

Education Impact Focus Area Recommendation One Sentence

Education Recommendation Folder (12)

- a. Community Based Education
 - i. Community wide Afrocentric engagement and enrichment programs
- b. In school educational programming
 - i. Teaching inclusive, historically accurate, diverse education within schools
- c. Help, Educate, Employ, Develop (HEED)
 - i. Internship and mentorship program with the goal of professional development and job placement for Black Youth
- d. Black Teacher Recruitment and Retention
 - i. Recruit and retain more Black educators in Asheville and Buncombe County
- e. Education Accountability Taskforce
 - i. Community based oversight group that reviews policies and data to hold school systems and education organizations accountable
- f. Community Resource Campus
 - i. Centrally located building with programs and services for Black people. Including personalized supports and resources for individuals and families that address: education, housing, economic development, criminal justice, health and wellness
- g. Early Childhood Education
 - i. Free, high quality early childhood education (child care) for all Black children
- h. Post-secondary education opportunities
 - i. Providing job training, education support, workforce development, and support service for Black people after high school
- i. Global Accountability
 - i. Review board agency that will hold the city and county accountable to implementing ALL reparations recommendations. The agency will monitor the progress and outcomes of recommendations.
- j. Stop the Harm: Disproportionate Suspensions
 - i. Improving teacher education, training, and building accountability systems to reduce Black student suspensions

- k. Urban Renewal
 - i. Cash payments for property value lost to families and businesses impacted by urban renewal.
- l. Wrap Around Services (captured in campus)
 - i. Personalized supports and resources for individuals and families that address: education, housing, economic development, criminal justice, health and wellness

Housing Impact Focus Area Recommendation One Sentence

Housing Recommendation Folder (5)

- a. Plan and Develop complete communities on reparations land by creating Black Economic Development Center, Neighborhood Hubs and Business Corridors.
- b. Educate and set in motion a massive campaign to get every resident/interested parties of public housing (In or out of public housing) into homeownership utilizing their Housing choice vouchers to pay their mortgages in homes they own.
- c. Create a Land acquisition program for future development beyond urban renewal
- d. Create a new dollar lot program where parcels of reparations land are set aside for a bid process for aspiring black homeowners.
- e. Acquire the South Charlotte Street corridor City-owned property

Criminal Justice Impact Focus Area Recommendation One Sentence

Criminal Justice Recommendation Folder (6)

- a. Stop the Harm
 - i. Eliminate the school-to-prison pipeline
- b. Racial Disparities
 - i. Evaluate, create, and implement policies and procedures that effectively address the racial disparities within the criminal justice system. Including working with legislatures (state and federal).
- c. Training
 - i. Require Mandatory annual periodic or ad hoc training of public servants in the field of criminal justice.

- d. Funding for Community-Based Support Services
 - i. Allocate funding to community-based organizations to support Black people who have been involved in the criminal justice system.

Health & Wellness IFA Recommendations One Sentence

Health and Wellness Recommendation Folder (9)

Health Care Subsidy

Establish Health Care Subsidy Fund to provide comprehensive multigenerational direct primary care access.

African American Doctors & Health Professionals

Recruit, retain, and provide systematic support for African American health professionals of all disciplines to improve health outcomes.

Health Support for African American Elders

Meet the holistic health needs of African American Elders to support their ability to age in place as long as possible with comprehensive community support.

Resiliency Sabbaticals

Establish a Resiliency Sabbatical Fund to address toxic stress, trauma and chronic illnesses for individuals and families.

Black Mental Health Network

Develop and fund an Asheville Black Mental Health Network to systematically address toxic stress and trauma.

Black Joy Fund

Establish a Black Joy Fund to create multidimensional, joy filled experiences and spaces that cultivate a healthy community.

Institutional Accountability

Hold institutions accountable to address harms and create policies that are restorative.

Environmental Justice

Create an environmental justice plan to correct past and ongoing environmental injustices and set standards to prevent the continuation of environmental racism.

Black Birthing and Healing Centers

Create Black Healing and Birthing Centers to reduce and remedy harms against Black birthing people and infants

Economic Development Recommendations One Sentence

Economic Development Recommendation Folder (6)

- Create an Economic Development Center for Black Asheville that includes small business services, job training, financial education, access to grants, and a Black led financial institution.
- Establish Business Corridors with commercial space for Black owned businesses and community services in close proximity to Black neighborhoods, rebuilding cohesive communities for Black Asheville.
- Provide grants to legacy neighborhoods and public housing communities to fund neighborhood priorities, including those that have been outlined in community plans.
- Provide grants to Black owned businesses who have not had access to the same funding and resources.
- Establish a private fund for reparations.
- Provide direct cash payments to individuals harmed by racial discrimination.