California Black Power Network's
Reparations Listening Sessions & Civic Engagement Program Final Report

Background on Reparations Listening Sessions and Civic Engagement Program
In 2020, Assembly Bill 3121 was enacted to establish a Reparations Task Force to study and develop reparation proposals for Black Californians. In the beginning of 2022, the Reparations Task Force began working with community organizations including the California Black Power Network (CBPN), to host listening sessions throughout the state to hear from Black Californians about the harms suffered as a result of slavery and institutional racism, the forms of reparations the community would like to see, and who should be eligible for reparations. At the end of these listening sessions, community members’ input would be included in a report to the legislature on the impacts and harms of slavery and anti-black racism and recommendations on how the state should address and repair these harms. CBPN worked with our network members to schedule and hold listening sessions in San Diego, Riverside, Los Angeles, Central Valley and the Bay Area.

Leading up to California’s 2022 June Primary Election, CBPN included questions about reparations in our inaugural Civic Engagement Program (CEP) targeting Black voters across the state. In that program, we identified 9,407 supporters who believed Black people across the Diaspora deserved resources due to slavery and systemic racism and 8,711 supporters indicated interest in attending a reparations Listening Sessions.

Reparations Civic Engagement Program
In July 2022, CBPN launched a reparations CEP to follow up with these 8,711 supporters recruited the month before. The objectives of the reparations CEP were to promote and encourage participation in reparations listening sessions, identify reparations priorities, inform supporters about other ways to share their feedback with the CA Reparations Taskforce, and build a base for long term work, both locally and statewide.

We launched a 14-day program with a 6 person phone-bank team made up of leaders and volunteers from Black Women for Wellness (BWW) and 2 BWW staff leads. The BWW outreach team initially began reaching out to supporters who indicated an interest in joining a Listening Session and walked them through the registration process for upcoming sessions. Unfortunately, our first listening session on Thursday, July 14th was zoom-bombed by people in opposition to reparations who interrupted our program with racist slurs and comments. Despite their efforts, these participants were promptly removed and we were still able to have a powerful and informative listening session. However, this incident gave us an opportunity to do more imagining around safety, participation, and outreach. We quickly pivoted by having our phone-team at BWW ask safety and participation questions to Listening Session leads including: how they heard about the upcoming listening sessions; what organization they were a part of, if any; if they had attended a previous listening session; and what their reparations priorities were. We also tightened up zoom registration and settings to prevent further issues.
Our BWW phone-team led by BWW staff used voter engagement technology to accomplish the following:

- Contacted 1,622 supporters and identified 516 supporters who confirmed their interest and plans to attend an upcoming listening session. In the case that they were no longer interested, team members would direct supporters to the Task Force’s video testimony upload portal and survey.
- Helped supporters register for upcoming listening sessions
- Prioritized safety of Black people who attended listening sessions by reviewing the registration list
- Prioritized first-time listening session attendees by reviewing registrants responses
- Recontacted 296 listening session registrants to remind them of upcoming listening sessions while providing listening session details and agenda
- Asked supporters to identify their reparations priorities

**Reparations CEP Results:**

**Initial Outreach:**

- 9,407 Black voters believed Black people across the Diaspora deserved resources due to slavery and systemic racism
- 8,711 Black voters identified interest in attending an upcoming Reparations Listening Session

**Follow-Up and Review:**

- 4,014 Attempts
- 1,622 Contacts
- 1,131 IDs
- 516 Commits
- 296 Re-Contacts

**Digital Outreach**

- Sent 40,964 emails
- Social Media
  - Reached over 200k individuals
  - Made over 700k impressions
  - Obtained 6,149 Opt-Ins

**Final Results:**

- 1,256 individuals registered for listening sessions
- 284 Black people attended 10 virtual and in-person Regional Listening Sessions in Central California, the Bay Area, the Inland Empire, San Diego and Los Angeles.
- Participants registered for listening sessions through our June CEP, our digital/social media and Network coalition members.
  - 33% CEP Supporters
  - 8% Digital/Social Media Opt-Ins
  - 59% Network Coalition Members

**Overview of Community Input**

According to the United Nations, in order for places like California to begin righting the many wrongs that have been inflicted on Black people, reparations must include Restitution, Compensation, Rehabilitation,
Satisfaction, and Guarantee of non-repetition. When we asked Black people what the forms of reparations should be and what would be reparative and healing to our communities, they lifted up the following potential forms:

- **Restitution**
  *Restores the victim to their original position or situation before the harm and violation of human rights occurred. It includes restoration of liberty, enjoyment of human rights, identity, family life and citizenship, and return of property.*
  - Education & Technology Access
    - Free tuition for higher education (university, trade schools, community colleges, graduate and professional schools etc.)
    - Increased funding and resources for Black K-12 students
    - Funding and investment in HBCUs
    - Policy solutions to address technology and internet disparities and gaps
  - Economic Empowerment
    - Employment resources and opportunities, particularly for formerly incarcerated people
    - Access to apprenticeships and skill building opportunities for formerly incarcerated people and youth
  - Resources & Reformation
    - Multi-generational reparations to heal multi-generational harm
    - Resources for Black people to trace their ancestry and lineage

- **Compensation**
  *Economic compensation proportional to the gravity of the violation that is meant to account for mental, physical or other material and long term harms like lost opportunities or wages.*
  - Economic Empowerment
    - Direct Cash Payments
    - Fast-tracked reparations for Black elders
    - No income tax for Black residents of CA
    - Small business grants and loans
    - Compensation to Black families whose businesses were destroyed in attacks on Black communities
    - Equity in cannabis industry through licensing grants and opportunities for Black people and formerly incarcerated people
  - Real Property Ownership, Return & Compensation
    - Land to individual Black people and compensation or return of land unjustly taken from Black people through eminent domain
    - Land for Black farmers
    - Land for the development of Black communities
  - Housing & Home Ownership
    - Home ownership opportunities and grants
    - Freeze on property taxes for elders when they reach a certain age
    - Affordable Housing

- **Rehabilitation**
  *Includes medical and psychological care as well as legal and social services.*
  - Healthcare, Psychological Rehabilitation & Mental Health Services
    - Free therapy and mental health services
- Access to healing spaces and opportunities to talk about the harms
- Retreat and nature skill building opportunities to enable Black communities to learn farming, wilderness survival and to connect with nature
- Life enrichment programs to promote joy and enrichment through art, music, exercise etc.
- Free quality healthcare
- Resources and rehabilitation for houseless people
  - Child & Family Care
    - Home care and support for Black elders
    - Childcare and care for adults who are disabled
    - Mobility access for elders
    - Reformation of social work and foster care system
    - Reunification and return of children to their families
  - Economic Empowerment
    - Debt and loan forgiveness for Black people
    - Student loan forgiveness
    - Financial literacy programs
  - Resources & Reformation
    - Free burial for descendants of slaves

**Satisfaction**

*Acknowledgement, public disclosure and apology for the harm, as well as commemorations and tributes to the victims.*

- Acknowledgement and apology to Black people for the atrocities and human rights violations committed by California and the United States
- Education
  - Honest K-12 and higher education curriculums that tell the history of this country, contributions of Black people, contributions of African countries and people to the founding of this country and the development of the world
- Resources & Reformation
  - Policy solutions that address discrimination, implicit bias and unconscious racism within the government, public institutions, and the workplace
  - Resources should come from businesses that benefited from the slave trade and that capitalize off of Black people and culture

**Guarantee of Non-Repetition**

*Includes reviewing and reforming laws contributing to or allowing gross and serious violations of international human rights law to continue.*

- Criminal Justice Resources & Reformation
  - Prohibition of involuntary servitude as punishment for a crime
  - End of mass incarceration and over policing of Black neighborhood
  - Divestment from carceral systems
- Housing & Home Ownership
  - Preservation and protection of Black communities that are being gentrified and displaced
- Democracy
  - Expanded representation for Black people on decision-making bodies
California Black Power Network
Memo of Recommendations for the CA Reparations Task Force
March 2023
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CBPN Reparations Policy Proposal

Who We Are

The California Black Power Network is a statewide coalition of almost 40 Black-led and Black-serving community based organizations working in unity and strategic collaboration to change the lived conditions of Black Californians by dismantling systemic and anti-Black racism. We work to fulfill this mission by building and protecting Black political power through policy development, civic participation, organizing, direct action, and uplifting Black culture and narrative.

