
City of Richmond Reparations Program

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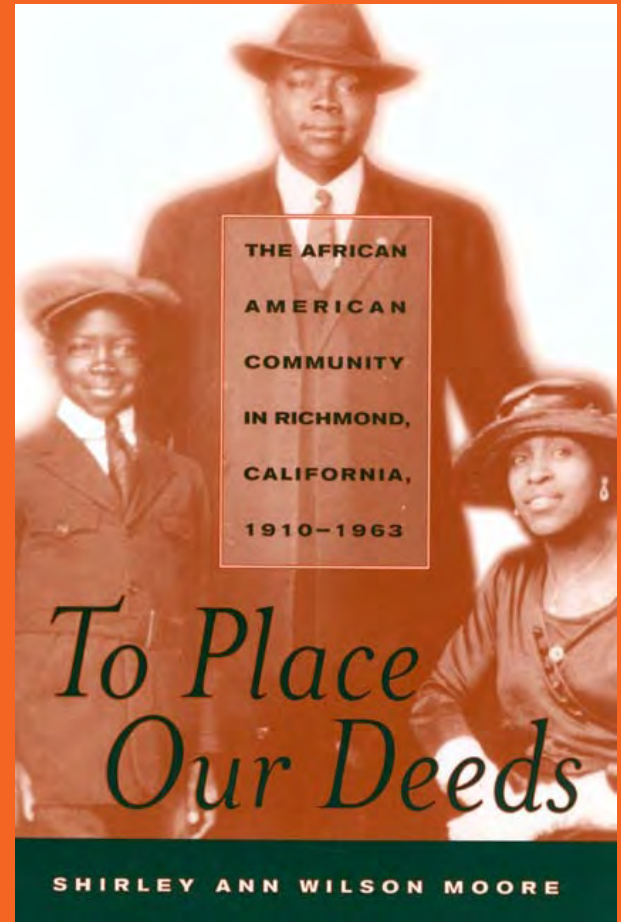


Overview

- History & Research
- Housing & Land
- Procurement
- Business Development
- Cultural Reparations
- Investments in People
- Race & Equity Officer
- Race Equity Action Plan

Richmond, CA

History & Research



Housing & Land Reparations

\$25,000 to survivors and descendants of redlining and 2008 housing crisis for housing (down payment, loan payoff, upgrades, closing cost, etc.).

Direct Receivership Program to Low and Moderate Income

Right to return policy for former residents from certain low -income census tracts

Richmond Homestead Ordinance: use Surplus Land list and allow local residents and business owners to bid at low prices.



CHICAGO

Evanston's
Road to
Reparations



Compensating African Americans for the wrongs of history has been political nonstarter for decades. Then, last November, one Chicago suburb made it a reality.

BY BRYAN SMITH

ILLUSTRATION BY LINCOLN AGNEW

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Procurement

Engaging prime contractors at the bidding phase to develop procurement plans. Also, develop inclusive procurement across sectors and proactively engaging the private sector.

Richmond Business Opportunity Ordinance: enforce the ordinance and encourage the City Manager to do sheltered bidding or set asides for local businesses.

Create Guaranteed Program for bonding: City creates a list of guaranteed co-signers so Black owned businesses can get bonding.

Business Development.

Expand Richmond's Facade Improvement Program throughout the city based on a reparations model so individuals can improve their storefront in all of our business corridors.

Cannabis equity ordinance: Cannabis Equity Ordinance will have set asides for survivors of the War on Drugs, who are primarily Black people, to get permits for storefronts, delivery services, and grow operations.

Develop a Cultural District Initiative:

Establish areas and
business districts within
Richmond that reflect the
heritage of its
residents.



Cultural Reparations.

- Pass a resolution acknowledging the racism and wrongdoings of the past.
- Establish Heritage Trails that highlight people, places, and events
- Include a Black art aspect in the existing art tax.
- Community Services Department create a Multicultural Program and/or other events highlighting Richmond's Cultural Diversity

Investments in People

Guaranteed Income

Public - Private Partnership
for Basic Income Program:

FIPs as Protected Class

Pass ordinance in the City
making FIPs a protected
class:

Black Women & Girls Taskforce

Provide City support for
Richmond Community
Foundation's Equity for Black
Women and Girls Initiative

Infrastructure

Create Water Equity Plan: Audit local water providers to ensure safe and affordable water.

Develop and adopt Pavement Equity Plan for historically and predominantly Black neighborhoods.

Implement the Sewer laterals program with a pro -Black lens.



