



Advisory Council on Reparations

Friday, January 19, 2024

2 PM – 4 PM

Meeting in person and via Zoom

[Join by Zoom](#)

Meeting ID: 861 3247 5264

Passcode: 120589

JANUARY MEETING AGENDA

1. Call to Order
2. Attendance
3. Approval of the Meeting Minutes
 - a. December 17, 2023
4. Public Participation (up to 3 minutes per speaker)
5. Council Response to Public Participation
6. Finalize By-Laws
 - a. Consensus voting discussion
7. Retreat Information
8. Adjourn



Advisory Council on Reparations

Friday, December 15, 2023

2 PM – 4 PM

Meeting in person and via Zoom

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DECEMBER DRAFT MINUTES

1. Call to Order
2. Attendance
 - a. Present: Bri Carpenter, Justin Hodge, Michael Steinberg, Julie Steiner, Conan Smith, Anna Taylor-McCants, Brandon Tucker, Andre Watson
 - b. Absent: Hazelette Crosby-Robinson
3. Approval of Minutes
 - a. Moved by: Justin
 - b. Seconded by: Conan
 - c. Approved: Unanimously Approved
4. Public Participation (up to 3 minutes per speaker)
 - a. None

5. Council Response to Public Participation

- a. None

6. Overview of Reparations Efforts Across the United States

- a. Presentation by Alize Asberry Payne, Racial Equity Officer
 - i. Full presentation attached to Minutes
- b. Ypsi Study on Covid-19:
 - i. <https://www.washtenaw.org/DocumentCenter/View/30007>
- c. Harvard Study:
 - i. <https://www.sciencedirect.com/science/article/pii/S0277953621000733#>
- d. Link to Reparations Documentary airing on MLK Day:
 - i. <https://www.amdoc.org/pressroom/cost-inheritance-america-reframed-special/>
- e. California Reparations Report:
 - i. <https://oag.ca.gov/ab3121/report>
- f. Questions:
 - i. What is the scope of this Council?
 - 1. AAP- We can offer recommendations, but do not have legislative authority. Do not be confined by figuring out how to make it work, you can think big and make grand recommendations.
 - 2. JH- Do the recommendations need to exist within the authority of the board?
 - a. AAP- No. This Council can make recommendations outside of what the County Board is capable of enacting themselves.
 - 3. AW- How long has the County been working on reparations?
 - a. AAP- County Government has been explicitly working on this for the last 3 years. Unsure of how long community members have been working on it.
 - 4. MS- All of these programs had people documenting the history of discrimination within their jurisdictions. Many researchers, PhDs, etc. Believes we should develop a

plan for hiring these folks. Would the County hire folks for this council?

- a. JH- Suggests passing a resolution to hire staff for the council.
5. AW- Agrees, summarizes that consensus of the group is to hire someone.
6. CS- Extra support is necessary to get us to the point where we want to go. Suggests we should outline what that looks like in order to secure a budget to get this done. Believes the group should define deliverables.
7. AW- Let's work to define these roles.
 - a. MS- we need a group to author a report on the history of discrimination in Washtenaw County and done by Washtenaw County to support it if it is ever challenged in court.
 - b. What do we need? A resolution?
 - i. AAP- framing what you are trying to get out of the process will help inform what types of support are needed.
 - ii. JH- You need to pass bylaws first, and then you can pass a resolution urging the hiring of staff.
8. CS- is Dr. Lewis's work here or is it national in scope?
 - a. AAP- National in scope.
9. AAP- I am hearing a few different things:
 - a. Taking some time to chart out and explore what this body thinks it needs and direction it wants to go from where we stand today
 - b. Without dedicated, directed support the project will not move in the way that it needs to move, and it will stall.
 - c. Guidance is to take initial time to do some of that initial development charting work and create a timeline for when you would like that work to be done.
10. AW- Agrees with this pathway forward.

11. MS- Did Evanston hire someone to lead the work? Can you bring us back a report of what staff exists on projects around the country?

a. AAP- They had someone who was leading the work for 20 years. Are there any community historians that we could identify to help?

7. By-law Discussion

a. The group was not comfortable deciding on voting consensus without MS being present.

b. MS- clarification on supermajority definition.

i. If we are going to aim for consensus, we should talk about how that works. His concern is that the committee does not reach roadblocks that prevent from doing work.

c. ATM- advocates for supermajority

d. CS- principles of consensus have us to have issues orientated conversations to seek understanding and even with the best understanding sometimes there is still division.

e. CS- Suggests setting at 2/3 of members present and pushing for consensus

f. BC- is there a way to still do it by member without creating a ratio that doesn't make sense.

g. CS- In a consensus process, you put forward a policy for consensus if no one disagrees, you go forward.

h. ATM- How we make decisions is important for how we move forward.

i. JS- Everyone feels the same way that you do, but the reality is that a potential situation could arise where we are not in 100% agreement. Does not think that we will always be there.

j. MS- We should always TRY to get to consensus, but there are very complicated discussions going on today to determine who should receive reparations. Should it only be decedents of slaves? Indigenous folks? All black people?

k. AAP- Points I would like to lift up:

i. It raises some concern for me that if there is a deep philosophical divide around the definitions that govern your

work that there could be a process that moves forward with 1/3 of your body that is uncomfortable with it.

