



Alameda County Reparations

Action Plan: Executive Summary & Progress Report

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations

PLEASE JOIN US AS WE CELEBRATE THE
BIRTHDAY AND LIFE OF



Jesse Clyde Burleson

Friday, March 20th, 2026

5pm-8pm

Albany Community Center
1249 Marin Ave, Albany, CA 94706

Together we will remember the love, joy,
and impact he brought to our lives!

Mr. Jesse Clyde Burleson Commissioner D5 BOS Commendation





Agenda

I. INFORMATIONAL ITEM: Reparations Commission Strategic Overview

- a. Commission mandate, process, finding & goals
- b. Timeline for completion of work

II. INFORMATIONAL ITEM: Consultants Overview

- a. Project Management – Exception Community Connections
- b. Data, Research and Report Writing – Informing Change

III. INFORMATIONAL ITEM: Reparations Commission Budget & Resource Overview

IV. ACTION ITEM: Presentation and Approval of Reparations Commission Recommendations



The Mandate

Established by the Board of Supervisors to transition a 2020 apology for slavery and segregation into a concrete 2026 legislative action plan.



The Process

A deeply rooted community engagement model featuring **22** listening sessions across all five county districts to ensure lived experiences drive policy.



Key Findings

Community feedback overwhelmingly emphasizes systemic, institutional interventions (housing, health, tax relief) alongside or above direct individual compensation.



The Goal

Delivery of the finalized Action Plan and Recommendations to the Board of Supervisors in **June 2026**.

The Mandate & Vision

2020

Resolution No. R-2020-412

The Board of Supervisors formally apologizes for slavery, segregation, and systemic discrimination, pledging to address resultant legislative, social, and economic inequities.



2023

The **Ad Hoc Committee & Reparations Commission** are formally established to draft the actionable framework to repair public and private systemic discrimination.

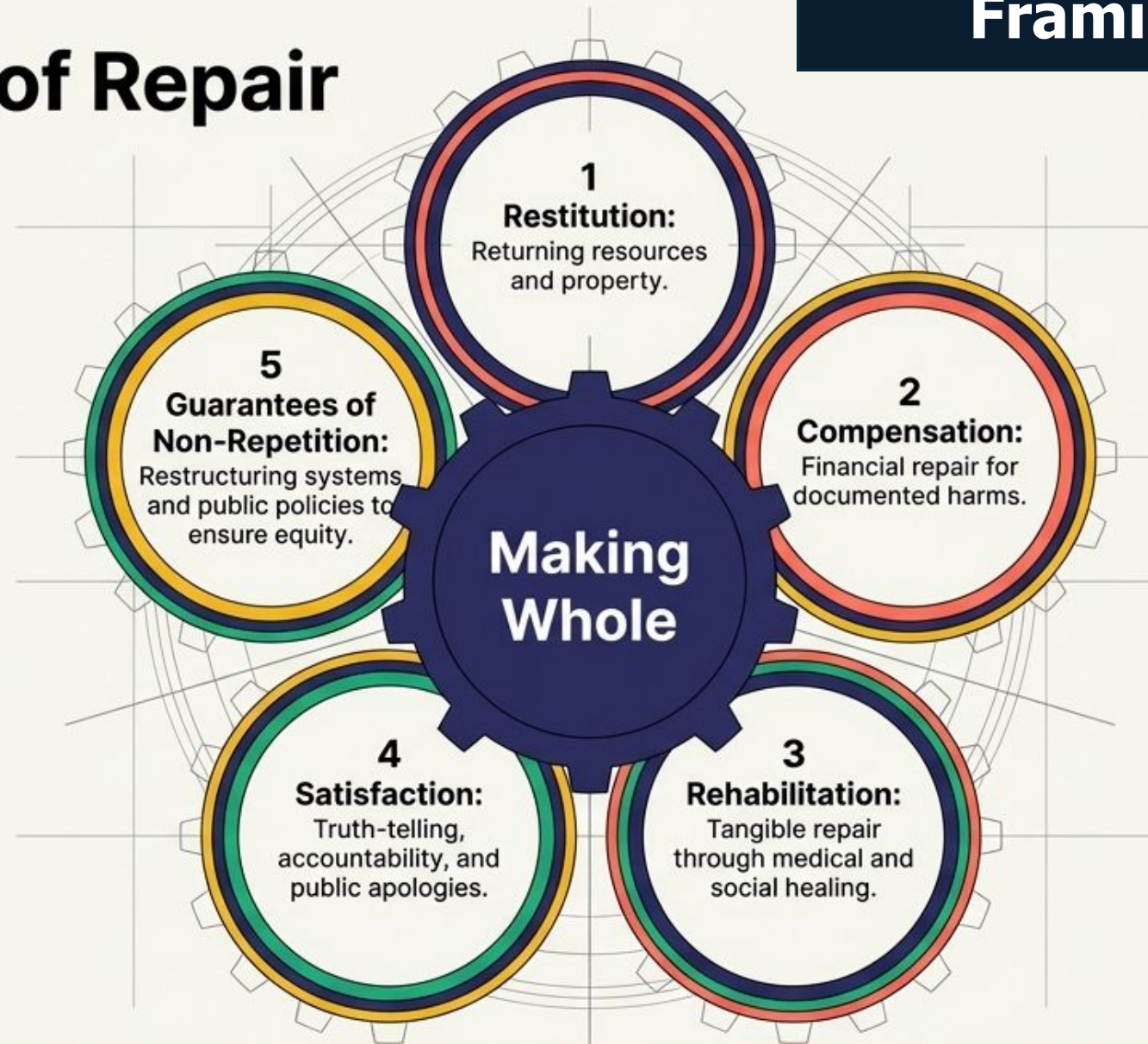
“An Alameda County where African Americans and all county residents can thrive.”

The county is located on the ethnohistoric territory of the Chochenyo Ohlone-speaking People.

Frameworks for Repair



The Pillars of Repair



Reparations are not just compensation. They are a process of returning power and opportunity so communities can heal, thrive, and shape their own futures.



Berkeley Public Policy
The Goldman School

The Architecture of Repair

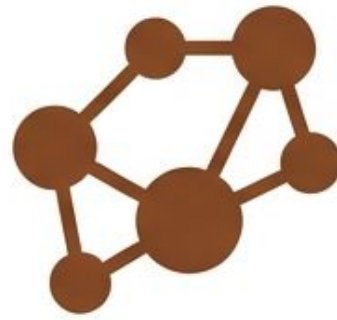
Executive Summary: Guidelines for an Effective Harm Report in Alameda County

A Journey To Repair: Guidelines to an Effective Harms Report
Elycia Knight - Spring 2025

A Legislative Tool, Not Just a History Book



Historical Evidence



Community Lived Experience



Legislative Foundation & Fiscal Justification

An Effective Harm Report IS

- ✓ An evidentiary baseline for policy.
- ✓ A historiography of specific geographic harms.
- ✓ A justification for targeted budget allocations.
- ✓ A living document of systemic impacts.

An Effective Harm Report IS NOT

- ✗ A generalized list of historical grievances.
- ✗ A proposal for payout eligibility.
- ✗ A timeline for budget distribution.
- ✗ A final set of reparations recommendations.

The Framework: Anatomy of an Effective Report



The Roadmap: Strategic Application for Alameda County



Step 1: Process

(Adopt an Iterative Approach)

- ✓ Release interim reports to gauge political will.
- ✓ Co-author with impacted communities.
- ✓ Focus on strictly place-based, local harms.

Step 2: Narrative

(Use Strategic Framing)

- ✓ Frame as “cycle-breaking” civic transformation.
- ✓ Root all aspirational messaging in policy anchors.
- ✓ Utilize trauma-informed oral history collection.

