

2024 CEASE HARM

IMPACTING THE AFRICAN AMERICAN COMMUNITY

COMPREHENSIVE AUDIT

Final Presentation

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EQUITY, INCLUSION, AND HUMAN RIGHTS

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CONTENTS

- Approach & Methodology
- Thematic Observations
- Key Harm Findings
- Key Recommendations

PURPOSE OF THE STUDY

- A comprehensive examination of the County and City government's services, policies, procedures, outcomes, and compliance with local, state, and federal regulations to ensure the cessation of harm to African-American people in Asheville and Buncombe County.
- The first known audit of this nature funded by a municipal and county government.
- This audit creates a baseline assessment that works toward the cessation of harm.
- Both governments have caused harm and indicated their willingness to address it using the findings from this report.

Values Carter Development Group

Strategically
inclined

Solution-
oriented

Community-
focused

It's not the problem
that counts. It's
THE SOLUTION.

THE ELLISON MODEL™
Inclusive Community Building Approach

Care

Trust

Share

Honor

Love

Respect

Audit Approach

30 Metrics

Measured 30 metrics across the seven (7) impact focus areas.

108 Recommendations

Developed more than 100 recommendations across the seven (7) focus areas.



Metrics

Criminal Justice

1. Recruitment & Training Procedures
2. Traffic Stops & Searches
3. Alternative Sentencing Programs

Economic Dev

1. Small Business Development
2. Access to Financing
3. Government Procurement and Contracting

Education

1. Early childhood developmental milestones
2. Grant funding awareness

Healthcare & Wellness

1. Access to Healthcare
2. Food Insecurity
3. Wellness Services

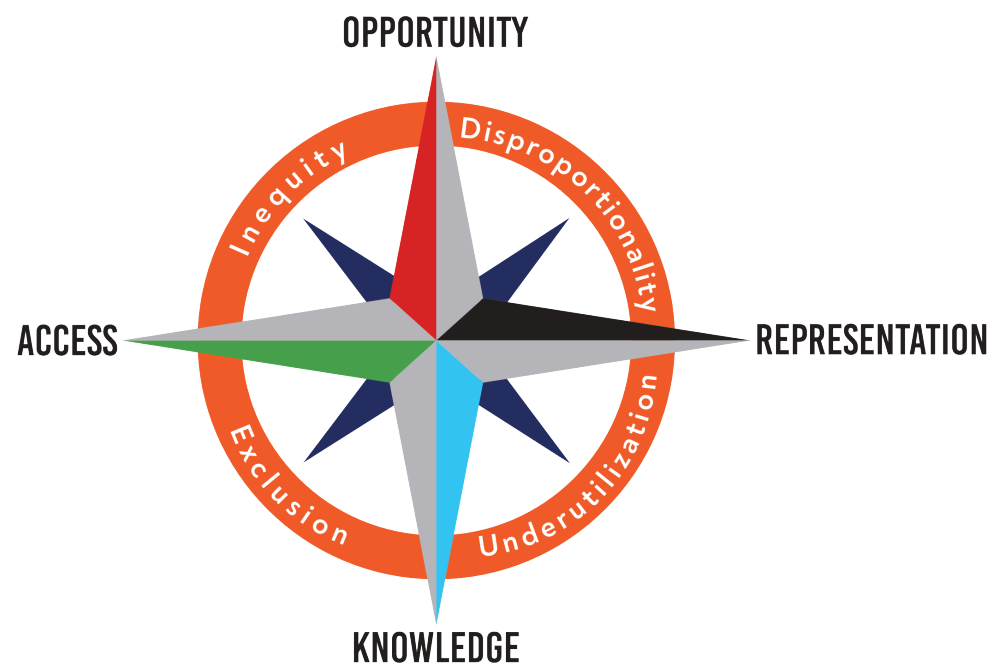
Housing

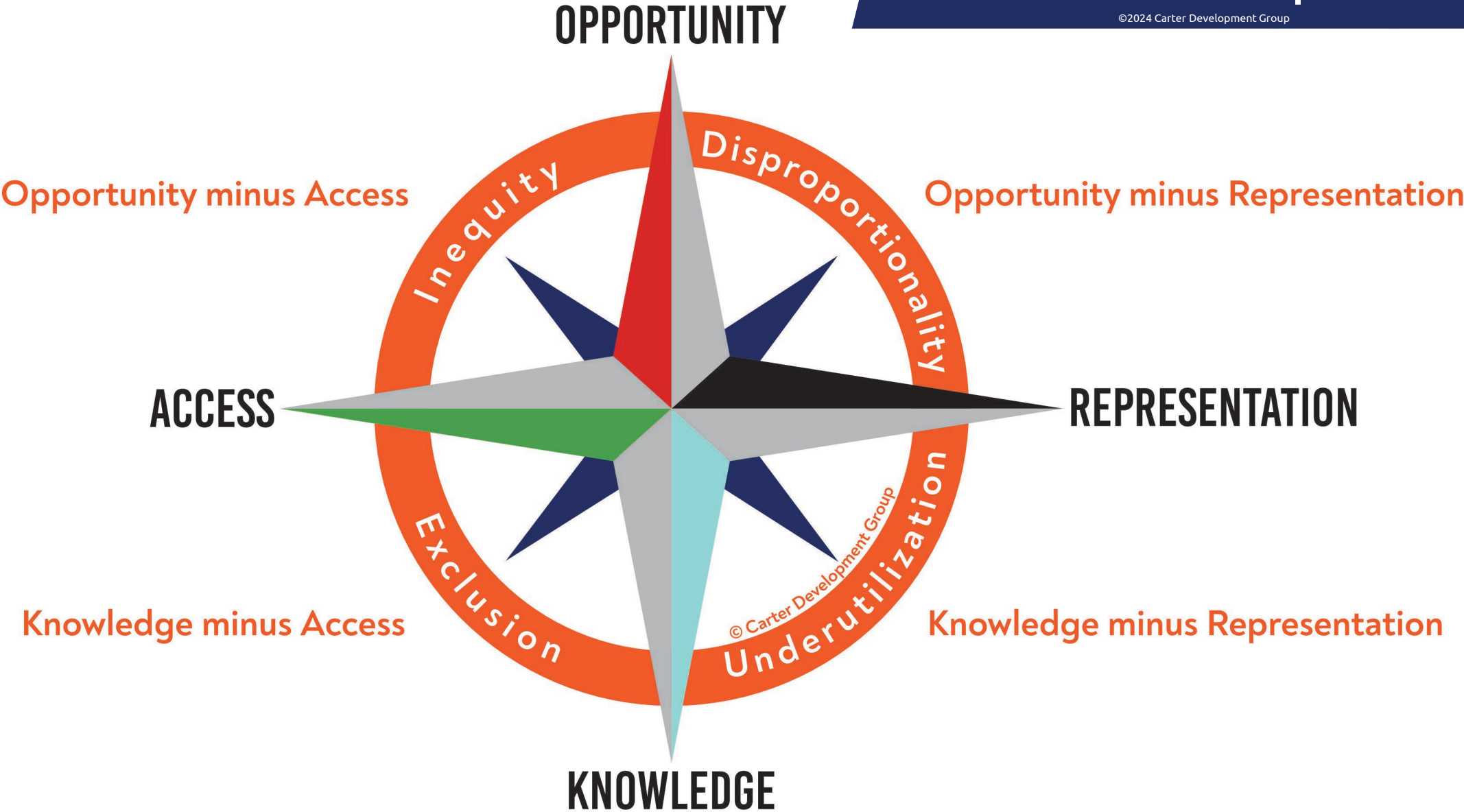
1. Housing Market Dynamics
2. Regulatory Compliance
3. Housing Access and Support



METHODOLOGY

Racial Equity Harm Assessment Compass (O.K.R.A.)





Created by Dr. Adrian N. Carter, Ph.D.