- ii. It is not just about the outcome; it is about the way that the processes are made.
- iii. If you are not able to align around a fundamental framework of what justice or area of impact looks like, that is not an area that should be moved around but be worked through.
- iv. What decisions need to be made by consensus and what decisions are okay to be made by supermajority?
 - 1. MS- this decision would be defined by the Chair.
- l. JH- would hate to have 1/3 of the board say they don't agree with the final product.
- m. JS- Can we bring models to review?
 - i. MS- Can bring a quaker model
 - ii. ATM- vote by a supermajority if we also have a clause about whoever we determine in our phrase of justice/scope/etc. If people who fall into that category do not veto it.

8. Retreat

9. Adjourn

Ashley Hall

From: Anna Taylor-McCants <pastoranna@fedupministries.org>
Sent: Thursday, December 28, 2023 6:19 PM
To: Jule Steiner
Cc: Michael Steinberg; Alize Asberry Payne; Andre Watson; Ashley Hall; Brandon Tucker; Conan Smith; Hazelette Crosby; Justin Hodge; bcarpenter
Subject: Re: Advisory Council on Reparations - Consensus Decision Making

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Hey Team,

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Consensus decision making can be traced back to Native American times and the early Quaker days. Choosing a consensus decision making process for our group would honor the spirit of many of those who deserve reparations.

I'd love to talk about this once more and hopefully move forward as a unit so that the work we do has both integrity and rock solid support when it goes before the Board of Commissioners. Happy New Year!

Anna

On Sat, Dec 16, 2023 at 10:00 AM Anna Taylor-McCants <pastoranna@fedupministries.org> wrote:

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Anyway, I will send some links soon. We'll get there and move forward soon enough, y'all!

Blessings,
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Rev. Anna Taylor-McCants +
she/her/hers

Pastor, Mission Developer, Executive Director
FedUp Ministries, Southeast Michigan Synod ELCA
Co-Chair Hunger Team, SEMI Synod ELCA

fedupministries.org
865.300.7078 - cell

On Dec 15, 2023, at 11:48 PM, Julie Steiner <juliesteiner2@gmail.com> wrote:

Thanks Michael. So good to have some models to base our decision-making around.

Happy holidays everyone!

Julie Steiner (she/her/hers) [GLSEN Pronouns guide](#)

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734/834-5989

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Have a great holiday everyone! -Mike

Michael J. Steinberg

Pronouns: he, him, his

*Professor from Practice and Director of the
Civil Rights Litigation Initiative*

University of Michigan Law School

734.615.2407

mjsteinb@umich.edu

801 Monroe St., 362 Legal Research Bldg.

Ann Arbor, MI 48109



On Mon, Nov 27, 2023 at 8:09 AM Ashley Hall <halla@washtenaw.org> wrote:

Hello Advisory Council on Reparations,

Updating this calendar invite to go through the end of 2024. All Advisory Council on Reparations Meetings will be held at the Learning Resource Center at [4135 Washtenaw Ave](#) in Ann Arbor in the Huron Room, but there is an option to meet virtually if you are unable to attend in person. The zoom link is below.

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Ashley Hall

From: Conan Smith <conanmichaelsmith@gmail.com>
Sent: Sunday, January 7, 2024 8:39 PM
To: Alize Asberry Payne
Cc: Justin Hodge; Andre Watson; Ashley Hall
Subject: Re: A Few Reparations Council Things

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Great on OMA. :-) Thanks!

Conan Smith
m. 734-926-5270

On Wed, Jan 3, 2024 at 6:00 PM Alize Asberry Payne <asberrypaynea@washtenaw.org> wrote:

Hi Conan,

I am just getting caught up with email, it looks like Ashley was not included on your original communication. I am folding her in here.

I am happy to put together a comparative document.

Just a FYI, the Council is bound by FOIA – as are all County operations, but is not subject to OMA. OMA requires that meetings occur in person and it was a barrier for participation.

Best,

Alize

Alize Asberry Payne

Racial Equity Officer

Washtenaw County, Michigan

asberrypaynea@washtenaw.org

O: 734.222.6713

C: 734.478.3955 (texts welcome)

From: Conan Smith <conanmichaelsmith@gmail.com>

Sent: Thursday, December 28, 2023 9:40 PM

To: Alize Asberry Payne <asberrypaynea@washtenaw.org>; Justin Hodge <hodgej@washtenaw.org>; Andre Watson <advisoraw@gmail.com>

Subject: A Few Reparations Council Things

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Hi all, I hope you're enjoying a pleasant end to 2023. My office is closed this week, which is such a nice opportunity to recover from overeating and close out year end tasks with less distraction. I want to present a few things for your consideration, and I don't need any response, so please don't take any time with that.

On Consensus Decision-Making

Justin, there seems to be a high passion to have our group work via consensus and a genuine concern that future members of our group may not be so amenable to the work and might use the consensus process to disrupt it. I think it might be useful for you as our Commission liaison to note that the bylaws are ours to recommend but are ultimately adopted by the Board, which does not act via consensus. Thus, we would always have a safety valve in sense: we might operate under bylaws that require consensus knowing that if something goes awry a simple majority vote of the BOC can change that rule.