Step 3: Implementation

(Institutionalize & Fund)

- ✓ Codify the report via Board resolution.
- ✓ Link identified harms directly to upcoming budget cycles.
- ✓ Quantify the “cost of delay” to justify investments.



Alameda County Reparations

Community-Driven
Engagement &
Reparations

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations

Charting the Path to Community-Driven Reparations in Alameda County

Community Engagement Roadmap
(August 2025 – April 2026)

A rigorous nine-month engagement strategy guarantees thorough, county-wide inclusion.



9 Months of Engagement

Spanning from August 2025 to April 2026



5 Districts Covered

Ensuring representation across D1, D2, D3, D4, and D5



22 Total Events

Meeting the community exactly where they are



6 Listening Sessions

Deep demographic and systemic focus



14 Community Pop-Ups

Broad visibility at cultural gatherings



2 Feedback Sessions

Two-way validation of findings

Six targeted listening sessions prioritize each district and critical systemic issues.

D1	D2	D3	D4	D5
<p>Jan 24, 2026 Pleasanton Public Library</p>	<p>Feb 21, 2026 Newark Public Library</p>	<p>Dec 6, 2025 San Leandro Public Library</p>	<p>Aug 23, 2025 Russell City Church, Hayward</p>	<p>Nov 15, 2025 Taylor Memorial United Methodist, West Oakland</p>
	<p>Mar 7, 2026 Black Leaders - Pilgram Christian Church</p>	<p>Feb 28, 2026 Kingmakers: Black Boys & Young Men</p>	<p>Oct 25, 2025 East Oakland Youth Development Center (community)</p>	<p>Feb 17, 2026 Housing Stability & Community Displacement - Berkeley</p>
	<p>Mar 14, 2026 Juvenile Hall Youth Listening</p>		<p>Jan 28, 2026 EOYDC (Youth only)</p>	<p>Feb 25, 2026 Criminal Justice - Berkeley</p>
	<p>Mar 14, 2026 Chabot College - Community</p>			<p>Mar 4, 2026 Live Free USA & Thug Therapy</p>
	<p>Mar 16, 2026 Juvenile Justice Impacted - Camp Sweeny</p>			<p>Mar 14, 2026 Education & Schools - Berkeley</p>

Maintaining a visible presence through vibrant cultural pop-ups meets residents where they already gather.



Dec 29, 2025

Kwanzaa Holiday
Henry J. Kaiser Center

 County-Wide Reach:
[D1-5]

Feb 14, 2026

51st Annual Black
History Month

 District Focus: [D2]

Feb 20, 2026

BCZ Art & Soul

 District Focus: [D3]

Feb 22, 2026

Black Joy Parade -
Oakland

 County-Wide Reach:
[D1-5]

Two final feedback sessions ensure community validation of the collected findings.

The In-Person Gathering

Date: March 26, 2026

Format: Community Feedback Session
(in-person)

Location: Oakland

Reach: County-Wide Integration [D1-5] 

The Digital Session

Date: April 11, 2026

Format: Community Feedback Session
(virtual)

Location: Online Access

Reach: County-Wide Integration [D1-5] 

Framing The Feedback Session

The Map of Our Day



We are creating a roadmap toward justice, equity, and real change.



Alameda County Reparations

INFORMING
CHANGE

Data, Research
& Report Writing

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations



The Truth & The Transformation

Preliminary Survey Findings Data, Research
& Report Writing (DAR)

Distilling the voices of the community to guide Alameda County's Reparations Commission | Data as of March 9, 2026

Data, Research & Report



83.5% identify specifically as Black or African American.



Insight: Preliminary data guarantees that policy recommendations are deeply anchored in the lived experiences and historical memory of the directly impacted descendant community.

The Voices: A Profile of the Descendant Community

400+ individuals shared their truths, histories, and demands.



83%

identify directly as descendants of enslaved persons or those impacted by discriminatory policies.



83%

identify as Black or African American.



69%

identify as women.



Concentrated Impact

The majority of voices are rooted in Oakland (115) and Hayward (29).

The Harm: The Weight of the Past and Present



Policing & Well-being

66%

were stopped, searched, or questioned by police in a biased or unnecessary manner.

58%

report that County agencies have directly damaged their emotional well-being.

54%

of respondents and their families have experienced systemic harm in Alameda County.



Education & Erasure



Housing & Wealth

60%

state housing policies made it harder to buy a home or build wealth.

48%

felt forced to move due to gentrification, rising costs, or neighborhood changes.

64%

attended schools where their culture, history, or language was ignored or disrespected.

43%

faced bias-driven barriers to accessing advanced classes or college prep.

The Repair: A Holistic Vision for Healing

85% demand that reparations focus on protecting and rebuilding historically Black neighborhoods, schools, and institutions.

83%



Affordable Housing

(Repairing the wealth/gentrification gap)

73%



Better Education Programs

(Repairing cultural erasure and access barriers)

72%



Protecting & Restoring Culture

(Repairing historical displacement)

70%



Better Healthcare

(Repairing emotional and physical impacts)

66%

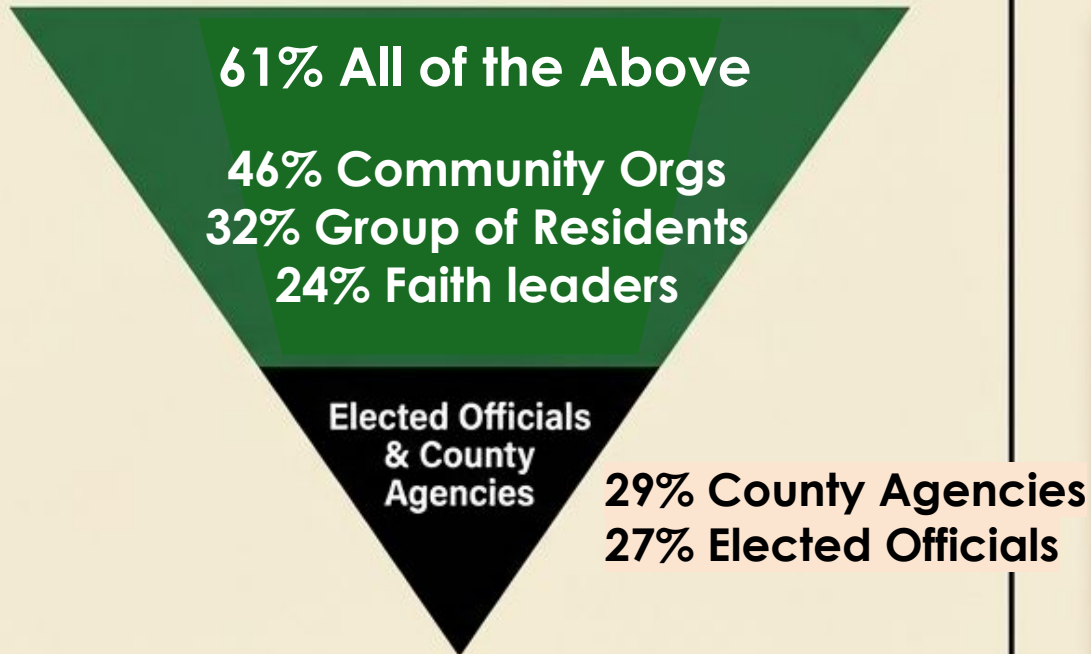


Direct Payments

(Repairing economic opportunity)

The Action: Community Mandates for Restitution

Who Must Lead?



Insight: The community mandates a collective, grassroots-led approach.