O.K.R.A

OPPORTUNITY

Programs, services, resources, and pathways that support the quality of life for residents.

KNOWLEDGE

Outreach campaigns to raise awareness about programs, services, and resources.

REPRESENTATION

Demographic data of the program, service, and resource benefactors.

ACCESS

Processes that provide equitable access to programs, services, and resources.

Essential Questions

1. What is the result of Opportunity minus Representation?
2. What is the result of Knowledge minus Representation?
3. What is the result of Knowledge minus Access?
4. What is the result of Opportunity minus Access?



Created by Dr. Adrian N. Carter, Ph.D.

An Example of the OKRA Compass

Metric: Access to Healthcare

- Enforceable mandates and practices:
- Policy/Guidelines
- Procedures (forms to fill out)
- Language accessible
- Cost
- Location
- Time of service
- Staff availability

Do residents have equitable access to these healthcare services?

What opportunities provide access to healthcare?

- Clinical services
- Mobile Unit
- Wellness fairs
- Cancer screening
- Paramedicine Team
- Community Health Workers

ACCESS

- Mechanism and effectiveness of communication outlets:
- News media
- Social/Digital media
- Website
- Flyers
- Mailers
- In-person events

How does the County or City inform residents about these healthcare services?

OPPORTUNITY



REPRESENTATION

Who utilizes these services?

- Headcount and Demographic breakdown of utilization:
- Race & Ethnicity
- Gender
- Sexual orientation
- Ability

KNOWLEDGE

Thematic Key Harm Observations

Key Harm 1

Insufficient data-driven practices to determine the level of African American participation in County and City opportunities.

Key Harm 2

Insufficient evaluation practices of grant recipients.

Key Harm 3

Limited affordable housing supply for purchase or rental across the County and City, compounded by a lack of cohesive strategy among County and City officials and key stakeholders.

Key Harm 4

County and City governments' staff lack wide-scale racial equity training to create baseline knowledge of equitable practices.



CRIMINAL JUSTICE



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1. Implement Skills Assessments in the Form of Measurable Scenario-Based Recorded Training and Pre- and Post-Testing when addressing the use of implicit bias in policing.

2. Improve recruitment strategies to proactively include a more diverse applicant pool of Black detention officers.

EDUCATION



1. Hire or contract education subject matter experts to determine which grant applicants are best suited to meet community and student needs by giving insight(s) on pedagogy, current research, best practices, and educational trends as per the grant.

2. Conduct a full-scale equity audit to assess academic achievement outcomes for students in grades k-12. This would allow for a broader and deeper dive into practices that harm African American children.

HEALTH & WELLNESS



1. Develop more robust data-driven practices from community health partners.

- Headcount
- Demographics
- Availability
- Costs

2. Include public health notifications in **BCAlerts via CodeRED** to ensure timely dissemination of crucial health-related information to the community.

3. Establish a dedicated **transportation service** for expectant Black mothers ensuring access to prenatal appointments, birthing classes, and hospitals.

HOUSING



1. Develop a collective Affordable Housing Plan, a partnership of County, City, and other stakeholders to:

- Identify funding sources and allocate a budget to sustain and expand Black homeownership rates over the next three years.
- Develop timeline and goals for collaboration with local, state and federal entities, as well as community partners, to create affordable housing for Black populations and eliminate barriers to fair housing.
- Limit the number of developers granted permits to build in legacy neighborhoods unless they are building housing for low-income or extremely low-income tenants/owners.

INTERNAL WORKFORCE



1. **Adopt New Interview Panels**

Process: Move from an interview panel process to a search and screen committee approach to create more equitable practices in the hiring process.

2. **Establish Data Reporting of Key HR Metrics:**

Establish a culture of data reporting focusing on key metrics to monitor personnel trends.

EQUITY, INCLUSION, & HUMAN RIGHTS



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2. Collaborate with Human Resources or an external firm to conduct a racial equity engagement survey. : Develop a concrete racial equity certification program for the internal workforce comprised of internal and external development opportunities.