Council Communications

Ashley, I'm assuming that DL-CouncilOnReparations is a distribution list that includes all the relevant people. It might be useful to reinforce that list address with folks to ease group communications and so that side conversations (which should ultimately be subject to FOIA) are properly captured. Similarly, folks should probably be cautioned against deep discussions via email so as not to violate OMA. The information exchanges that have happened so far (which I don't think you're copied on) are probably fine, but if they develop into debates about the work that would be a bridge too far. Finally, on a personal level, I really need to have meeting packets the weekend before the meeting to allow for time to review them. I'm sure this would be valuable to others as well if it is at all possible.

Comparative Analysis of Models

Alize, your summary of what other entities are doing was quite helpful. I think the Council would benefit from a summary comparative analysis of those models against the most interesting factors (e.g. missions, target beneficiaries, reparations approaches... e.g. financial or policy). I think that would help us figure out our own positioning in relation to the national context.

Thanks for your attention!

Conan

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Just sharing more information for consideration.

See you all in a couple of weeks.

Peace in this new year for all.

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Good morning everyone, snow at last.

Here is a link to the full California Task Force Full report: <https://oag.ca.gov/ab3121/report>

Here are the 3 reports from NPR Market Place I listened to this week:

- 1) Jan 3: <https://www.marketplace.org/2024/01/03/2024-will-be-a-big-year-for-the-reparations-debate-in-california/>
- 2) Jan 4: <https://www.marketplace.org/2024/01/04/who-would-be-eligible-for-california-reparations/>
- 3) Jan 5: <https://www.marketplace.org/2024/01/05/if-reparations-arent-politically-viable-whats-the-next-best-thing/>

Happy Listening:

[@Alize Asberry Payne](#) and [@Justin Hodge](#) Do you have any updates on filling the remaining seats on the Commission?

Thanks everyone.

julie

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This is an older article about the conversation and 5-4 vote in

California. <https://www.npr.org/2022/03/30/1089629383/california-group-votes-to-limit-reparations-to-slave-descendants>

Julie, do you have a link to listen to the newest information?

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On Sat, Dec 16, 2023 at 10:00 AM Anna Taylor-McCants <pastoranna@fedupministries.org> wrote:
Thanks for sending these along Michael. I will try to send some information before Christmas as well. I'm supply preaching like four times in the next week with Advent, the Longest Night, Christmas Eve; and Christmas, so my head is in church world at the moment.

My biggest reason for supporting consensus is that it gives everyone in the space the exact same power when making decisions. We do not live in a world where people have equal power in decision making spaces.

Anyway, I will send some links soon. We'll get there and move forward soon enough, y'all!

Blessings,
Anna

Rev. Anna Taylor-McCants +
she/her/hers

Pastor, Mission Developer, Executive Director
FedUp Ministries, Southeast Michigan Synod ELCA
Co-Chair Hunger Team, SEMI Synod ELCA

fedupministries.org
865.300.7078 - cell

On Dec 15, 2023, at 11:48 PM, Julie Steiner <juliesteiner2@gmail.com> wrote:

Thanks Michael. So good to have some models to base our decision-making around.

Happy holidays everyone!

Julie Steiner (she/her/hers) [GLSEN Pronouns guide](#)

J. Steiner & Associates

A social justice perspective on homelessness systems, programs, and training.

734/834-5989

Caring for myself is not self-indulgence. It is self preservation, and that is an act of political warfare."

-Audre Lorde, "A Burst of Light"

On Fri, Dec 15, 2023 at 5:21 PM Michael Steinberg <mjsteinb@umich.edu> wrote:

While it was still fresh on my mind, I thought I would be helpful to share with everyone what I consider to be a good guide on the theory behind, and practice of, consensus decision making from Seeds for

Change: <https://www.seedsforchange.org.uk/shortconsensus>. I highly recommend looking at this.

Having worked in peace groups and Quaker schools, I'm a strong proponent of operating by consensus, even if it takes a lot of hard work and considerably more time than majority rule. For the reasons stated at the meeting, I'm also support of having an escape clause if the chair/facilitator decides that it's necessary.

Additionally, if we're looking for models, here is the section of the bylaws of a Quaker organization, Oak Grove School Foundation, where I'm a board member. I'm certainly not wedded to the procedure below and I'm open to other models. (And I don't feel strongly enough about this issue to block consensus.) It should be noted that, while the model below has an escape clause for majority rule when consensus can't be reached, we have never had to use it in my three years with the organization.

C. Rule of order and procedures for the conduct of all meetings of the corporators and committees shall be in accordance with the process of consensus except where these By-Laws provide for a particular alternative, or when the chairperson shall determine that an alternative is necessary. At these times, actions will be taken by Roberts' Rules of Order and by majority vote of those present and voting at a meeting unless by a larger number than majority, if required by law, Roberts' Rules of Order or by these By-Laws.