The Three Pillars of Action



Protect & Preserve

Stop the erasure. Preserve historic Black neighborhoods, protect cultural landmarks, and provide anti-eviction services.



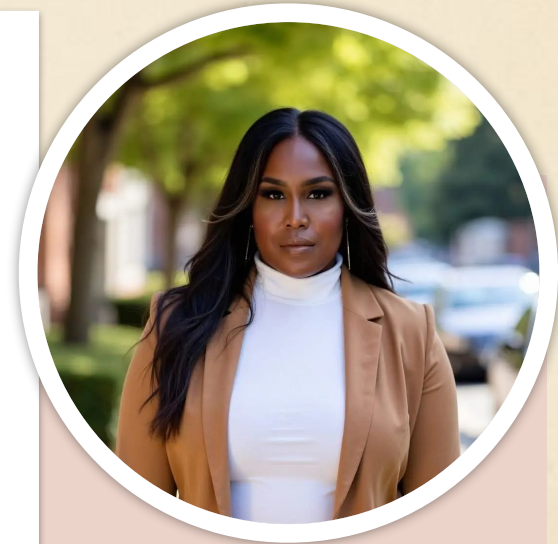
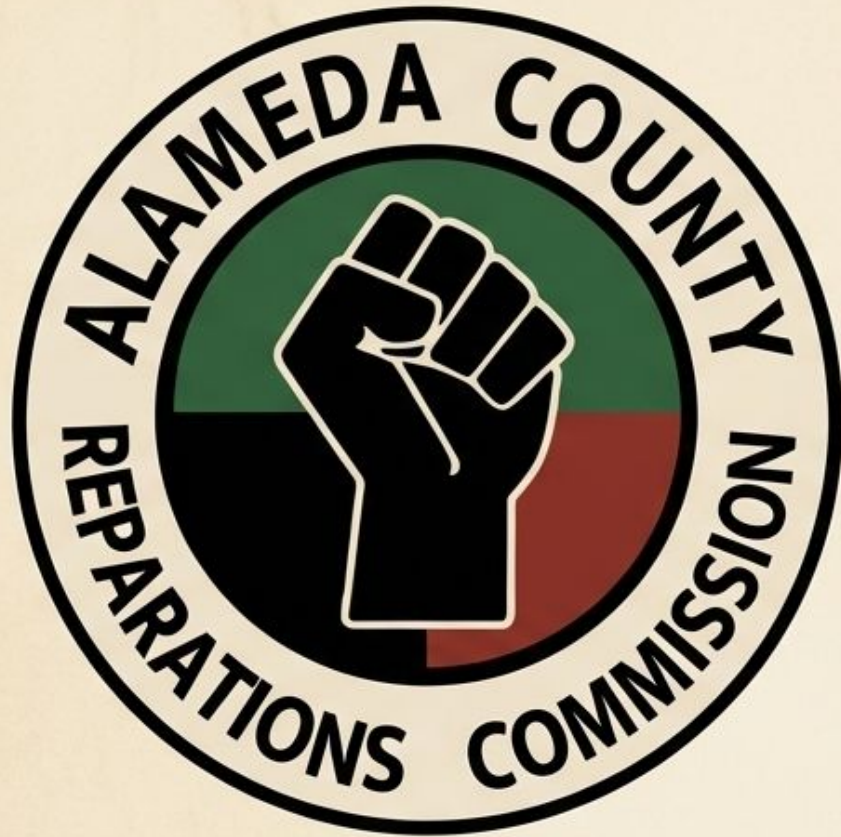
Educate & Acknowledge

Tell the true history, "warts and all." Mandate Black history in public schools and publicly acknowledge past harms and displacement.



Empower & Invest

Fund Black-led organizations and center actual residents in creating policy. "If you want something different, you have to do things differently."



Tasion Kwamilele
The Kwamilele Group

Social Media Performance

SOCIAL MEDIA PERFORMANCE REPORT
covering activity from November 2025 - March 31, 2026



SOCIAL MEDIA PERFORMANCE REPORT

Five Key Point about ACRC Social Media Performance:

- **Significant Growth:** Views jumped 3,208% and reach increased 996%.
- **Real Engagement:** 80% of interactions were organic, not paid.
- **Audience Expanded:** Strong growth across Facebook and Instagram.
- **Meaningful Dialogue:** Content sparked thoughtful, respectful conversations.
- **Clear path forward:** Insights point to how to deepen outreach and impact.