2. Racial Equity Training for all staff:

- Develop a plan for internal workforce-wide training.
- Develop a concrete racial equity certification program for the internal workforce comprised of internal and external development opportunities.

High Impact Inclusive Community Building Recommendations for the Community Reparations Commission

- #1 Designate Legacy Communities as Historic Districts in Response to Urban Renewal
- #2 Increase Jurisdiction Linked to School District Funding
- #3 Develop Procurement Industry & Utilization Dashboard
- #4 Develop a Black Chamber of Commerce
- #5 Conduct Buncombe County Disparity Study





#1 Designate Legacy Communities as Historic Districts in Response to Urban Renewal

Legal protections and regulations to safeguard the community from gentrification.

Attract visitors and stimulate tourism and economic development.

Qualify for grants, tax incentives, and funding programs for historic preservation and revitalization

Contributes to social equity and justice by acknowledging past injustices, promoting racial reconciliation, and empowering marginalized communities.

- North Carolina General Statutes, N.C.G.S. § 160D-940 authorizes the “preserving any district or landmark therein that embodies important elements of its culture, history, architectural history, or prehistory.”
- The City of Asheville Code of Ordinances, Section 8, provides a pathway to historic preservation via the Historic Resources Commission of Asheville-Buncombe County.





#2 Increase Jurisdiction Linked to School District Funding

Black students incur the highest disciplinary rates and referrals to police within the local school districts.

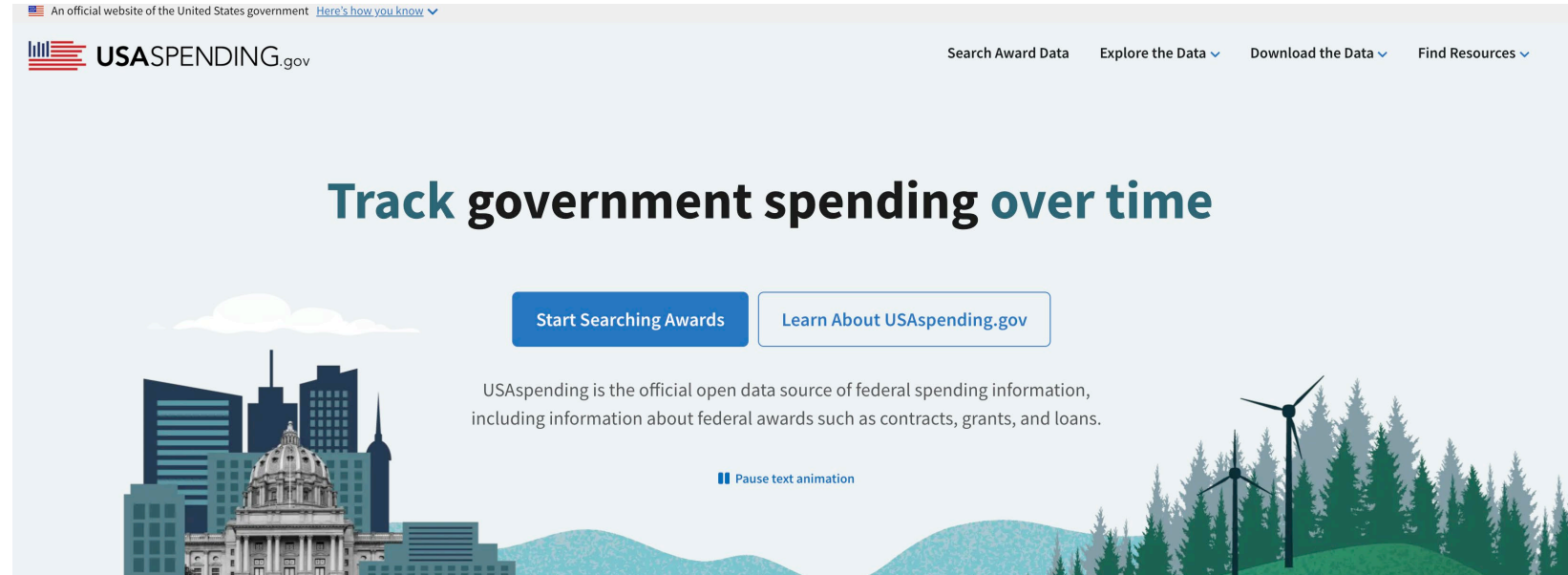
Requirements for faculty cultural sensitivity training.