Have a great holiday everyone! -Mike

Michael J. Steinberg

Pronouns: he, him, his

Professor from Practice and Director of the

Civil Rights Litigation Initiative

University of Michigan Law School

734.615.2407

mjsteinb@umich.edu

801 Monroe St., 362 Legal Research Bldg.

Ann Arbor, MI 48109



On Mon, Nov 27, 2023 at 8:09 AM Ashley Hall <halla@washtenaw.org> wrote:

Hello Advisory Council on Reparations,

Updating this calendar invite to go through the end of 2024. All Advisory Council on Reparations Meetings will be held at the Learning Resource Center at [4135 Washtenaw Ave](#) in Ann Arbor in the Huron Room, but there is an option to meet virtually if you are unable to attend in person. The zoom link is below.

Join Zoom Meeting

https://washtenawcounty.zoom.us/j/86132475264?pwd=kjmxERVbO70Zhe3L58bp_ehbTZaPE3G.1

Meeting ID: 861 3247 5264

Passcode: 120589

One tap mobile

+13017158592,,86132475264# US (Washington DC)

+13126266799,,86132475264# US (Chicago)

Dial by your location

- +1 301 715 8592 US (Washington DC)
- +1 312 626 6799 US (Chicago)
- +1 470 250 9358 US (Atlanta)
- +1 470 381 2552 US (Atlanta)
- +1 267 831 0333 US (Philadelphia)
- +1 206 337 9723 US (Seattle)
- +1 213 338 8477 US (Los Angeles)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)

Meeting ID: 861 3247 5264

Find your local number: <https://washtenawcounty.zoom.us/j/khQqhCXOd>

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Rev. Anna Taylor-McCants +
she/her/hers

Pastor, Mission Developer, Executive Director
FedUp Ministries, Southeast Michigan Synod ELCA
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Reparations

- Alize Asberry Payne
- Racial Equity Officer
- Washtenaw County, Michigan
- December 2023

Washtenaw County Context

Total population
368k



Median household
income \$75,730:
\$25K~ increase
over 10 years



Percent of people
in poverty 12.0% :
3%~ decrease over
10 years

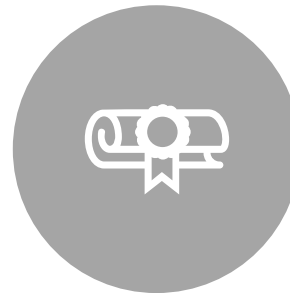


Median home value
\$ 278,500: \$80k~
increase over 10
years

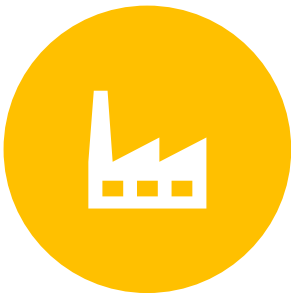
Washtenaw County Economic Snapshot



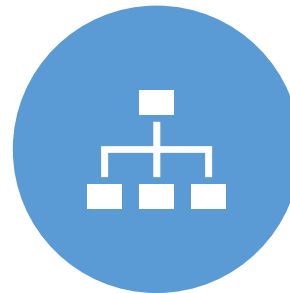
Top three economic sectors



Educational services, health care, and social assistance
38.7%



Manufacturing 10.7%



Professional, scientific, management, and administrative and waste management services 11.1%

The Local Case for Reparations

We followed the data

Pandemic Response: Impact of Covid-19 in Ypsilanti

33% of Black respondents disagree or strongly disagree that an eventual COVID-19 vaccine will be safe and effective, versus 14% of white and 11% of Latinx respondents



35% of Black respondents report having friends and family members die from COVID-19, versus 9% of white and 15% of Latinx respondents.



57% of Black respondents report not being able to meet a \$400 unexpected expense, versus 36% of white and 30% of Latinx respondents.



58% of Black respondents feel COVID-19 is very serious for themselves personally, versus 40% of white and 34% of Latinx respondents.



92% of white and 89% of Black respondents report having health insurance, versus 78% for Latinx respondents.



19% of Black and 15% of Latinx respondents report not having privacy at home to do virtual learning, versus 6% of white respondents

48% of Black respondents think they are not eligible for expanded unemployment insurance benefits, versus 29% of white and 25% of Latinx respondents



41% of Black and 36% of Latinx respondents report being late with utility payments, versus 15% of white respondents



75% of Black respondents rent their residence, versus 39% of white and 41% of Latinx respondents.



25% of Latinx respondents report a lack of communication with teachers during the transition to virtual learning, versus 9% of white and 9% of Black respondents



36% of white respondents report visiting another residence, versus 23% of Black and 25% of Latinx respondents



19% of Black and 12% of Latinx respondents report not having a checking account, versus 6% of white respondents



SCHOOL OF SOCIAL WORK
CENTER FOR EQUITABLE FAMILY
& COMMUNITY WELL-BEING
UNIVERSITY OF MICHIGAN

IMPACT OF COVID-19 IN YPSILANTI

Based on survey results of 607 residents in the 48197/48198 zip codes from June 12 to August 21, 2020



