, Kimberlee Archie, Scott Burnette, Todd Okolichany, Ken Putnam, Stacy Merten, Alex Cole, Stuart Rohrbaugh, Dawa Hitch/Beth Bechel.	Met with African American Heritage Commission on July 9, 2020. The Commission's recommendation was to provide support on identifying names of historic local black leaders, but to not lead the engagement portion of this project. The Commission requested that it be provided updates as this initiative progresses. The project team will meet the week of July 13 to determine an alternative engagement plan.	(1) Revise Street Renaming Policy as needed (2) Identify streets that may need to be renamed (3) Consult with AAHC to identify replacement names using historic local black leaders (4) Prioritize streets for renaming through a public engagement effort (5) Plan implementation strategy in coordination with the community, affected property owners/renters/businesses, and CIty Council.	Team meetings scheduled for 6/19/20; 6/29/20; 7/16/20 Project Folder AAHC meeting July 9, 2020: the Commission will provide support on identifying names of historic local black leaders.	Recommended street name changes to City Council	Public Safety/PED

30 Days

1. Resolution to remove or repurpose monuments and shroud until a decision is reached by a Task Force

   - ✓ Resolution passed unanimously by City and County 6/9 and 6/19 respectively.
   - ✓ Monuments have been removed or shrouded
   - ✓ City and County have received applications to be on the Task Force
   - ✓ Final decisions concerning Task Force members due in the next 30 days

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30 Days

2. Work with the community on the renaming of streets - process already in place to rename any city street

- ✓ African American Heritage Commission met to discuss on July 9, 2020. The Commission's recommendation was to provide support on identifying names of historic local black leaders, but to not lead the engagement portion of this project.
- ✓ Public engagement process is being developed.

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60 Days

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

    - Schedule meeting with Superintendent to discuss path forward for Equity Collaboration Initiative

    - Early August determine next steps for initiative

60 Days

4. Community conversations around budget to support transparency and needs.
   - ✓ Developing community engagement process
   - ✓ Meeting with key groups and individuals to test and further develop the proposed engagement process
   - Plan to launch broader community engagement process in early August
   - Seeking input to determine how to provide services that advance social, economic and racial equality.

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60 Days

5. 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

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90 Days

6. Provide protocol, practices overview of assessment, plans and implementation by CIty government; and resources allocation data from the Equity and Inclusion Department on the City's Website.
   - ✓ Requested and received clarification as to the request
   - ✓ Assessing and documenting the role of the Office of Equity and Inclusion
   - ✓ Determining amount of influence and impact of this department on decision making related to City policies, budgets, hiring practices, contracting, etc.

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90 Days

7. Better understand and work through solutions for:
    - Creation of “Harm Free Zones”
        - ✓ Research to gain better understanding of what it is and legality
    - All Civilian Oversight Committee
        - ✓ Draft proposals completed
        - ✓ Negotiations with PBA ongoing

90 Days

8. Utilize best practices to recruit people of color
   - ✓ Work underway to review job descriptions and training requirements
9. Develop Race and Gender Conscious Policy in response to the disparity study as part of City contracting and procurement.
   - ✓ Proposed draft policy being developed
   - ● Committee review and then to full Council in September

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Moving Forward

- We have heard the community.
- We want to respond and move forward together.
- Racism is a systemic problem, bigger than police and the City cannot solve it alone and within 90 days.
- The solutions need to be strategic and collaborative.
- We will engage with the public as well as County government, schools, health care providers, the private sector and other organizations to address social and economic disparities.

Questions

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