

The Redress Institute

Towards A More Perfect Union...

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The Redress Institute is..

- *An entity formed in 2022 after the publishing of our first pamphlet on the Freedman Protocols - specifically the Freedmen Protocol to mitigate implicit Bias in Healthcare (FPIBH).*
- *A think tank organized to contribute thought leadership in support of Lineage Based Reparations along with messaging, tools, and techniques (IP) that support Modern Black American Politics*

Arrival at the Present Moment

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- The Interim Report clearly catalogued the harms and created a context from which to reason and solution about redress.*
- We have observed mixed sentiment in response to the release of the interim report. We are aware of dog whistling narratives based on structured untruths and reductionist history.*
- We began thinking about implementation – there is a need for full stack protocols to protect and preserve the life and livelihood of Freedmen in CA.*
- Simultaneously we began sketching out the protocols and we received an invitation to co-facilitate ABSW discussion on reparations. It turns out that Dr. Grills asked the Social Work Practitioners to study the task force’s work and submit a proposal.*
 - From the ABSW facilitation I learned about the care in diagnosis and the impediments to accurate diagnosis and subsequent treatment that social workers sometimes encounter.*
- While ideating around the Freedman’s protocols we had a series of “What IF” moments that led to the current state of the FPIBH and the need for an agency/s to sustain the interests of Freedmen in the state and embody the spirit of work that the task force has begun because in California law without agency is a recipe for quick obsolescence.*

A story of What If

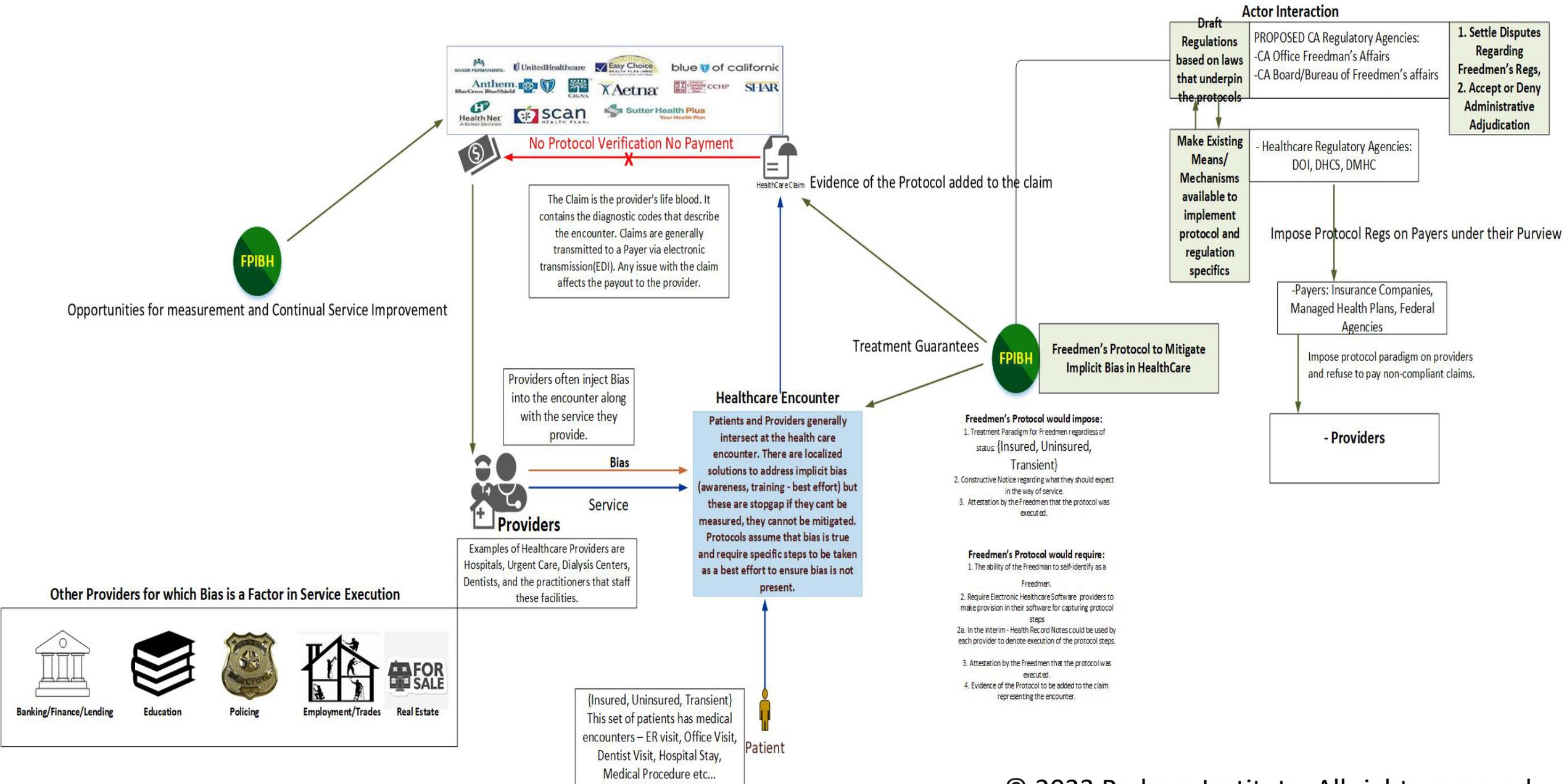
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- What if we could get closer to removing the presence “arbitrary” from professional services.
- What if the machinery of Reparations in CA included protocols in healthcare, lending, policing, education, employment, and real estate that defined how Freedmen are to be treated and described specific outcomes for interactions.