Overall Social Vulnerability¹



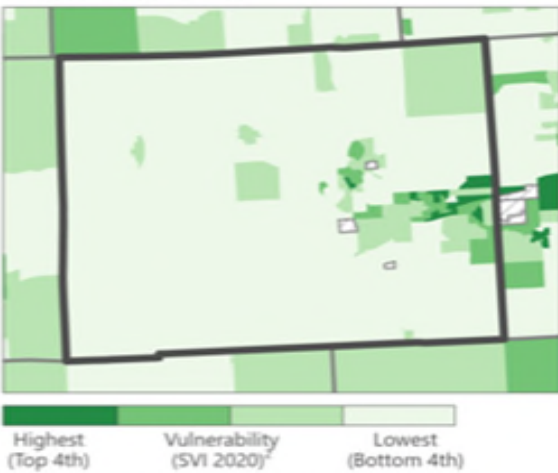
Social vulnerability refers to a community's capacity to prepare for and respond to the stress of hazardous events ranging from natural disasters, such as tornadoes or disease outbreaks, to human-caused threats, such as toxic chemical spills. The **CDC/ATSDR Social Vulnerability Index (CDC/ATSDR SVI 2020)**⁴ County Map depicts the social vulnerability of communities, at census tract level, within a specified

county. CDC/ATSDR SVI 2020 groups **sixteen census-derived factors** into **four themes** that summarize the extent to which the area is socially vulnerable to disaster. The factors include economic data as well as data regarding education, family characteristics, housing, language ability, ethnicity, and vehicle access. Overall Social Vulnerability combines all the variables to provide a comprehensive assessment.

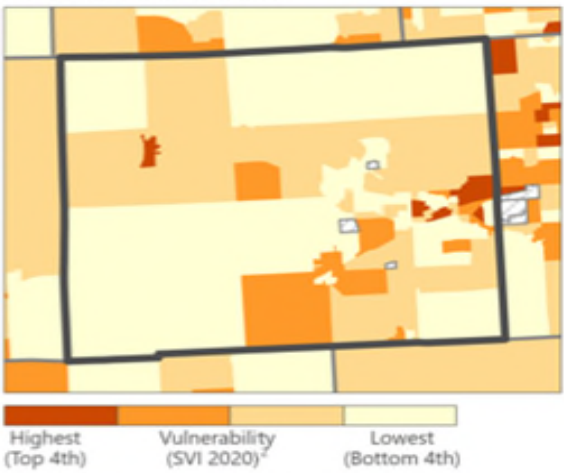
CDC/ATSDR SVI Themes



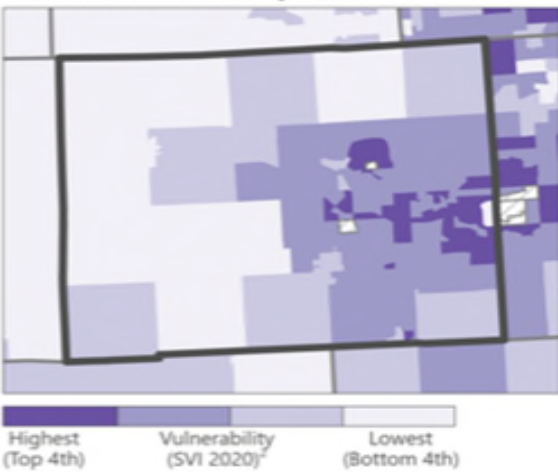
Socioeconomic Status⁵



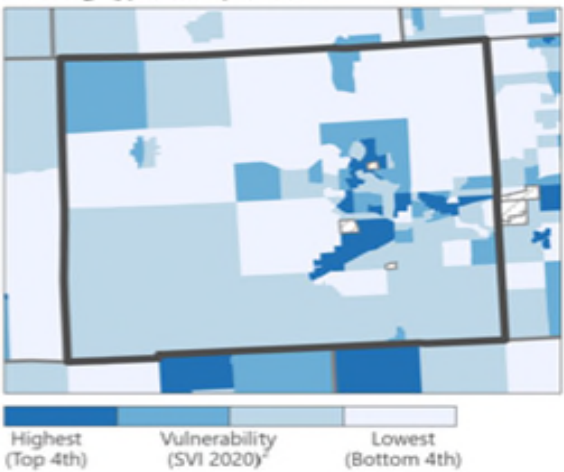
Household Characteristics⁶



Racial and Ethnic Minority Status⁷



Housing Type/Transportation⁸



Data Sources: ¹CDC/ATSDR/GRASP, U.S. Census Bureau, Esri® StreetMap™ Premium.
Notes: ²Overall Social Vulnerability: All 16 variables. ³Census tracts with 0 population. ⁴The CDC/ATSDR SVI combines percentile rankings of US Census American Community Survey (ACS) 2016-2020 variables, for the state, at the census tract level. ⁵Socioeconomic Status: Below 150% Poverty, Unemployed, Housing Costs Burden, No High School Diploma, No Health Insurance. ⁶Household Characteristics: Aged 65 and Older, Aged 17 and Younger, Civilian with a Disability, Single-Parent Household, English Language Proficiency. ⁷Race/Ethnicity: Hispanic or Latino (of any race), Black and African American, Not Hispanic or Latino, American Indian and Alaska Native, Not Hispanic or Latino, Asian, Not Hispanic or Latino, Native Hawaiian and Other Pacific Islander, Not Hispanic or Latino, Two or More Races, Not Hispanic or Latino, Other Races, Not Hispanic or Latino. ⁸Housing Type/Transportation: Multi-Unit Structures, Mobile Homes, Crowding, No Vehicle, Group Quarters.
Projections: NAD 1983 Michigan Geoid Meters.
References: Flanagan, B.E., et al., A Social Vulnerability Index for Disaster Management. *Journal of Homeland Security and Emergency Management*, 2011. 8(1).
CDC/ATSDR SVI web page: <https://www.atsdr.cdc.gov/placeandhealth/svi/index.html>.