Our coalition grows from the work of the California Black Census & Redistricting Hub and the African American Civic Engagement Project, both projects of California Calls, a multiracial statewide alliance of 31 grassroots, community-based organizations spanning urban, rural and suburban counties across the state. Through the work of AACEP and the Black Hub, we grew the network from 12 to 35+ organizations, served as the State's Black census outreach contractor, and engaged over 1.3 million residents through phoning door knocking, and digital organizing (My Black Counts) to motivate them to vote and complete the census. We also engaged hundreds of community leaders and residents in 51 community conversations to identify key Black communities of interest during the state's redistricting process and acted as a leading voice for Black representation and political power throughout the California Citizens Redistricting Commission process through 2020 and 2021. While CBPN engages all segments of the Black community in our work, we especially focus on those most marginalized and disproportionately impacted including current and formerly incarcerated people, immigrants and refugees, those experiencing houselessness and housing insecurity, and young people and their parents.

In the beginning of 2022, the Reparations Task Force began working with community organizations including the Black Power Network, to host listening sessions throughout the state to hear from Black people living in California about the harms suffered by African Americans as a result slavery and institutional racism, as well as potential forms of reparations the community would like to see and how those reparations will be provided to the community. At the end of these listening sessions, community members’ input was included in a report on the impacts and harms of slavery and anti-black racism and recommendations on how the state should address and repair these harms.

As part of our recruitment for listening sessions we included questions about reparations in our inaugural Civic Engagement Program (CEP) targeting Black voters across the state. In that program, we identified 9,407 supporters who believed Black people across the Diaspora deserved resources due to slavery and systemic racism and 8,711 supporters were recruited for reparations Listening Sessions. While we couldn’t host listening sessions with all of these community members, we did hold 9 listening sessions with nearly 300 residents in San Diego, Riverside, Los Angeles, Central Valley and the Bay Area.

Co-Signers
We have partnered with the additional allies, community organizations and leaders below to make these recommendations.

1. Black Equity Collective
a. The Black Equity Collective’s mission is to join funders and communities as partners in strengthening the long-term sustainability of Black-led and Black-empowering organizations in Los Angeles, San Bernardino, and Riverside counties. The Collective also served as an anchor organization on the Task Force Steering Committee and conducted a community listening session with 77 leaders of community based organizations.

2. **California Black Power Network**: A New Way of Life Reentry Project; Amelia Ann Adams Whole Life Center; Alliance San Diego; Bay Area Plan; Black Alliance for Just Immigration; Building Blocks for Kids; Building Opportunities for Self-Sufficiency; Black Women for Wellness; BLU Educational Foundation; Black Women Organized for Political Action; Building Opportunities for Self Sufficiency (BOSS); Building Blocks for Kids; BLU Education Foundation; IE Black Workers Center; LA Black Workers Center; San Diego Black Workers Center; SoCal Black Worker Hub; Black Women Organized for Political Action (BWOPA); CA Black Women’s Health Project; Community Coalition; Central Valley Urban Institute; Congregations Organized for Prophetic Engagement (COPE); Dignity & Power Now; Fresno Metro Black Chamber of Commerce; Healthy Black Families Inc.; Initiate Justice; LA Community Action Network (LA CAN); Partnerships for the Advancement of New Americans (PANA); Pillars of the Community; RYSE Youth Center; Safe Return Project; Starting Over, Inc.; The Community Action League; Voice of the Youth

3. We have also included the recommendations on Early Care and Education uplifted by Black Californians United for Early Care and Education in a letter submitted to the task force on February 7th.
Executive Summary

A. Task Force Role & Charge as outlined in AB 3121

The California Reparations Task Force was established by AB 3121 to study the institution of slavery, subsequent discrimination after the Civil War and the ongoing lingering negative effects on African Americans and society generally. They were additionally charged with developing proposals for remedies that align with international standards for reparations and cover the following issues of how California:

A. Will offer formal apology for the gross human rights violations and crimes against humanity on enslaved African people and their descendants
B. How CA policies continue to disproportionately and negatively impact African Americans as a group and perpetuate lingering material and psychosocial effects
C. How compensation can be made to African Americans with special consideration for descendants of people enslaved in the US
D. The form of compensation, instrumentalities and who should be eligible
E. How in consideration of the findings any other forms of rehabilitation or restitution to African descendants are warranted.