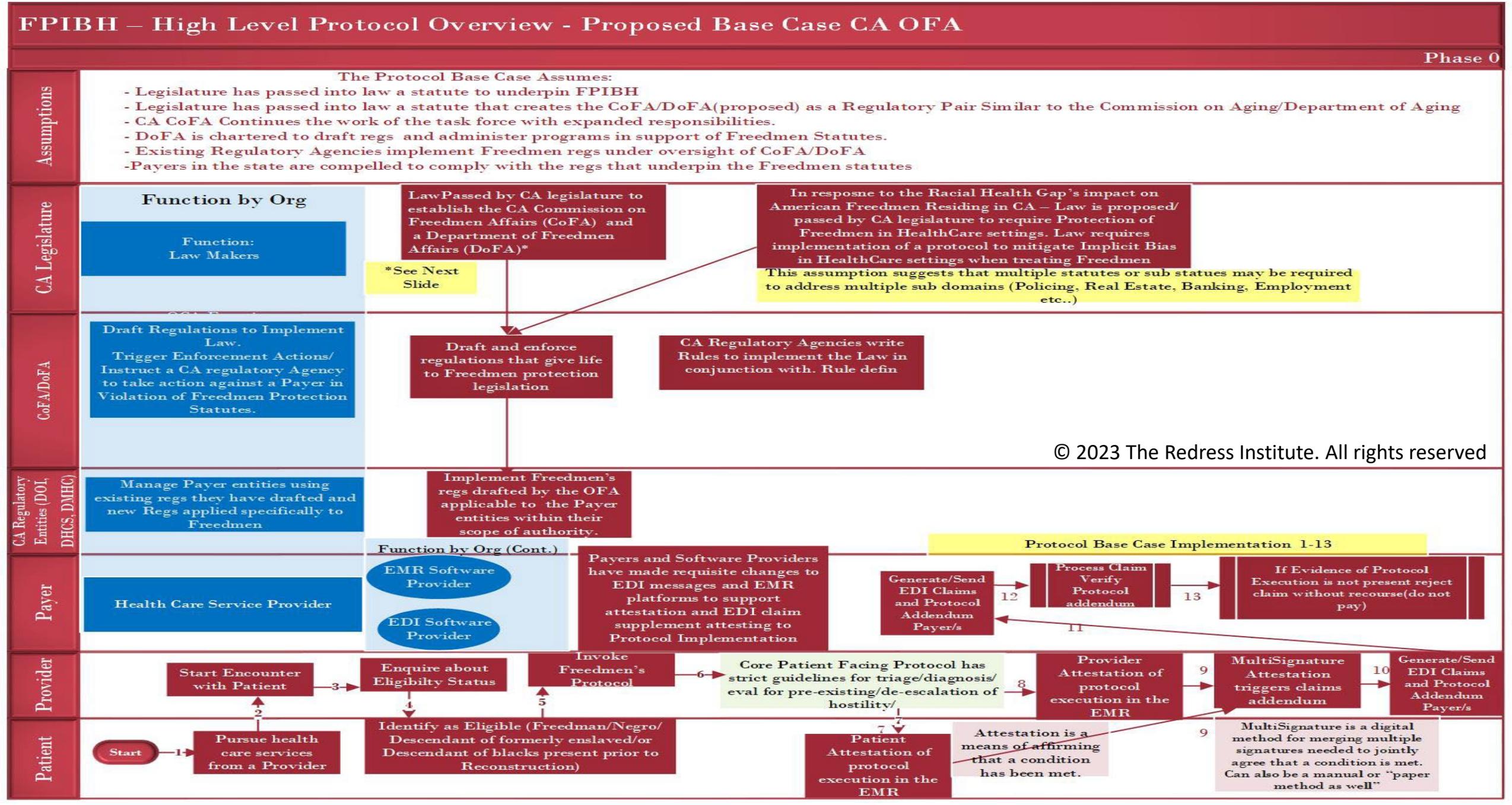
We further mused...