What are social determinants of health?

Social Determinants of Health



- **Social determinants of health (SDOH) are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.**
- **SDOH can be grouped into 5 domains:**
- **Economic Stability**
- **Education Access and Quality**
- **Health Care Access and Quality**
- **Neighborhood and Built Environment**
- **Social and Community Context**

Ypsilanti COVID-19 Study

The original goal of the project was to survey 500 low-income, African American Ypsilanti residents on the impact of COVID-19 over a 6 week period.

Giving voice to the needs of those disproportionately affected by COVID-19, and ensure local health and economic responses attend to issues of equity.

We had more than 600 responses in 3 weeks.

Harvard Medical School COVID-19 Reparations Research Study 2021

Black Americans are suffering from a disproportionate incidence of COVID-19.

This disparity is driven by structural racism.

The potential health impacts of racial-justice interventions are rarely explored.

Reparations for Black Americans would have decreased their COVID-19 risk.

A reparative program would also have decreased R_0 for the population at large.

Exploratory Committee on Reparations

2-year cross-sector volunteer committee tasked with exploring how Washtenaw County at a local level as a government institution could address reparations



Formed with Commissioner support to provide policy recommendations with the goal of informing American Rescue Plan Act (COVID-19 Relief) allocation process & county strategic master plan

Transition to a public body



WASHTENAW COUNTY ADVISORY
COUNCIL ON REPARATIONS



PUBLIC BODY APPOINTED BY THE
BOARD OF COMMISSIONERS



COMMUNITY DRIVEN
FRAMEWORK

Government & University Partnership

Crafting Democratic Futures
Project with University of
Michigan Team & National
Network

Crafting Democratic Futures Project Reparations Definition

Defined as reparations as any attempt to repair the historical harms and contemporary injustices committed against African American and Native communities as a result of policies and practices installed during the periods of chattel enslavement, Jim Crow, and mass incarceration. While this can include financial redress from the U.S. government, it can also include a national apology, and educational, housing, and healthcare programs. Rather than place strict parameters around reparations solutions, CDF emphasizes the importance of a nuanced, humanistic approach that centers on local histories in telling a fuller account of racial harm and informing the solutions that follow; all in the spirit of repair and reconciliation.

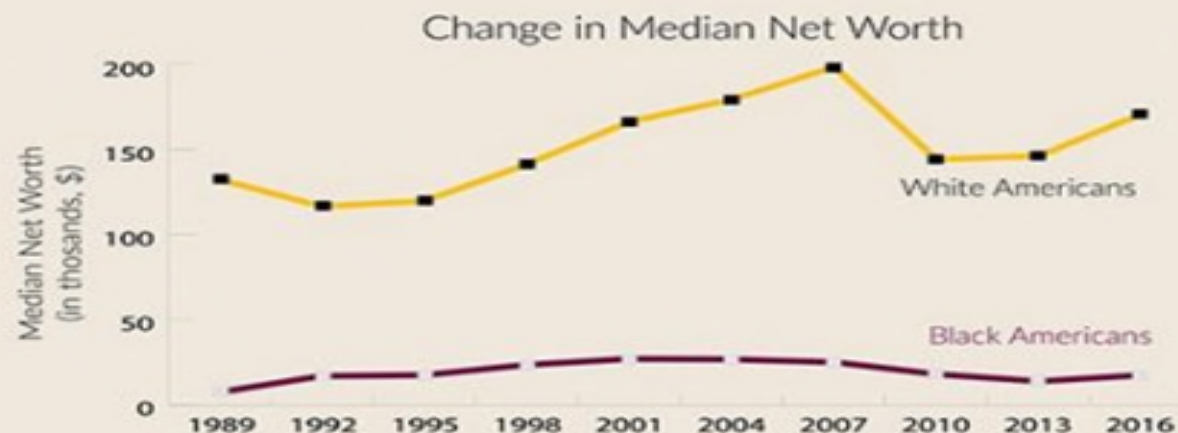
Why We Need Reparations

The wealth gap between white and Black Americans has persisted throughout U.S. history and is still growing in size. From 2013 to 2016, the difference in median net worth between white and Black households increased by \$23,000.

The median net worth of a typical white family is

10x

greater than the net worth of a typical Black family.



Differences in homeownership, education, and income continue to widen the racial wealth gap among other disparities, providing white households with equity and capital that Black families often don't have access to.



of white households are homeowners



of Black households are homeowners

On average, homes are valued at \$215,800 among white families but only \$94,400 among black families

The median net worth for **college-educated** white Americans is \$397,100 but only \$68,200 for Black Americans

\$1.5 trillion

could be restored to the U.S. economy through consumption and investment from reparations

H.R. 40
(2019)

is a bill proposed in Congress that seeks to establish a committee for developing federal reparation proposals

Local governments

in Evanston, IL and Asheville, NC are already providing reparations for Black Americans in their cities through tax revenue and community investments respectively



Individual payments to the descendants of the enslaved can help pay back stolen wages and atone for historic and ongoing damages inflicted on Black communities. Experts estimate that \$14 trillion in total could virtually eliminate the racial wealth gap.