Digital Media: FACEBOOK

SOCIAL MEDIA REPORT


@ACREPARATIONS COMMISSION | NOV. 2025 - MARCH 31, 2026
FACEBOOK

VIEWS

Total Views 

73,968

increase by 3,208%

Total Ad Impressions 

84,531

Total Followers 

1,170

increase by 996%



SOCIAL MEDIA REPORT


@ACREPARATIONS COMMISSION | NOV. 2025 - MARCH 31, 2026
FACEBOOK

INTERACTIONS


1,491 Interactions ⓘ


+638.1% from previous 151 days




1,118
Reactions ⓘ

Interactions
1
Dec 5

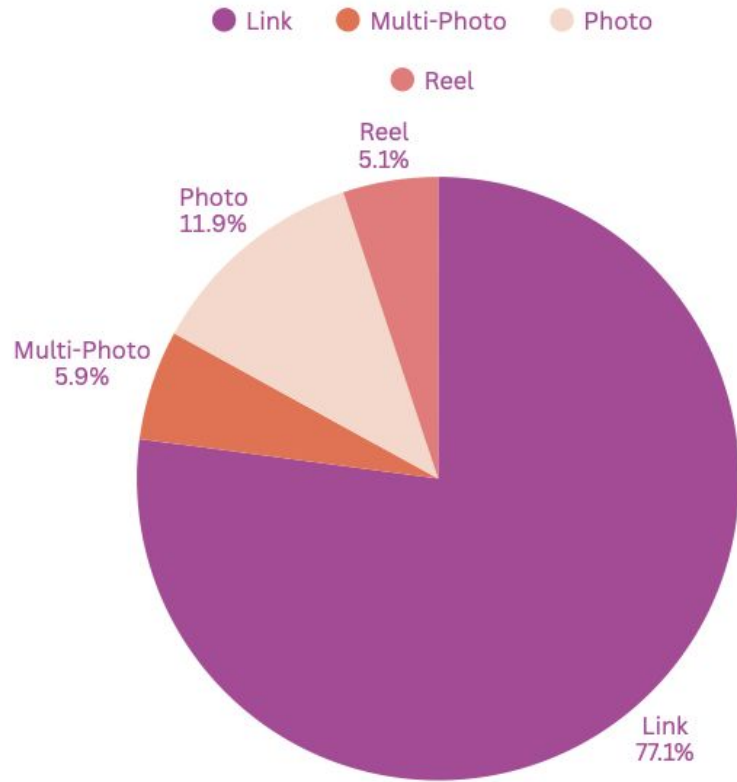

154
Comments ⓘ


219
Shares ⓘ

Digital Media: FACEBOOK



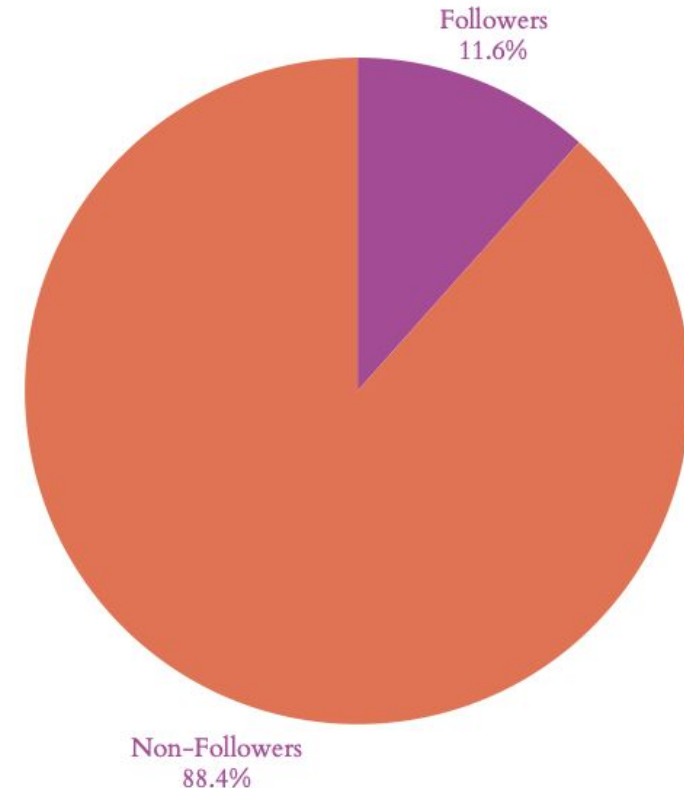
Content Type Performance



Link-based content drove the majority of Facebook views (77%), suggesting audiences were highly responsive to informational and call-to-action content related to the Commission's work.

Content has continuously engaged and reached larger audiences than active followers, creating significant opportunity for growth.

Views by Followers vs. Non-Followers





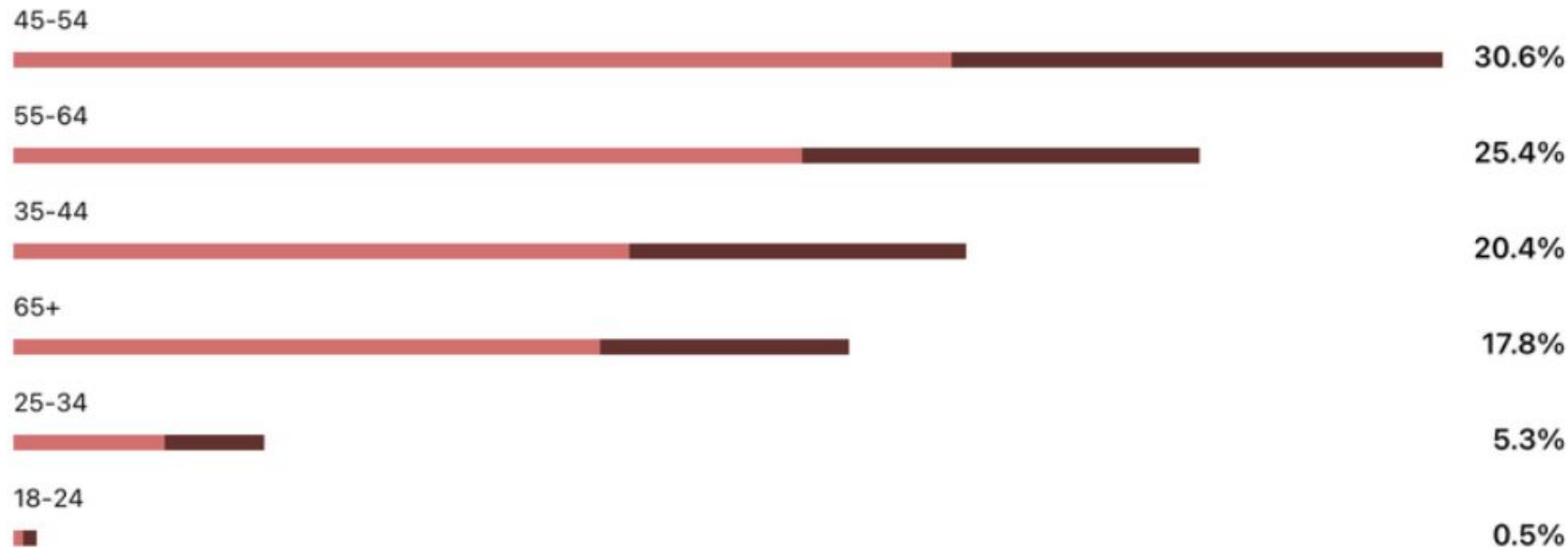
Digital Media: FACEBOOK

AUDIENCE

Age & gender ⓘ

Lifetime

● Women ● Men ● Unknown



80% Organic ●
20% Paid ●

Although paid ads were deployed during the campaign, 80% of engagement was organic.

Digital Media: FACEBOOK



With multiple paid ads run throughout the campaign, 80% of engagement with audience was organic



Audience engagement consisted primarily of reactions (emoji likes, smiles, etc.), followed by shares and comments.

75%
● Reactions

14.7%
● Shares

10.3%
● Comments



Digital Media: INSTAGRAM

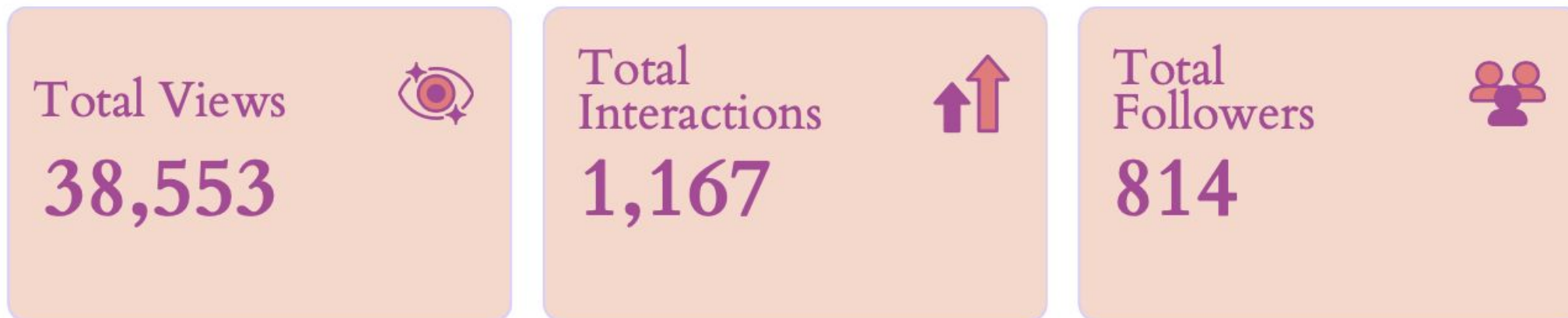
SOCIAL MEDIA REPORT

@ACREPARATIONS COMMISSION | JANUARY 1 - MARCH 31, 2026

INSTAGRAM

insights reflect the most recent 90-day reporting window available within the platform