These charges in mind, if the final report that does not provide recommendations for remedies that address harms that have continued into the present, lingering effects on African Americans as well as society, specific discrimination, and other harms outlined in the bill that impact the full spectrum of Black people in California, it has failed to meet these standards and fulfill the task force's role as specifically outlined in AB 3121. The following recommendations on reparations structure, implementation, and forms of reparations would ensure the final proposals align with international standards and meet the specific task outlined in the law.

B. Summary of Policy Recommendations

I. Expand eligibility to ensure a standard that is inclusive of all Black people harmed by chattel slavery and its lingering effects, both past and ongoing harms.

II. Allow all Black Californians who have identified as Black for a significant period to be eligible to participate in and benefit from non-cash payment reparations like social programs and community investments.

III. Provide special consideration to descendants of people enslaved in the U.S. by making lineage a separate and independent criteria, that if met will entitle an individual to full compensation.

IV. Allow individuals unable to trace their lineage to be eligible for full or partial compensation based on harms suffered within the 5 compensation categories and presence in California during the timelines established by the Task Force.

V. Ensure all California residents that lived in California during the proposed timelines are eligible by creating a residency requirement similar to what is required to attain resident tuition at public universities, and to what is required to qualify for social programs like CALWorks.

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1 CA Govt Code § 8301.1 (b.1.A-H)
2 Described within the bill as “descendants of enslaved Africans”, “descendants of Africans enslaved in the U.S.”, and “African Americans”.
VI. Incorporate an equity criteria that prioritizes individuals impacted by issues such as houselessness or incarceration, for relevant housing, income, work, health and social service programs.

VII. Allow minors to be eligible for compensation when they turn 18 based on lineage to a descendant of a person meeting the outlined eligibility criteria.

VIII. Require that the government make effort to reach out to Black residents to notify them of their eligibility and the process of applying for compensation or other reparations programs.

IX. Repeal Prop 209 so that we are able to create specific policy solutions targeting the specific harms and issues impacting Black people in public employment, education and contracting.

X. In light of the significant historical and statistical data that Black people have been and are still currently impacted by institutional racism stemming from slavery, legislators should work to craft policies that advance equity, eliminate disparities, close the racial wealth gap, remove barriers, and provide resources for Black people to thrive.

XI. Require that an Office of Racial Equity or Civil Rights analyzes the impact of new legislation, regulations or policies on Black people, communities and equity.

XII. Create a Reparations Fund held by a Black-led foundation that would be available to Black CBOs to implement reparations programs, continue research and identify additional policy solutions, assist with public education as trusted messengers, help claimants apply and generally implement all aspects of reparations policies.

XIII. Enact the below policy recommendations in alignment with UN standards to begin repair and amends for the harms of Enslavement, Racial Terror, Political Disenfranchisement, Housing Segregation, Separate and Unequal Education, Racism in Environment and Infrastructure, Pathologizing Black Families, Losses in Creative Culture and Intellectual Life, Stolen Labor and Hindered Opportunity, the Unjust Legal System, Mental & Physical Harm and Neglect, and the Wealth Gap.

XIV. Build revenue for reparations through an Estate Tax and other revenue sources directly connected to past and ongoing harms, such as a tax on corporations profiting from prison labor to benefit programs for people who are formerly incarcerated.
Reparations Structure

A. Overview
The California Black Power Network acknowledges and recognizes the specific harm to Black people that can trace their lineage to slavery in America. Our enslaved ancestors did not choose to come here but were kidnapped and subjected to brutality and atrocities inflicted by the people who participated in the enslavement of Black people. We still experience generational trauma and pain due to the brutality and sadistic acts perpetrated on them hundreds of years ago.

We also recognize that the impact of the international slave trade and western colonialism was global. While our histories may differ, Black people share the same pain, experience, and exposure to anti-Black racism in America. White supremacy's impact on Black people does not discriminate or care about distinguishing between our Blackness. Our shared experience of being Black in the U.S. and being subjugated to the evils of anti-Black racism is enough qualification for all of us to obtain reparations.

The Task Force has been called to make recommendations that not only repair and redress the harms of chattel slavery, but also the collateral consequences and vestiges of slavery. This includes discrimination and policies that have perpetuated disparity and inequity for Black people such as redlining and mass incarceration. Discrimination, that does not operate on the basis of lineage but on skin color and assumption of race, such as segregation, police brutality and employment discrimination. The need to especially address these lingering effects and ongoing harms is highlighted throughout the language of AB 3121.