Down payment and revitalization grants for Black homeowners can help lower disparities in home ownership and rebuild neighborhoods that have suffered from redlining and other discriminatory housing practices.



Many American colleges were built using slave labor. Student **debt forgiveness, tuition remission, and investment** into HBCUs can help ensure more equitable opportunities for Black Americans who continue to face socioeconomic barriers to securing loans and paying for college.



"Baby bonds" given to newborns based on the net worth of their families can help middle and low income children pay for education, start a home or business later in life and would cost 2% of the national budget.



Grants for Black-owned businesses can help Black families build capital and revitalize communities by hiring more employees, purchasing property, and more. Black-owned businesses continue to struggle to secure bank loans for these ventures.

Challenges in Implementation of Reparations Efforts

Legal doctrine, political
support, public response

Carnegie Mellon University

The team at Carnegie Mellon University will bring together the work of college and university humanities scholars with community-based organizations and local Pittsburgh activists to produce a manuscript that captures a comprehensive new history of African American experience in Pittsburgh from its inception during the late colonial era to the contemporary period. Using oral histories as well as archival research, this project will document past and present racial injustices alongside the social and political movements to combat inequality. Further, this project will illuminate the complex role that colleges and universities have historically played in movements for racial justice. This new history will ultimately serve as the foundation for crafting reparations policy recommendations at all levels of government.

Concordia College

The Concordia CDF team aims to engage in research and restorative action for Indigenous people in western Minnesota and eastern North Dakota, home to Native/Indigenous communities of Anishinaabeg/Ojibwe and Dakota Sioux heritage. This project will confront the realities of systemic racism that impact the education, economic opportunities, and lives of Native American/Indigenous peoples and people of color. Specifically, the team will focus on the intergenerational trauma induced by the longer history of mandatory-attendance boarding schools, strategies to repair trust given this history, and language learning as a form of reparations.

Connecticut College

- This project will explore the sharing of racial identity narratives and how they may be central to individual and collective efforts to heal from racism and write the next chapter of our collective history. The team at Connecticut College hopes to empower both younger and older members of the New London community not only to tell their personal stories but to become skilled interviewers with the ability to gather stories of struggle and triumph against the legacy of racism. Further, the team seeks to serve as their allies in communicating these stories in ways that can contribute to more informed school curricula and reparative civic action. Based on the recommended focus of community partners, the project will particularly emphasize the legacy of redlining and segregation in New London, especially in light of recent redevelopment plans and initiatives in the city.

Council of Independent Colleges (CIC)

- The Council of Independent Colleges (CIC) has drawn on participants in the Diversity, Civility, and the Liberal Arts Institutes and finalists in the Legacies of American Slavery network, who have already exhibited a commitment to racial equity on campus and in their communities and who have demonstrated effective, mutually beneficial community engagement. CIC also considered participants in CIC's Humanities Research for the Public Good program, in which institutional teams partner with community organizations—such as museums, libraries, and houses of worship—to foster undergraduate research on topics of regional interest and share the results with their local communities. CIC has identified four participating colleges: Concordia College, Connecticut College, Wesleyan College, and Wofford College.

Emory University

- Utilizing an expansive network of community contacts, the Emory team plans to work with Black Atlanta residents to uncover the stories, metrics, and costs of slavery, Jim Crow, and non-post-racial America for African Americans in the city. Over its three year lifespan, the project will focus on three areas: 1. education 2. housing 3. economics and entrepreneurship. To develop reparations plans for healing in these three areas, the team will rely on oral testimonies collected during community listening sessions to discern from those directly impacted by policies designed to deny literacy, housing, voting rights, land, and other resources.

Rutgers University-Newark

- The CDF project at Rutgers University-Newark is indebted to the long history of community activism present in the city of Newark. The team will continue to build on this rich local history by coordinating resources both on campus and in the broader Newark community to research local history of racial harms and craft methods of repair. The team will work in collaboration with two community-based organizations, the New Jersey Institute for Social Justice and the Newark Community Development Network, to co-create facilitated community discussions. These community dialogues, alongside the research conducted by scholars and students at RU-N, will form the basis of proposed reparative solutions in Newark.

Spelman College

This project will serve as an opportunity to produce a formal platform for the study of the historical and contemporary impact of enslavement and land dispossession on residents in the state of Georgia, with particular emphasis on the Port Wentworth-Savannah area. Through community engagement, in-depth study, analysis and interrogation of scholarship, oral history collection, and curation, the Spelman team aims to yield a body of knowledge that will inform public-facing strategies for reparations. More specifically, this project will support the work of the Quarterman-Keller Scholars Program, a group of student scholars who, guided by faculty mentorship, will engage with anti-racist research, policy, and activism. These scholars will also be trained to collect oral histories from descendants of formerly slave-owning and enslaved families in the Port Wentworth-Savannah area.