***Adopt the Racial
Equity Plan created by
the City of Richmond's
Government Alliance
on Race and Equity
(GARE) Team***

Race & Equity Initiatives

Racial Equity Action Plan
Reparations, Equity and Inclusion
Race & Equity Officer



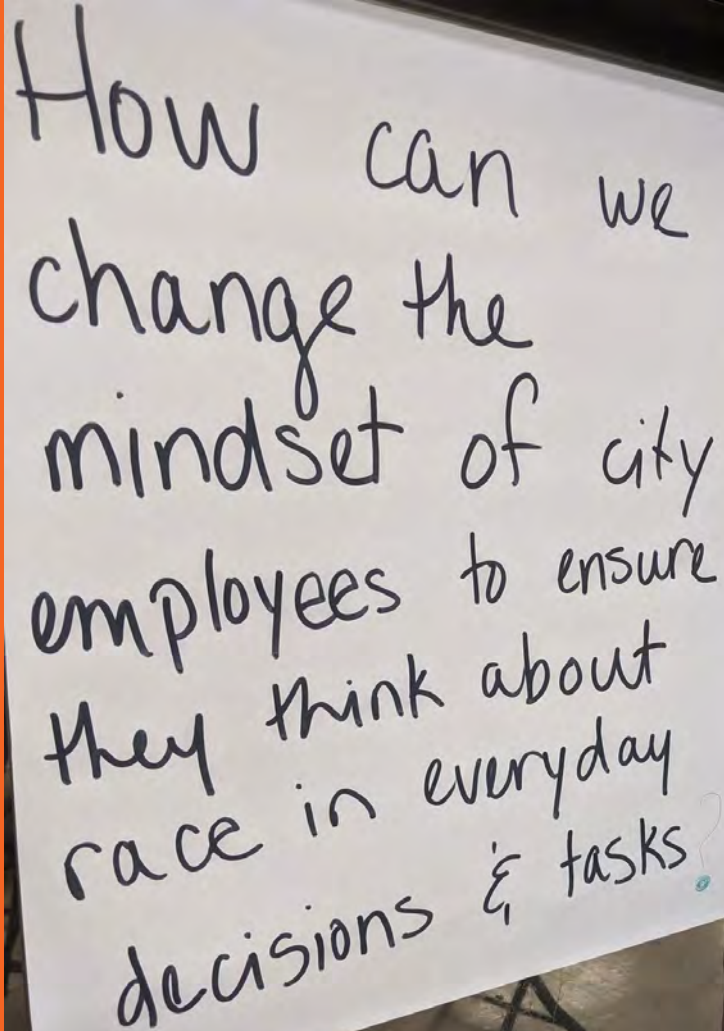
Goal One Internal Work – City of Richmond employees understand and are committed to achieving racial equity

1. Meet with department directors
2. Establish a city-wide training program for employees and community partners consisting of Race Equity, Implicit Bias, Structural & Institutional Racism
3. Use of a Racial Equity tool with Policies or Programs



RACE EQUITY 101

- “Train the Trainer”
- Ongoing, multi -level training curriculum
- Implicit Bias

A photograph of a whiteboard with handwritten text in black marker. The text is written in a cursive, informal style and reads: "How can we change the mindset of city employees to ensure they think about race in everyday decisions & tasks?". The whiteboard is mounted on a stand, and the background is a solid orange color.

How can we
change the
mindset of city
employees to ensure
they think about
race in everyday
decisions & tasks?

Goal Two Community Engagement – Every city department is governed by the principle of “Community Ownership”*, fostering democratic participation and equity through community-driven decision-making.

1. Collaborate with community organizations to develop a shared vision in shaping race equity policy.
2. Eradicate barriers for civic engagement by improving methodologies for participatory actions.
3. Strengthen the City’s community engagement efforts to increase transparency and trust.



THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP





Goal 3 City Service Provision - City of Richmond is a Racially Equitable Employer and Promotes Racial Equity in Contracting and Procurement

1. Training on Equitable Hiring Practices for All Hiring Managers
 2. Strengthen personnel policy, job specifications and descriptions
 3. Improve hiring and promotion equity to enhance and maintain a workforce representative of the community
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Goal Four Healthy Life Outcomes - Healthy life outcomes are increased and racial disproportionalities are eliminated for BIPOC and marginalized communities

1. Equitable Housing Opportunities that include protections for displacement
2. Access to Healthy Food – Improve access to healthy food in neighborhoods
3. Improve park quality in under-resourced areas and incorporate a budget map to monitor funding appropriations for specific parks



Humphrey Playlot



Iron Triangle Park

Leap's Y-Plan Resident Engagement Project

Questions
Posed to
Residents:

What are inequalities that you see or experience in your community?

How can we use that information to help the city make "good" policies that will help the Richmond community in the long run?

Top 3
Recommendations:

1. Better cleanliness and maintenance resources and accountability for the City of Richmond
2. More access to mental health resources
3. Richmond needs to do better at finding affordable homes for displaced residents

LEAP'S Y-PLAN PROJECT



Y-Plan partnership with Richmond Race & Equity Team

- 1 or 2 Resident Ambassadors to join the Race Equity Resident Advisory Committee
- 1 or 2 Resident Ambassadors to join the Community Engagement working group
- LEAP to start a Race and Equity Team as a pilot for department teams

Race and Equity Officer



Would be responsible for providing the education and technical support of city staff, local law enforcement, elected officials, as well as the implementation of programs and training.

- Assist City's goal of advancing racial and socially equitable responses, practices, and protocols
 - Leader, advocate and catalyst to advance equity and social justice initiatives that achieve results
 - Creation of new policies and driving reforms
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Thank you!