



Community Reparations Commission

Immediate Recommendation Response Plan

DK Wesley, Assistant County Manager

Christine Edwards, Community Reparations Project Manager

Commissioner Briefing

January 17, 2023



BUNCOMBE COUNTY



**THE CITY OF
ASHEVILLE**



1/13/2023

Key Takeaways

- On December 5, 2022, the Community Reparations Commission (CRC) passed an immediate recommendation to end further harm by ceasing repetition of institutional processes that lead to racially disparate outcomes.
- The recommendation included a call for the County and City to conduct an official audit to ensure compliance with federal and state laws, regulatory bodies, codes of conduct, court orders, and consent decrees confirming that further harm to the African American community has ended.
- The County Commission and City Council are being asked to consider adoption of a resolution authorizing staff to develop a scope of work that will lead to the selection of a firm to conduct the requested audit.
- Upon resolution approval, County and City staff will work with the CRC to develop a scope of work for the audit, select a firm, and then review and prioritize remediation opportunities.
- The scope of work, audit firm selection process, and review and prioritization of opportunities will be discussed at monthly CRC meetings.



Immediate Recommendation

- Recommended that the County and City provide assurance and take effective measures to end ongoing and current harms due to intentional and unintentional policies, programs, practices, and procedures.
- Called for the County and City to conduct an audit to ensure compliance with federal and state laws, regulatory bodies, Codes of Conduct, Court Orders, and Consent Decrees.
 - The audit will demonstrate that the cessation of harm has occurred and prevent further harm or threats to African Americans.
- Recommended that the County and City promote and enforce codes of conduct and ethical norms and take ongoing measures to foster:
 - Confidence building between government and African Americans
 - Truth seeking mechanisms and processes
 - Timely accountability of the dispensation of recommendations



Draft County and City Resolution

- Describes the CRC vote taken on Dec. 5 approving the immediate recommendation
- Summarizes the call to conduct an official audit to ensure compliance with federal and state laws, regulatory bodies, codes of conduct, court orders, and consent decrees to allow for the acceptance of guarantees that the County and City have ceased to inflict further harm on the African American community.
- Directs County and City staff to collaborate with the CRC to develop a scope of work and formal solicitation to select a firm to conduct the recommended audit.
- Upon audit completion, commits to reviewing and prioritizing audit findings to remediate the perpetuation of further harm.



County and City Response Plan

- **Dec. 5** - CRC adopted Immediate Recommendation
- **Dec. 6-Jan. 6** - County and City staff developed implementation plan and drafted resolution
- **Jan. 9** - Reviewed implementation plan and discussed draft resolution with CRC
- **Jan. 17** - County Commission and City Council Equity & Engagement Committee receive briefing and provide feedback on draft resolution authorizing staff to work with CRC to develop audit scope of work and begin process of selecting a firm to conduct the audit
- **Jan. 24** - City Council to consider adoption of draft resolution
- **Feb. 7** - County Commission to consider adoption of draft resolution
- **Feb. 20** - County and City staff to review draft scope of work with CRC
- **Mar. 20** - County and City staff to finalize scope of work with CRC
- **Spring 2023** - Finalize and advertise solicitation and select firm to conduct audit
- **Summer 2023** - Finalize audit and review and prioritize recommendations
- **Ongoing** - Monthly updates and feedback sessions with CRC and coordinate with Impact Focus Areas



Key Process Components

- **Scope of Work:** Detailed description of the work, milestones, and timeline necessary to fully complete the recommended audit.
- **Solicitation:** Public advertisement for vendors to review scope of work and submit responses that will be vetted to consider the best qualified firm to conduct the requested audit and prepare the findings report.
- **Audit Report:** Detailed overview of key findings from the audit prepared by the selected firm to include detailed recommendations on policy and operational revisions needed to ensure cessation of further harm.
- **Evaluation and Prioritization:** County and City staff, in coordination with the CRC, to review findings from the Audit Report and prioritize opportunities to ensure the cessation and prevention of future harm.
- **Audit Resources:** Funding to conduct the audit would come from previously approved County and City Reparations resources.



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Discussion