We therefore advocate for a tiered eligibility structure that gives special consideration to descendants of Africans enslaved in the United States, but is also inclusive of all those within the Black community that have been, and continue to presently be harmed by the vestiges of slavery.

B. Eligibility for Programs, Investments, and Resources
All Black Californians who have identified as Black for at least 10 years should be eligible to participate in and benefit from non-cash payment reparations.

All Black people living in Black communities, especially historically Black but recently gentrifying communities, recently formed Black communities in historically underpopulated areas of the state, and communities with higher concentrations of Black people experiencing structural and systemic neglect, are similarly impacted by a lack of resources and investment. Policy changes that would help restore Black communities such as resources for youth development or mitigating the effects of climate change.
change in impacted neighborhoods, should not exclude parts of a community because it includes Black immigrants, or because Black immigrants make up the majority of an area or neighborhood.

All Black people presently in California are also impacted and harmed by health inequities, limited access to psychological care, and the shortcomings of our social service system. Rehabilitative programs and resources like free healthcare programs, access to services for reproductive healthcare and greater TANF funding for poor Black families, should be available to all Black people that are presently impacted.

Policy recommendations that relate to the forms of acknowledgement and apology, as well as commemorations and tributes to Black people cannot be separated by lineage and will benefit not only Black people but all of society. Similarly, policy recommendations that relate to a Guarantee of Non-Repetition, and the elimination of laws that presently continue to harm Black communities will also inherently benefit the full Black community and society as a whole.

C. Eligibility for Compensation in the form of Cash Payments or Return of Property

In addition to institutional policy changes that eliminate and remedy harms to Black communities, Black people should be financially compensated for years of forced unpaid labor, racial terror, and destruction of our property and businesses through zoning, eminent domain, and other government-sanctioned acts that targeted Black residential and commercial property.

The task force has identified five harms for which California should provide compensation: (1) Unjust Property Takings by Eminent Domain, (2) Devaluation of Black Businesses, (3) Housing Discrimination and Houselessness, (4) Disproportionate Black Mass Incarceration and Over-Policing, and (5) Health Harms. Individuals should be provided compensation based on harms suffered within these categories, presence in California during the timelines established by the Task Force, and having identified as Black for a significant period prior to the establishment of this task force or any reparations policies.

C.(1)The following is a potential scoring structure for eligibility:

I. An individual should be eligible for compensation if they have identified as Black for the past 10 years, and either descend from a person enslaved in the U.S., or meet a minimum of 2 criteria as described below.

II. Checklist for Eligibility
   A. Lineage
      1. In special consideration of descendents of people enslaved in the U.S., lineage to a person enslaved in the U.S. is a separate and single criteria. If met, it should entitle an individual to the full compensation amount.

   B. Additional Criteria
      1. If an individual is unable to trace their lineage due to various issues lifted by community members such as lost records, adoption history, incorrect or incomplete foster records, access to resources, or houselessness, or because they descend from a Black immigrant, they may be entitled to full or partial compensation depending on the number of criteria met from the following list and supporting documentation: 
personally, or the direct descendant of someone, incarcerated by the failed War on Drugs
b) record of attendance or descendant of someone who attended California public schools during the time of segregation or process of desegregation
c) displaced, or the direct descendant of someone displaced due to unjust property takings by eminent domain
d) member of a historically marginalized group that experienced lending discrimination or housing discrimination in California during the timeline of “Housing Discrimination and Houselessness” determined by the Task Force
e) personal business, or the direct descendant of someone whose business was impacted by racial terror, discriminatory lending practices and other discrimination within the timeline of the “Devaluation of Black Businesses” as determined by the Task Force
f) currently or previously disenfranchised due to incarceration

C. Residency
1. Many of the proposed timelines for the five categories of harm extend to the present. We recommend a residency requirement that is not tied to a specific historical event or a particular cut off date in the past to ensure all residents within the proposed timelines are captured.
2. An individual should be eligible for compensation if they have resided in California for at least one year preceding the implementation of a compensation program. This is similar to what is required to be eligible for resident tuition at public colleges and universities.
3. All current permanent residents in California should have access to reparations social programs and resources. This is similar to what is required to be eligible for state social programs like Section 8 Housing Vouchers and CalWorks.