Requirements for culturally relevant pedagogy in textbook selection.

Requirements for core subject faculty members to reflect the student demographics.



#3 Develop Procurement Industry & Utilization Dashboard



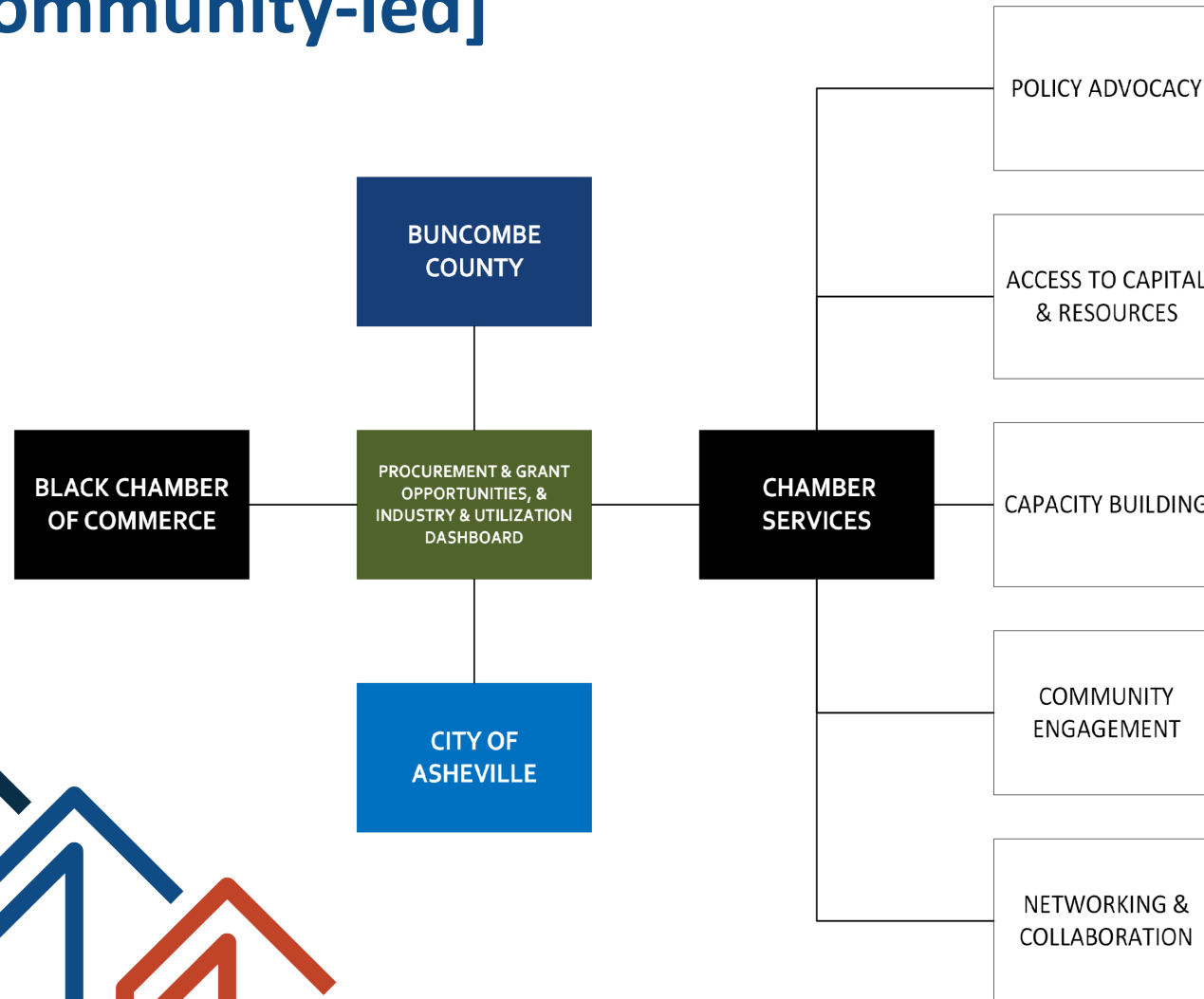
Project procurement opportunities and track government spending in specific industries or sectors.