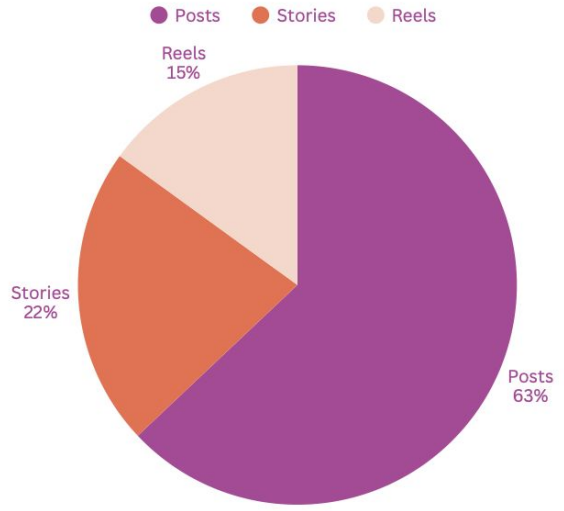
VIEWS



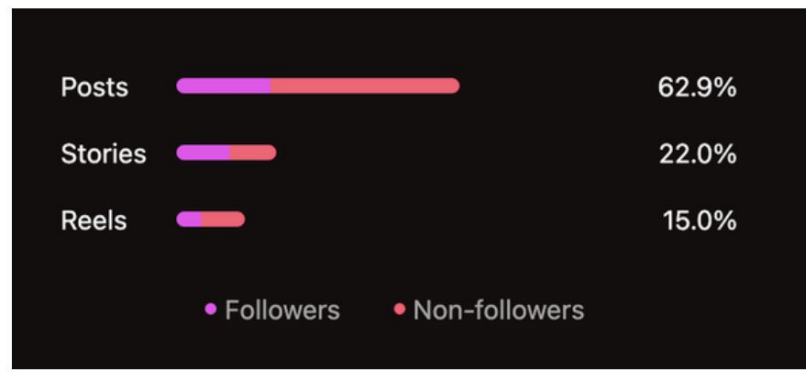


Digital Media: INSTAGRAM

Content Type Performance



Content Views: Followers vs. Non-Followers



Overview

Views	11,734
Post interactions	71
Profile activity	126

Views

Reach	5,434
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Interactions

Likes	49
Saves	8
Shares	7
Comments	1

Most engaged content organically



Digital Media: LINKEDIN

SOCIAL MEDIA REPORT

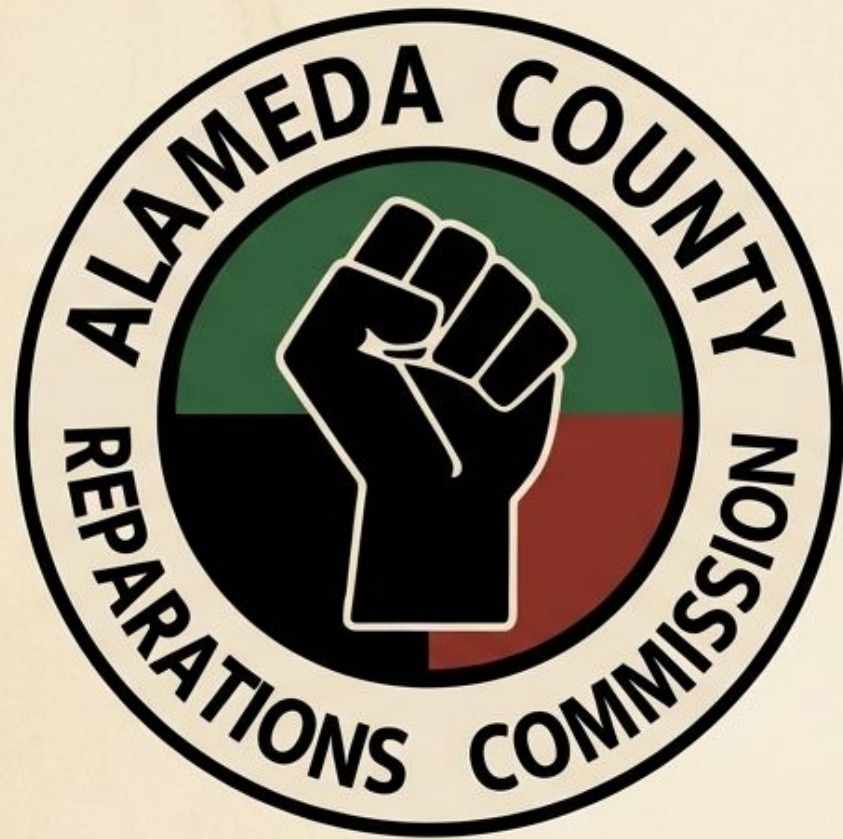
@ACREPARATIONS COMMISSION | DEC. 1 - MARCH 31, 2026

LINKEDIN

- Launched late; reached 364 followers.
- Content focused on policy and professional audience.
- Strong foundation with growth potential via paid promotion.

Accomplishments

The screenshot shows the LinkedIn profile for the Alameda County Reparations Commission. At the top left is the organization's logo. The profile name is "Alameda County Reparations Commission" with a verified badge. The bio reads: "Leading Alameda County's Effort Toward Reparative Justice and Community Restoration." Below the bio, it states "Community Services · Oakland, CA · 364 followers · 11-50 employees". A notification says "Dwayne & 45 other connections follow this page". There are buttons for "Message" and "Following". The navigation tabs include Home, About, Posts, Jobs, People, and Insights. The "Posts" tab is selected, showing a post from the organization with 364 followers, posted 21 hours ago. The post content includes "YOU'RE INVITED" and a link to join a virtual community meeting. A partial image of the organization's logo is visible at the bottom of the post.



Alameda County Reparations



Consultants:
Exceptional Community
Connections

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations




Welcome!

ACRC General Commission Meeting

Wednesday, April 8, 2026

ACRC Subcommittee Monthly Progress Snapshot

March Progress | April Priorities

 <p>Administration & Budget</p> <p>✓ March Highlights</p>	<p>✓ March Highlights</p> <ul style="list-style-type: none"> ✓ Submitted remaining recommendations ✓ Completed vendor invoice processing ✓ Advanced budget prioritization report ✓ Oversaw spend-down and reallocations 	<p>→ April Focus</p> <ul style="list-style-type: none"> ✓ Finalize March budget report-out ✓ Continue budget oversight ✓ Prepare April budget updates for Commission approval
 <p>Community Listening Sessions</p> <p>✓ March Highlights</p>	<p>✓ March Highlights</p> <ul style="list-style-type: none"> ✓ Conducted 1 community feedback session ✓ Drafted agenda for virtual engagement ✓ Supported community pop-up outreach 	<p>→ April Focus</p> <ul style="list-style-type: none"> ✓ Launch virtual feedback session ✓ Expand outreach to increase survey participation
 <p>Data Collection, Analysis & Reporting</p>	<p>✓ March Highlights</p> <ul style="list-style-type: none"> ✓ Delivered recommendations to Informing Change ✓ Organized data for draft report development ✓ Aligned ACRC data with CLS recommendation categories 	<p>→ April Focus</p> <ul style="list-style-type: none"> ✓ Provide narrative insights for report writing ✓ Support structuring and organization of recommendations ✓ Continue coordination with Informing Change
<p>⚡ Commission-Wide Progress</p> <ul style="list-style-type: none"> • Advancing toward June 2026 final report submission • Strengthening alignment across subcommittees • Translating community input into actionable recommendations 		



ACRC Action Plan Timeline (Jan–Jun 2026)

JAN 24 – FEB 28

- Conduct CLS's & Pop-Ups
- ACRC Retreat (Jan 31)
- Create Work Plan (Jan–June 2026)
- Develop Rough Draft Recommendations
- Final Community Listening Sessions (Feb 28)

MAR 18 – APR 30

- Pop-Ups Conclude (Mar 21)
- Voting Concluded (Mar 23)
- Community Partners & Allies Review Recommendations (Mar 28– Apr 10)
- ACRC Reviews Action Plan/Report – Rough Draft (Apr 30)
- Updated Report & Budget Expenditures to Ad Hoc Committee (Apr 30)

JUN 2 – JUN 23

- Board Letter Submitted for BOS Agenda (Jun 2)
- Final Action Plan/Report Presented to Alameda County Board of Supervisors (Jun 23)