D. Equity
1. It is difficult to truly calculate and determine the monetary value of generations of harm inflicted on Black people since slavery. Every family and individual has experienced varying degrees of harm across a multitude of issue areas. All Black people are owed the debt of reparations, but what it will take to restore each Black person may differ. Therefore, the eligibility system should also incorporate an equity criteria. Individuals impacted by the following issues should be prioritized for relevant compensation, housing, income, work, health and social service programs.
   a) Senior applications for compensation and programs should be expedited. They should also be given options for lump sums or to cash out on programs they may not be able to fully benefit from.
   b) Applications from individuals impacted by houselessness should be expedited for housing, income, work and social service programs.
   c) Applications from individuals who have been impacted by incarceration, foster care or the social service system should be prioritized for income, work and social service programs like counseling.
d) Low-income individuals who attended public schools with significant disparities should be prioritized for education programs, income and work programs

e) Individuals impacted by Substance-abuse or Addiction should be prioritized for social service and health programs

f) Individuals impacted by Black maternal or infant mortality due to maltreatment at hospitals that receive public dollars and/or maintain a tax exempt status, should be prioritized for social service and health programs

g) Black women impacted by forced sterilizations should receive expanded restitution and be prioritized for social service and health programs

h) Individuals who have been experienced police brutality or with direct relation to someone who has been brutalized by police should be prioritized for social service and health programs

E. Minor Eligibility & Compensation

1. From educational inequities to police brutality, Black children who are currently minors have also suffered from and are presently harmed by the vestiges of slavery. As California works to remedy the harmful institutions still impacting them, they should also be entitled to compensation. We propose that when an individual turns 18, they should be entitled to full or partial compensation based on lineage to a descendant of a person enslaved in the U.S., or lineage to a person otherwise meeting the minimum criteria above.

III. Location of Eligible Individuals & Application Timelines

1. The government has a responsibility to make its greatest effort to repair and redress the harm done to Black people as a result of slavery and its lingering negative effects. Much of the documentation that would be helpful in determining eligibility are government records (birth records, school records, prison records etc.). In addition to a public education campaign regarding reparations programs and resources, we recommend there be investment and intentional effort to identify and conduct outreach to all who may be eligible according to government records. This may be a role for the Attorney General's office similar to their responsibilities to locate and identify individuals for Japanese Reparations. It may also be a role for the entity or entities in charge of implementing reparations programs.

2. Individuals should be identified of eligibility within 12 months of the enactment of reparations programs, or within a reasonable time depending on the implementation timeframe for a specific policy. Application timeframes should be flexible and an individual should not be excluded from receiving compensation, or participating in a program for failure to apply by a specific deadline.

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5 https://www.congress.gov/bill/100th-congress/house-bill/442
Policy Recommendations

A. Limits of Prop 209

California Proposition 209 was enacted in 1996 to limit preferential treatment on the basis of race, sex, color, ethnicity or national origin in the operation of public employment, public education, and public contracting. Since the purview of Prop 209 is limited to these specific issue areas, it is not a hindrance to a tiered eligibility system, and it will not impact policy recommendations in other issue categories like healthcare or compensation. Recommendations that will be limited by Prop 209 however, may include targeted affordable housing policies, specific public employment programs, as well as education grants and targeted investments.

The Task Force has identified significant historical and statistical data showing the many institutional and systemic harms stemming from slavery that have impacted all of these issue areas. Repair can only be made if we are allowed to create specific policy solutions in acknowledgement of those harms. We support the Task Force recommendation that Prop 209 be repealed and find it is necessary to truly restore, rehabilitate and end ongoing harm to Black people.

B. General Policy Recommendation

Significant historical and statistical data has been provided to support the assertion that Black people and communities have been, and are still currently impacted by remnants of slavery through institutional racism. In general, legislators should work to craft policies that advance equity, eliminate disparities, remove barriers, and provide resources in ways that give Black people the opportunity to thrive. This includes recommendations from the report to craft policies that specifically advance pay equity, close the racial wealth gap, and eliminate disparities in the quality of education students receive. Where there are inequities, disparities and clear differences in the conditions of our communities, California should be working to eliminate them.