- What if there were statutes (laws in CA) that required state agencies to adhere to the Freedmen protocols.
- What if there were measurable criteria that could be fed into Continuous Service Improvement processes so that we learned from mistakes and could constructively make corrections to broken processes thereby improving outcomes.
- What if we could get closer to mitigating the effects of subconscious bias through required actions, attestation, identification, constructive notice, and reporting.
- What if a state agency existed to develop regs over the industries, civic and public institutions that interact with Freedmen’s lives. This agency would interact with other state agencies who would implement protocols in their areas of responsibility as proxies.
- What if administrative disputes regarding the Freedmen statutes were be subject to the regs as written by the Commission on Freedmen Affairs.

FPIBH – Freedman Protocol to Mitigate Implicit Bias in HealthCare



FPIBH – Functional with Assumptions



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Suggested Summary Ask

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Since we have opportunity, having earned this political moment and having evaluated the outcomes and insufficiencies of previous initiatives, Freedmen in CA and those who share the lineage of chattel slavery deem it prudent and expedient to ask that there be an addition to California Government in the form of two agencies to be named in a fashion similar to the Commission on Freedmen Affairs and the Department of Freedmen Affairs.

A two agency model is suggested so that there is a commission that embodies the spirit of the existing Task Force and a Department responsibility for drafting regs and administering programs.

A current example is the CA Commission on Aging and the CA Department of Aging.

- **California Commission on Aging (CCOA)** - The California Commission on Aging serves as "the principal advocate in the state on behalf of older individuals, including, but not limited to, advisory participation in the consideration of all legislation and regulations made by state and federal departments and agencies relating to programs and services that affect older individuals."
- **Department of Aging (AGING)** - The California Department of Aging (CDA) administers programs that serve older adults, adults with disabilities, family caregivers, and residents in long-term care facilities throughout the State.
- CCOA is the "Principal Advocate" engaging in ... advisory participation in the consideration of "all legislation".
- Whereas AGING "administers programs"
- The two agency model encompasses ongoing advocacy and administration – both essential functions.