Implement a user-friendly search and filter system, allowing business owners to identify relevant procurement opportunities quickly.

This encourages readiness and competition and promotes vendor engagement in the procurement process.



#4 Develop a Black Chamber of Commerce [Community-led]



Black Chambers of Commerce are 501(c)(6) nonprofit organizations modeled after traditional chambers of commerce but with a specific mission to support Black-owned enterprises.

Provide tailored support services to assist Black-owned businesses at various stages of development, including start-ups, sustainability, and growth.



#5 Conduct Buncombe County Disparity Study

Data Analysis

- Evaluate historical procurement data to identify any disparities in contract awards among different demographic groups, especially focusing on minority-owned businesses.

Race-Conscious Goals and Policies

- Based on study findings, develop clear and measurable race-conscious goals and policies to address identified disparities and promote diversity in procurement.

Strategies for Inclusion

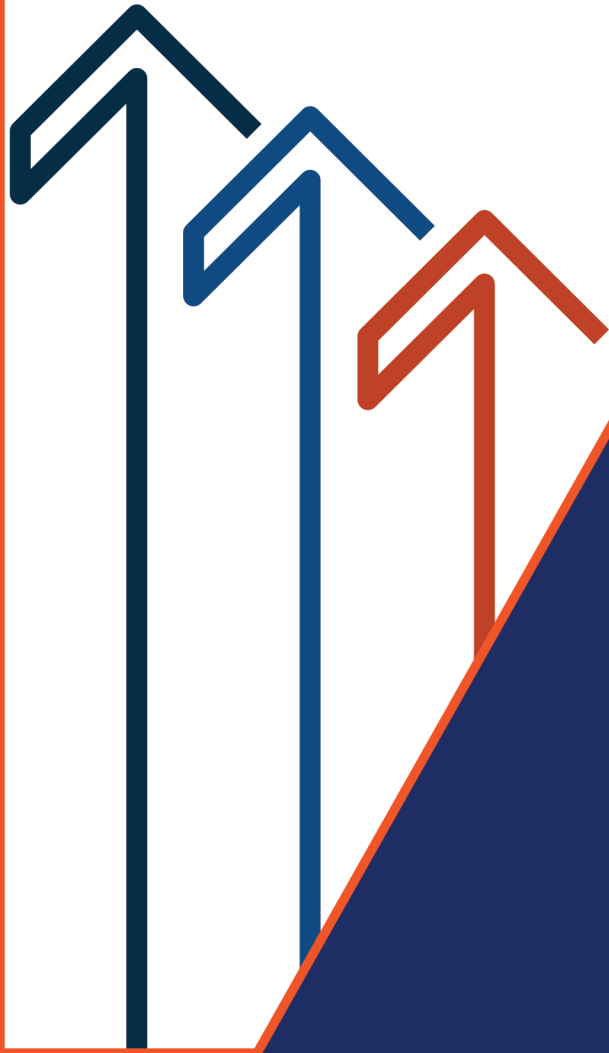
- Formulate strategies to actively include minority-owned businesses in procurement, including mentorship programs, capacity-building initiatives, and targeted outreach efforts.

QUESTIONS



**Carter
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INCLUSION. CONFLICT RESOLUTION. LEADERSHIP.



THANK YOU

Providing insight and inclusive strategies
through research and consulting.



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