California should also be working to ensure new institutions and mechanisms of harm are not created or reinstated. California should create an Office of Racial Equity or Civil Rights that analyzes the impact of new legislation and policies on Black people, communities and equity.

The preliminary report makes general suggestions on the issue areas legislators should focus on but additional research is needed to determine the specific laws and programs that need to be created and changed, as well as the most effective ways for those programs to be implemented. Throughout history, Black community organizations have stepped in for Black communities to implement programs, fill gaps, and advocate for policy changes. Instead of the creation of a new government agency or bureau, California should empower Black communities and organizations to be part of this research process, and to have authority and influence over the implementation of reparations. It is often the case that government agencies, programs and institutions work in alignment with the mission and platform of the elected or appointed officials leading them. Heads of agencies may be replaced, budgets may be cut, and leadership transitions can impact the approach of an agency in addressing issues. Restoration of our communities includes protecting and ensuring we have agency, power and authority in the implementation of these policies and programs.
We propose the creation of a Reparations Fund held by a Black-led foundation that would be available to Black community based organizations to implement reparations programs and provide services, to further conduct research and identify additional policy solutions, to assist with public education through trusted messengers, help claimants apply for compensation or reparations programs, and generally implement all aspects of reparations policies.

C. Specific Policy Recommendations

While additional research is needed for the more general policy recommendations above, there are specific policy proposals that the legislature can and should take action on immediately to begin remedying and stopping harm. We want to highlight the following specific recommendations from the Task Force preliminary report and from our community listening sessions. The majority of these policy recommendations are not impacted by Prop 209 and can be introduced now or in the next legislative session after submission of the report.

According to the United Nations, in order for places like California to begin righting the many wrongs that have been inflicted on Black people, reparations must include Restitution, Compensation, Rehabilitation, Satisfaction, and Guarantee of non-repetition. We have categorized policy recommendations under each report chapter by the harm and the form reparations.

I. Enslavement
   A. Restitution
      1. Provide grants and opportunities for repatriation and travel abroad for Black Californians
   B. Guarantee of Non-Repetition
      1. Prohibition of involuntary servitude (End Slavery Act - ACA 8) & repeal of Penal Code section 2700 that also permits forced labor during imprisonment
      2. Require that incarcerated people working in prisons be paid fair market rate for their labor
      3. Prohibit for-profit companies from operating within the prison system
      4. Require that goods or services available for purchase by incarcerated people and their families be provided at the same costs as outside of prison
      5. Allow people who are incarcerated to continue to exercise their right to vote (Free the Vote - ACA 4)

II. Racial Terror
   A. Compensation

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Restitution: Restores the victim to their original position or situation before the harm and violation of human rights occurred. It includes restoration of liberty, enjoyment of human rights, identity, family life and citizenship, and return of property.
Compensation: Economic compensation proportional to the gravity of the violation that is meant to account for mental, physical or other material and long term harms like lost opportunities or wages.
Rehabilitation: Includes medical and psychological care as well as legal and social services.
Satisfaction: Acknowledgement, public disclosure and apology for the harm, as well as commemorations and tributes to the victims.
Guarantee of non-repetition: Includes reviewing and reforming laws contributing to or allowing gross and serious violations of international human rights law to continue.
1. Estimate the value of Black-owned businesses and property in CA stolen or destroyed through acts of racial terror, distribute that amount back to Black Californians and make housing grants, zero-interest business and housing loans and grants available to Black Californians

B. Satisfaction

1. Acknowledgement and apology to Black people for the atrocities and human rights violations committed by California and the United States including remembrance of the trauma of state-sanctioned white supremacist terror, and apology for acts of political disenfranchisement

C. Guarantee of Non-Repetition

1. Make it easier to hold law enforcement officers accountable for unlawful harassment and violence by creating
   a) A provision overruling extratextual “specific intent” requirement that CA courts have read into the Bane Act
   b) A provision eliminating state law immunities that shield officer misconduct, and explicitly rejecting protections analogous to qualified immunity under federal law
   c) A provision for additional special damages when the unlawful conduct is shown to be racially motivated

III. Political Disenfranchisement

A. Guarantee of Non-Repetition

1. Pass legislation to establish separate funding for voter education and outreach, and for making grants to county registrars for civic education programs aimed at increasing voter registration and turnout within the county’s underrepresented communities
2. Make Election Day a state holiday
3. Require a racial impact analysis of all proposed legislation, budget proposals and proposed regulations

