

CITY OF ASHEVILLE  
COMMUNITY REPARATIONS COMMISSION

# Project Update

Buncombe County  
Board of Commissioners Meeting  
October 19, 2021





# Topics

- About TEQuity
- City and County Resolutions
- 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)
  - **Economic Leakage Study** for Asheville MSA for the New Economy Coalition
  - City of Asheville's **Disparity Study** – Community Engagement





# City and County Reparations Resolutions

- **City of Asheville (July 14, 2020)**

*"...establish...a new commission empowered to make short-, medium- and long-term recommendations that will **make significant progress toward repairing the damage caused by public and private systemic racism.** Other local government community organizations may also be invited to have representation on the Commission."*

- **Buncombe County (August 4, 2020)**

*"...will appoint representatives to and fully participate in the new Community Reparations Commission that the City of Asheville is creating"*

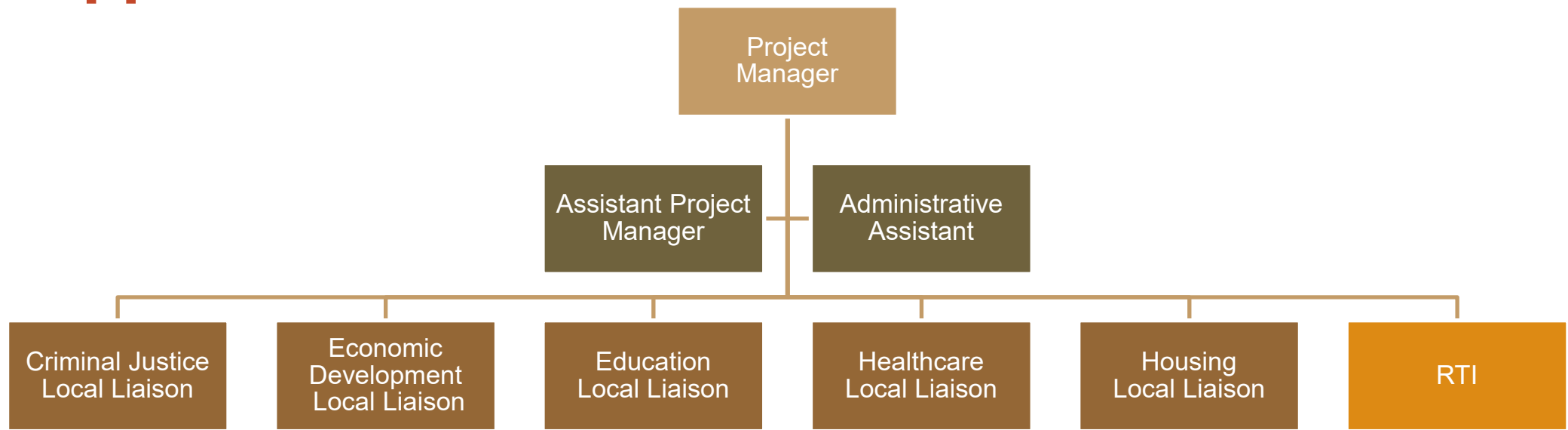


# Role of Project Management Support Team

- **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
<b>Activity 1:</b>	<b>Project Initiation</b>
<b>Activity 2:</b>	<b>Formation of Community Reparations Commission</b>
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 Equity Offices, Communications and Public Engagement staff, ITS/Office of Data and Performance, City Clerk's Office, City Attorney, County Clerk's Office
- Development of Community Reparations Commission **nomination and application process** and form







# Community Reparations Commission Appointment Process

**Twenty-five (25)** Community Reparations Commission members

**1. Impacted Neighborhood Representatives:**

- Thirteen (13) appointments to be selected by neighborhood organizations including:
  - Six (6) neighborhoods historically impacted by Urban Renewal:  
**Burton Street, East End/Valley St., Shiloh, Southside, Stumptown, Heart of Chestnut**
  - Public housing communities
- Neighborhood nomination process
- Selection process at the discretion of the neighborhood organizations submitting nominations
- City of Asheville or Buncombe County residents only





# Community Reparations Commission Appointment Process (cont'd)

## 2. 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. City of Asheville residents only.
  - Six (6) Buncombe County Commissioner seat appointments. Buncombe County residents only.