MAR 1 – MAR 15

- Recommendations drafted/submitted by commissioners

MAY 8 – MAY 29

- Board Presentation Preparation (May 8)
- Final Draft Action Plan & Budget to Ad Hoc Committee (May 15)
- Final Action Plan Approved by ACRC (May 27)
- Final Report Shared with Ad Hoc Committee & Community Partners (May 29)





Alameda County Reparations Action Plan

INFORMING
CHANGE

Consultants:
Informing Change

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations

Working Action Report Outline

(4/8/26)

1. Introductory Letter or Foreword

- Alameda County Reparations Commission Vision Statement
- Land Acknowledgment

2. Action Report Overview & Context

- Purpose
- About the Commission
- Partners & Engagements
- Recommendations Overview/list of Commission's recommendations

3. Developing recommendations

- **Guiding Frameworks & Partners:** Four Pillars of Focus, United Nation's Five Forms of Reparations, California Reparations Task Force Domains, Alameda County Departments
- **Community Input:** Community Listening Sessions, Post-listening Session Surveys, Online Survey, Social Media
- **Commissioner Process**

4. The Context for Reparations in Alameda County

- Data from secondary background research and reports, listening sessions, and surveys will be integrated into this section
- Examples of barriers in housing, criminal justice, etc.
- Examples of relevant reparative efforts in both US and California

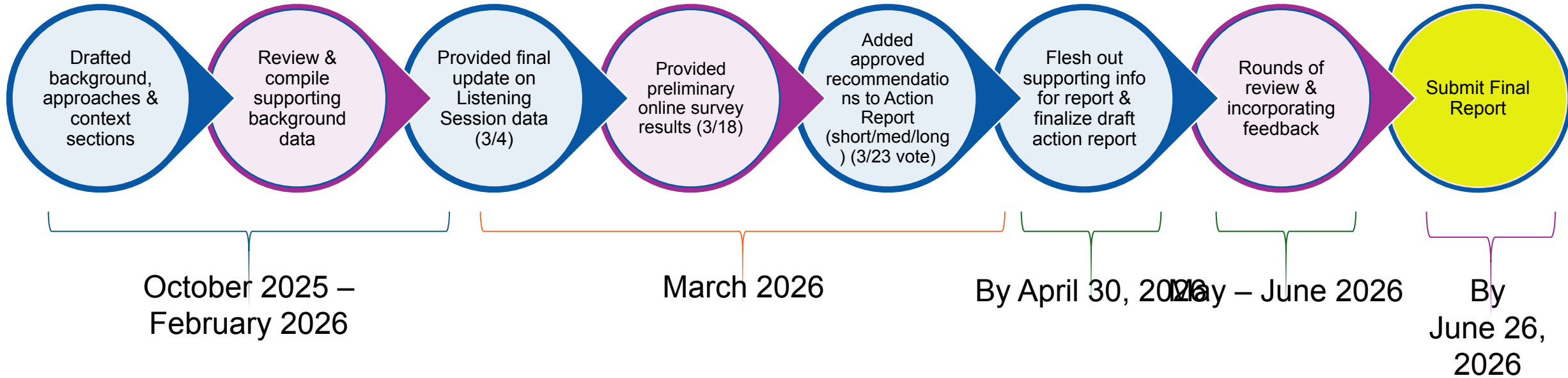
5. Recommendations & Action Plan

- **Preamble:** Starting with Assessment & Accountability
- **Commission's recommendations, by priority area:**
 - **Short-term Priorities**
 1. Housing & Property
 2. Economic Opportunity & Wealth Gap
 3. Reparations Office, Department, & Fund (Other)
 4. Physical & Mental Health
 5. Youth
 - **Medium-Term Priorities**
 6. Education
 7. Legal system/Public Safety
 8. Reporting
 9. Preserving Black Culture & Heritage
 - **Long-Term Priorities**
 10. Political Disenfranchisement
 11. Data
 12. Environment & Infrastructure

Alameda County Reparations Action Plan Report Development

Timeline

(4/8/26)





Alameda County Reparations

Vice Chair
Larry McClendon
Budget & Resources
Update

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations

Cross-referenced reporting view aligned to shared categories

Reporting period: July 1, 2025 through April 2, 2026

Approved Budget

\$500,000

Actual Spend

\$307,752.52

Remaining Budget

\$192,247.48

Budget Used

61.6%

Biggest Spend Buckets

Strategic Consulting, Project Management, and Technical Support:

\$184,753.00

Communications, Design, Printing, Swag, Website, and Social Media:

\$43,678.03

Facilitation and Community Engagement:

\$27,280.00

Documentation and Media:

\$18,470.00

Wellness, Food, and Participant Support:

\$14,647.79

Focus Area

- This updated report was prepared by cross-referencing the budget report with the expense report and aligning the categories so the information is easier to understand and review.
- The purpose of this presentation is to give a clear picture of current spending, remaining budget capacity, and any areas that may require closer monitoring.

Aligned Budget vs. Actual Summary

Category	Budget	Actual	Variance	Used
Strategic Consulting, Project Management, and Technical Support	\$260,000	\$184,753	\$75,247	71%
Communications, Design, Printing, Swag, Website, and Social Media	\$72,000	\$43,678	\$28,322	61%
Facilitation and Community Engagement	\$47,150	\$27,280	\$19,870	58%
Documentation and Media	\$14,000	\$18,470	-\$4,470	132%
Wellness, Food, and Participant Support	\$17,000	\$14,648	\$2,352	86%
Transcription and Note Taking	\$11,000	\$11,600	-\$600	105%
Event Operations and Venues	\$12,500	\$7,324	\$5,176	59%
Data, Surveys, and Reporting	\$63,450	\$0	\$63,450	0%
Contingency	\$2,900	\$0	\$2,900	0%

Upcoming Budget Adjustments

Prevent overspending

Proposed rebalancing approach to keep line items in bounds while supporting added commission work

Adjustment logic based on approved budget lines, actuals through April 2, 2026, and the request for added ECC/Informing Change support.

Line Item	Direction	Reason
ECC / Informing Change	Increase	Additional support requested to help deliver against commission goals
Documentation and Media	True-up	Already above current line budget
Transcription and Note Taking	Modest increase	Slight overage plus possible close-out support
Data, Surveys, and Reporting	Reduce	No direct charges posted in current period
Contingency / Underused lines	Offset	Helps keep the overall budget neutral

Why an adjustment is needed

- Documentation & Media: Over by ~\$4,470
- Transcription: Over by ~\$600
- ECC: Projected increase for commission goals
- **Goal:** Shift dollars early to prevent year-end overspending

Next Step: ECC / Informing Change

Return with final line amounts once scope and forecasts are confirmed.

Enables one clean adjustment package instead of small fixes.

Original Budget Lines to Keep an Eye On

Original budget line	Budget	Actual	Status
Photographer	\$9,000	\$15,300	Over by \$6,300
Transcriber (ACR Commissioners)	\$11,000	\$11,600	Over by \$600
Consultant: Social Media content management	\$20,000	\$14,000	Under by \$6,000
Website	\$16,000	\$15,750	Nearly fully used
Location	\$10,000	\$6,943	Under by \$3,058
Food/Refreshments	\$11,500	\$7,003	Under by \$4,497
Survey & Data Analysis	\$10,000	\$0	No direct charges
Data Collection & analysis	\$38,450	\$0	No direct charges
Research and Report Writing Consultant	\$15,000	\$0	No direct charges

Key Take Aways

1. We are within budget overall
2. A few categories need active monitoring
3. The new aligned report gives us a stronger tool for decision-making



Alameda County Reparations

Commission Recommendations

Prepared for Board of Supervisors, Ad Hoc Committee on Reparations

The Harm

Systemic injustice, taken resources, and conditions that allowed harm to occur.