University of Michigan

Crafting Democratic Futures project at the University of Michigan-Ann Arbor will focus on three geographic areas in southeast Michigan: Ann Arbor/Ypsilanti, Detroit, and Flint. The U-M team will work with Community Fellows in each of these areas to present unique case studies which will identify historical harms and inform potential solutions in each location.. The Community Fellow for Ann Arbor/Ypsilanti, Alize Asberry-Payne, is leading a county-wide exploratory committee that will consider the possibility of social and economic reparations for residents in Washtenaw County. The Community Fellow in Detroit, Lauren Hood, currently serves as Chair of the Detroit City Planning Commission and is working in that capacity to help organize the city's reparations taskforce. For CDF, she is developing a project that will consider the historical impact of the construction of I-375 on residents in the historic Black Bottom and Paradise Valley neighborhoods and the contemporary impact of the city's overtaxation of Detroit homeowners from 2010-2016 on home foreclosure rates in the city. Using these two case studies, she will then identify potential forms of repair that center the voices of those most impacted by these policies. The Community Fellow in Flint, Asa Zuccaro, is developing a project that considers the social determinants of health—childhood experiences, housing, education, social support, family income, employment, communities, and access to healthcare—for those communities harmed by policies and practices implemented during the following time periods: chattel slavery, Jim Crow, and mass incarceration.

Wesleyan College

Through a series of facilitated, collaborative discussions, the Wesleyan Center for Social and Racial Equity, in collaboration with the Tubman Museum, will work with community members across a variety of areas to identify areas of reparative justice that most require Macon's attention. This project extends from the understanding that fuller narratives of Macon's regional history and Wesleyan's institutional history are necessary first steps in developing further frameworks for reparative justice. In addition to hosting community-led listening circles, the Wesleyan team will also host public digitization days for Macon community members to contribute oral testimonies and artifacts to a digital archive of regional history, make hidden regional histories visible through public art and monument projects, and develop infrastructure to support anti-racist pedagogy on the Wesleyan campus and in the wider Macon k-12 educational system.

Wofford College

Wofford College and the wider Spartanburg community are collaborating to develop research-informed plans for racial reparations solutions. The project's community-campus inclusive research teams are focused on historic and ongoing harms against descendants of enslaved African persons and their communities. Specifically, the team at Wofford College will examine what has been lost as a result of centuries of enslavement, campaigns of displacement, destruction of neighborhoods and cultural/historical sites, systemic barriers to wealth, acts of terrorism, and systemic and structural racism. In addition to acknowledging what has been lost, this collaborative effort will begin the work of transforming Spartanburg's historical narrative to reflect Black citizens' experiences more accurately and to recognize their heretofore unacknowledged contributions to Spartanburg.

WQED

WQED will focus on creating a public documentary, to be distributed through the PBS pipeline. The Crafting Democratic Futures project and its processes are a pivotal shift in recognizing and addressing the wealth and opportunity gaps African American and Native/Indigenous communities experience due to historical racism and discrimination. As such, the project's efforts will be recorded through a documentary to be distributed through the PBS pipeline to disseminate its message nationwide.

California Reparations Taskforce

Assembly Bill 3121 (AB 3121) was enacted on September 30, 2020 and establishes the Task Force to Study and Develop Reparation Proposals for African Americans (Task Force or Reparations Task Force). AB 3121 charges the California Department of Justice with providing administrative, technical, and legal assistance to the Task Force.

The institution of slavery is inextricably woven into the establishment, history, and prosperity of the United States. Constitutionally and statutorily sanctioned from 1619 to 1865, slavery deprived more than four million Africans and their descendants of life, liberty, citizenship, cultural heritage, and economic opportunity. Following the abolition of slavery, government entities at the federal, state, and local levels continued to perpetuate, condone, and often profit from practices that brutalized African Americans and excluded them from meaningful participation in society. This legacy of slavery and racial discrimination has resulted in debilitating economic, educational, and health hardships that are uniquely experienced by African Americans.

AB 3121 charges the Reparations Task Force with studying the institution of slavery and its lingering negative effects on living African Americans, including descendants of persons enslaved in the United States and on society. Additionally, the Task Force will recommend appropriate remedies of compensation, rehabilitation, and restitution for African Americans, with a special consideration for descendants of persons enslaved in the United States. By statute, the Task Force will issue a report to the Legislature by June 1, 2022, which will be available to the public.

Evanston Reparations



The City of Evanston's reparations planning process began in June 2019 following the City Council's adoption of a resolution affirming the City's commitment to end structural racism and achieve racial equity. The City Council's Equity and Empowerment Commission held two community meetings to gather public input on reparations in July, and summarized input and recommendations in a report to the City Council. In September, the Council accepted the Equity and Empowerment Commission's report and authorized the creation of a City Council subcommittee to begin the planning process.



On November 9, 2020, City Council adopted Ordinance 102-O-20 amending portions of the City Code codifying the Reparations Committee. The new Reparations Committee expands the number of the members on the committee to include non-aldermanic members, along with updated roles and responsibilities that reflect the work being completed by the Reparations Subcommittee.

Scope of Work for Washtenaw County

Development of the Washtenaw County
Reparations Plan for presentation to the Board of
Commissioners





Miigwech,
Gracias,
Thank You!

- 
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 - County Cell: 734.478.3955