# Community Reparations Commission Support Individuals/Organizations

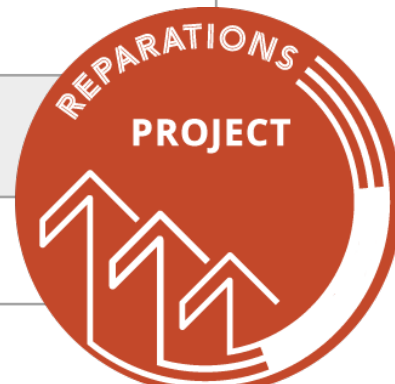
- Individuals/community-based organizations interested in supporting the work of the Commission:
  - Research
  - Data
  - Personal testimonies
  - Endorsements
  - Other support services for the Commission members
- Commission members will determine support needed





# Community Reparations Commission Appointment Process

Date(s)	Activity
<b>October 19, 2021</b>	<ul style="list-style-type: none"> <li>• Share draft of nomination and application process for public comment</li> <li>• Public input period on nomination and application process. Deadline November 1<sup>st</sup>.</li> <li>• Initiate formation of neighborhood ad hoc nomination committees: Southside, Stumptown, Public housing communities</li> </ul>
<b>November 2, 2021</b>	<ul style="list-style-type: none"> <li>• Revise nomination and application packages based on public input</li> </ul>
<b>November 15, 2021</b>	<ul style="list-style-type: none"> <li>• Publish links to final nomination and application packages</li> </ul>
<b>December 22, 2021</b>	<ul style="list-style-type: none"> <li>• Nomination and application submission deadline</li> </ul>
<b>January/February 2022</b>	<ul style="list-style-type: none"> <li>• Council and County application review completion</li> </ul>
	<ul style="list-style-type: none"> <li>• Interviews for the six (6) Asheville City Council Community Reparations Commission seats</li> </ul>
	<ul style="list-style-type: none"> <li>• Council appointment of six (6) Community Reparations Commission Council seats</li> </ul>
	<ul style="list-style-type: none"> <li>• Interviews for the six (6) Buncombe County Commissioner Community Reparations Commission seats</li> </ul>
	<ul style="list-style-type: none"> <li>• Buncombe County Commissioners appointment of six (6) Community Reparations Commission Commissioner seats</li> </ul>
<b>February 2022</b>	<ul style="list-style-type: none"> <li>• Finalize and announce all appointments to the Community Reparations Commission</li> </ul>



# Community Reparation Commission Nomination, Application, Support Interest 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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### REPARATIONS COMMISSION MEMBERSHIP

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### APPLICANT CONSIDERATIONS

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

## Interested in Serving on the City of Asheville's Community Reparations Commission?



There are two ways you can apply to serve on the Community Reparations Commission:

1. **Impacted Neighborhood Nomination Process**
2. **Impact Focus Area Application Process**

### 1. Impacted Neighborhood Nomination Process

There are thirteen (13) seats on the Community Reparations Commission reserved for representatives nominated by impacted neighborhoods. The impacted neighborhoods that will submit the names of their representatives on the Community Reparations Commission are:

- Burton Street
- East End/Valley Street
- Shiloh
- Southside
- Stumptown
- Public Housing Communities

**All nominees must be residents of either the City of Asheville or Buncombe County.**

If you are interested in being nominated by one of the neighborhood groups listed above, please complete the [Neighborhood Candidate Interest Form](#) by clicking [here](#). All completed interest forms will be submitted to the neighborhood group(s) selected for review. The City of Asheville is not involved in the Impacted Neighborhood selection process.

### 2. Impact Focus Area Application Process

There are twelve (12) seats on the Community Reparations Commission reserved for individuals identified with expertise in one or more of the following impact focus areas:

- Criminal Justice
- Economic development
- Education
- Healthcare
- Housing

The Asheville City Council will appoint six (6) of the twelve (12) impact focus area seats on the Commission. The Buncombe County Board of Commissioners will appoint the remaining six (6) seats.

**All appointees must be residents of either the City of Asheville or Buncombe County.**