The Stake

Closing racial disparities, eliminating structural inequities, and realizing true equity through sustained investment.

**Why these recommendations exist:
To move from documented harms
to targeted public policies.**



1

Housing & Property

Direct compensation, right-to-return, and anti-displacement protections.



2

Economic Opportunity

Transforming public funds into reparative wealth-building.



3

Administration

Permanent Office of Reparations and dedicated funding.



4

Health Equity

Social determinants and Trauma Recovery Centers.



5

Family & Youth

Centering Black youth to interrupt intergenerational inequity.



6

Education

Eliminating barriers via reparative workforce pathways.



7

Justice & Safety

Restitution, reentry, and independent accountability.



8

Accountability

Permanent Harms Report and mandatory equity tracking.



9

Culture & Memory

Heritage preservation and Truth & Reconciliation.



10

Civic Power

Institutionalizing Black political representation.



11

Data Transparency

Correcting data distortion for equitable decisions.



12

Environment

Climate resilience in formerly redlined areas.

A Framework for Repair

ACRC has established a comprehensive framework to repair historical harms and systemic inequities in Alameda County. Grounded in continuous disaggregated equity data, the plan to transform public funds into reparative investments through a phased, 12-point roadmap.



Phase 1: Short-Term Priorities



1

Housing & Property

Advance an integrated approach featuring down payment assistance, a right-to-return program, direct compensation for victims of unjust property takings, and anti-displacement zoning protections.



2

Economic Opportunity

Transform public funds into reparative investments that support Black-owned businesses, commercial corridors, and directly target the racial wealth gap through asset ownership.



3

Reparations Administration

Establish a permanent, fully resourced Office of Reparations anchored by a dedicated, sustained Reparations Fund to ensure long-term accountability.



4

Physical & Mental Health

Target social determinants of health and establish community-based Trauma Recovery and Healing Centers to repair intergenerational harm.



5

Black Youth

Center youth across all economic, health, and educational investments to interrupt intergenerational inequities and build leadership pathways.

Phase 2: Medium-Term Priorities



6

Education

Eliminate structural barriers to access and invest in lifelong reparative education and workforce development pathways.



7

Legal System & Public Safety

Create a restitution fund for wrongful convictions and unpaid prison labor, support reentry, establish an independent Justice Ombudsperson, and transition to community-led violence prevention.



8

Accountability & Harms Report

Permanently host a comprehensive Harms Report and require continuous disaggregated Equity Reports from every County department to operationalize efforts.



9

Creative & Cultural Preservation

Safeguard cultural sovereignty by investing in community archiving, Black arts, and building an enduring narrative via Truth and Reconciliation programs.

Phase 3: Long-Term Priorities



10

Political Disenfranchisement

Establish a Sustainable Black Civic Power Initiative to ensure reparative governance, civic inclusion, and permanent institutional power-sharing.



11

Data Distortion

Radically address data distortion through transparent documentation of harms and rigorous public accountability to drive equitable decision-making.

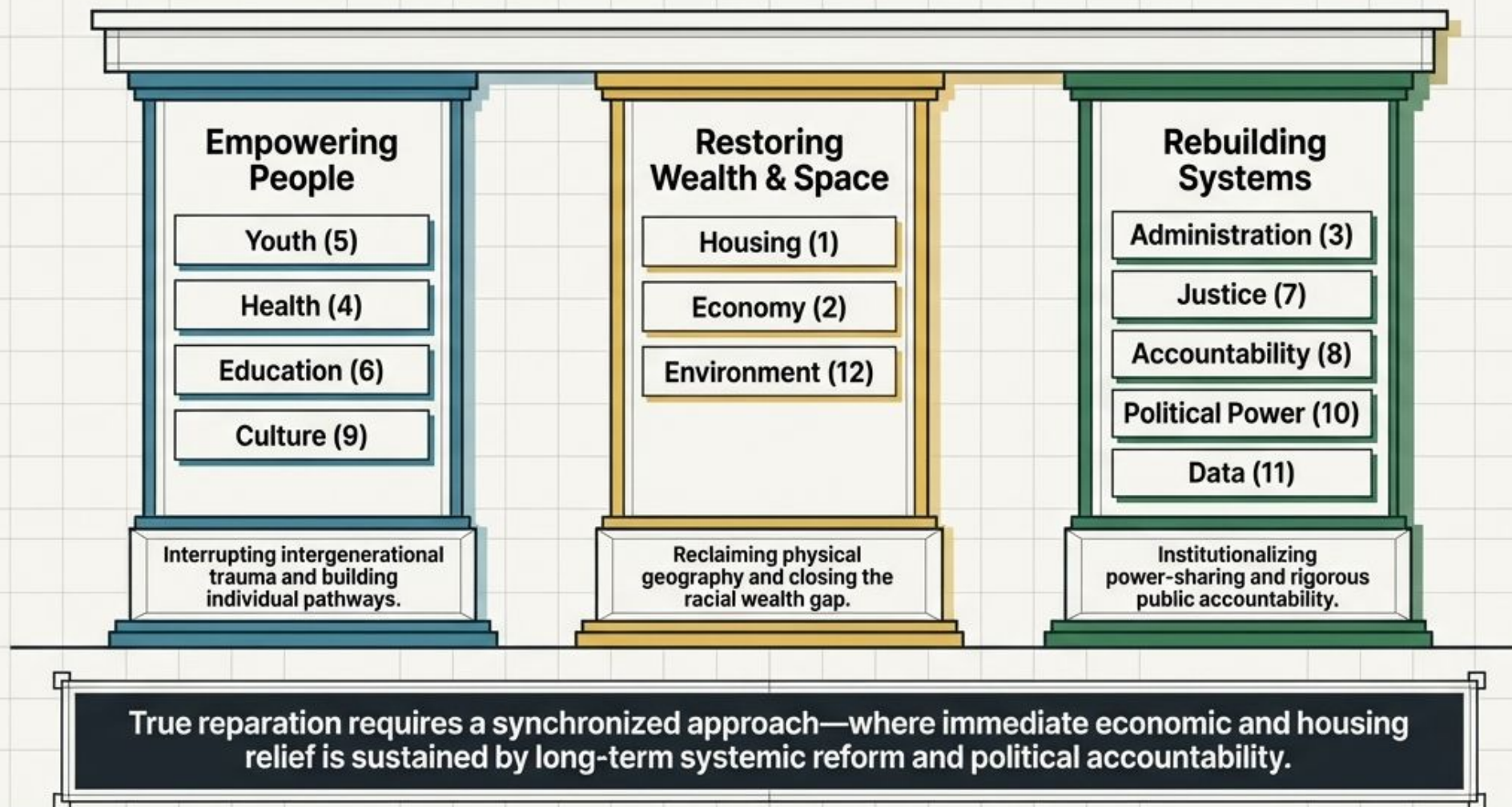


12

Environment & Infrastructure

Prioritize reparative environmental investments in formerly redlined areas to combat the enduring impacts of toxic exposure and build climate resilience.

The Architecture of Equity: Intersectional Impact



Policy Pillars: Life & Wealth



Housing & Economic Opportunity

Recommendation #1

Why it matters: Housing was taken. Homeownership builds wealth.

- **Expand Homeownership:** Prevent displacement and restore access.
- **Reparative Investments:** Shift public funds to close the wealth gap.
- **Grow Local Wealth:** Invest directly in Black-owned businesses and commercial corridors.

Recommendation #1: Housing, Economic Opportunity & Closing the Wealth Gap

Governance Structure: The Office of Reparative Justice

Recommendation #2

Board of Supervisors

**Reparations
Implementation
Oversight Body**

Subpoena power to
monitor compliance.

**Office of
Reparative Justice**

The Hub: Permanent office
reporting to BOS.
Coordinates implementation.

**Community
Advisory Board**

Impacted Black residents
with voting authority.

Key Policy Mechanism: Mandate Racial Harm Audits and Racial Impact Statements for all Board letters, contracts, and capital projects.

Policy Pillars: Life & Wealth

Recommendation #3:

Health Equity, Healing Centers, Environment, & Infrastructure



Health Equity & Environment

Recommendation #3

Why it matters: Where you live impacts your health; environmental harm creates lasting illness.

- **Address Root Causes:** Align housing and environmental investments.

- **Invest in Environment:** Clean up polluted areas and upgrade infrastructure.

- **Fund Healing Centers:** Create trauma-informed spaces for holistic, culturally competent care.

Policy Pillars: Youth & Justice



Education & Black Youth

Recommendation #4

Why it matters: Inequities start early and shape life outcomes.

- **Invest Early:** Expand early childhood programs and academic support.
- **Create Career Paths:** Connect schools to jobs via apprenticeships.
- **Fund Equitably:** Direct resources to underserved schools with holistic, wraparound support.

Recommendation #4:

Education & Black Youth

Policy Pillars: Youth & Justice

Recommendation #5:

Criminal Justice & Public Safety



Criminal Justice & Public Safety

Recommendation #5

Why it matters: Biased systems disrupted lives and broke community trust.

- **Community-Led Safety:** Fund violence prevention over over-policing.
- **Support Reentry:** Restore economic stability for formerly incarcerated residents.
- **Compensate & Oversee:** Address wrongful convictions and create independent review systems.

Policy Pillars: Structure & Power



Harms Reporting

Recommendation #6

Publish the Truth:

Comprehensive, publicly accessible Harms Report.

Track Equity Data: Mandate ongoing reporting tied to reparations goals.

Recommendation #6:

Harms Reporting & Data

Policy Pillars: Structure & Power

Recommendation #7:

Creative, Cultural, Intellectual & Civic Black Power



Black Power & Culture

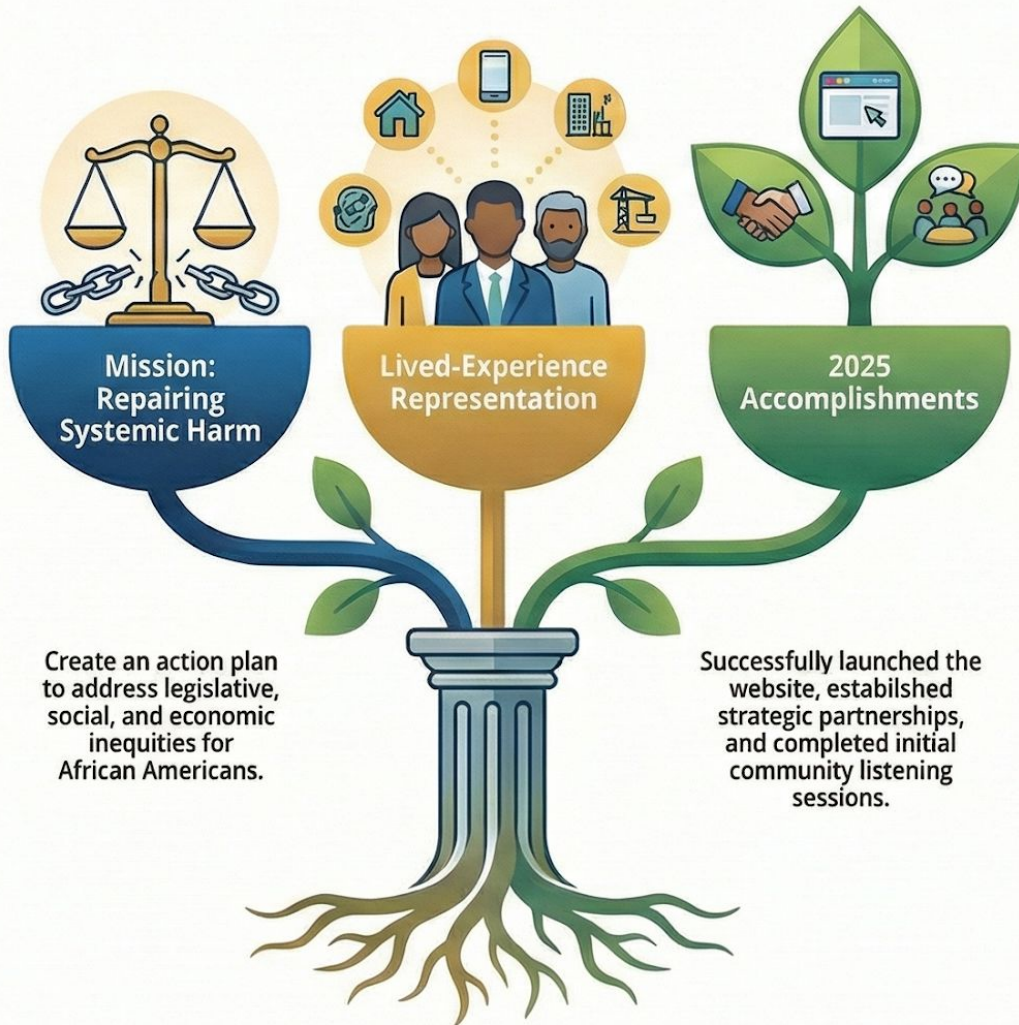
Recommendation #7

Protect Identity: Invest in Black archives, arts, and storytelling.

Build Civic Leadership: Formalize power-sharing structures in decision-making.

A Path to Progress:

Vision and Foundational Milestones



Mission: Repairing Systemic Harm

- Created an action plan to address legislative, social, and economic inequities for African Americans and their communities

Lived-Experience Representation

- Listening Sessions
- Pop-ups
- Feedback Sessions
- Surveys (short form & long form)

2025-26 Accomplishments

- Communications campaign
 - Launched a website
 - Established social media
- Established strategic partnerships

A Path to Progress:

Jan-Feb 2026 Recommendations & Feedback

- Retreat to develop work plans
- Hosted final listening sessions
- Started pop-ups

March-May 2026 Refining the Report

- Listening Sessions
- Pop-ups
- Feedback Sessions
- Surveys (short form & long form)

June 30, 2026 Final BOS Presentation

- Present draft and final Action Plan Report to BOS

2026 Implementation & Final Approval



Jan-Feb 2026: Recommendations & Feedback

ACRC retreats to develop draft recommendations and host final community listening sessions.



MONTH:
January

PRIMARY OBJECTIVE:
ACRC Retreat: Develop rough draft recommendations and 2026 work plan.



March-May 2026: Refining the Report

Finalize budget reports and seek ACRC approval for the annotated action plan.



MONTH:
March/April

PRIMARY OBJECTIVE:
Submit updated report and budget expenditures to the Ad Hoc Committee.



June 23, 2026: Final Board Presentation

Presentation of the final Reparations Action Plan to the full Board of Supervisors.



MONTH:
June

PRIMARY OBJECTIVE:
Present the final Action Plan Report to the Board of Supervisors.

WE NEED COMMUNITY VOICES FOR **TUESDAY JUNE 30** SUPERVISORS MEETING!



Pack the Board of Supervisors meeting & demand action on the *Reparations Draft Action Plan!*

- Our presence must be undeniable
- Our voices impossible to ignore
- Our call for justice non-negotiable

THANK YOU!