IV. Housing Segregation

A. Restitution

1. Repeal Article 34 of the CA Constitution which limits the ability local governments to build affordable housing
2. Provide development incentives for businesses that provide healthy foods, specifically grocery stores, in predominantly-Black neighborhoods to address food swamps
3. Provide incentives for Black residents to purchase homes and property in historically Black neighborhoods
4. Provide relocation assistance for Black families displaced or forced out of historically Black communities

B. Compensation

1. Provide clean and secure public housing for vulnerable populations including people who are formerly incarcerated, foster care children, youth or houseless
2. Compensate individuals forcibly removed from their homes due to state action (park construction, highway construction and urban renewal etc.)

C. Guarantee of Non-Repetition
1. Repeal or reform crime-free housing policies that disproportionately limit Black residents’ access to housing
2. Identify and eliminate any policies with blatant anti-black residency requirements or preferences; Invalidate and deem unlawful any contract with anti-Black racial covenants

V. Separate and Unequal Education
   A. Restitution
      1. Provide grants and opportunities for education and cultural exchange through repatriation and travel abroad
   B. Satisfaction
      1. Require honest K-12 and higher education curriculums that tell the history of this country, contributions of Black people, contributions of African countries and people to the founding of this country and the development of the world, using the Task Force report as a basis for curriculum design
      2. Adopt mandatory curriculum for teacher credentialing and for an Early care and Education (ECE) curriculum that includes culturally responsive and affirming pedagogy, anti-bias training, and restorative practices
      3. Develop strategies to proactively create a pipeline for Black early educators to work across settings and job roles to provide Black children with access to Black caregivers and educators
      4. Similar to the Bilingual Cross-Cultural Language and Academic (BCLAD) credential, create a credential that elevates compensation for teachers trained in African American studies
      5. Provide funding for African American owned and controlled child care and preschools, K-12 schools, colleges, universities, trade and professional schools
      6. Provide Black early educators property for early care and education programs that serve Black children
   C. Guarantee of Non-Repetition
      1. Identify and eliminate racial bias and discriminatory practices in standardized testing, inclusive of state-wide K-12 assessments, undergraduate and postgraduate eligibility assessments and professional career exams
      2. Reduce segregation within public schools by creating flexible district boundaries that allow students from neighboring districts to attend
      3. Increase availability of inter-district transfers to increase critical mass of diverse students at each school
      4. Implement systematic review of school disciplinary records to determine levels of racial bias and require all schools implement racially equitable disciplinary practices
      5. Require that curriculum at all levels and in all subjects be inclusive, free of bias, and honor the contributions/experiences of all people; Require ethnic studies classes in high schools; Adopt a curriculum that introduces students to concepts of race and racial identity and accurately depicts historic racial inequities; Eliminate language and terms that sanitize white settler violence like "explorers"
6. Add Black students to the existing three student groups listed in the Supplemental Grants provisions of the LCFF. Guide this funding to provide instructional supports, enrichment, and counseling to Black students.

7. Provide additional funding for Early Care and Education direct classroom and program supports in programs where at least 1/3 of the children are Black.

VI. Racism in Environment and Infrastructure

A. Restitution
   1. Ensure that state and local allocation of resources to public transit systems is equitable on a per-rider basis for methods of transit that are disproportionately utilized by low-income, urban, and Black residents.
   2. Require and fund the statewide planting of trees to create shade equity and minimize heat islands in Black neighborhoods.

B. Guarantee of Non-Repitition
   1. Support the work of community-based organizations to ensure safe access to neighborhood-level physical activity spaces (e.g. public parks).
   2. Identify and address the impact of environmental racism on predominantly Black communities.
   3. Support development of policies and practices that limit the unequal citing of vice retail businesses (e.g., liquor stores, tobacco retail) in Black neighborhoods.
   4. Support the work of community-based organizations in identifying Black resident interests and needs within neighborhoods.
   5. Reduce density of food swamps in Black neighborhoods (i.e. high densities of fast-food restaurants).

VII. Pathologizing Black Families

A. Restitution
   1. Allow incarcerated parents, when appropriate, to strengthen and maintain their relationships with their children by:
      a) Providing on-going wrap around family reunification and maintenance services.
      b) Providing mental health support designed to heal trauma and strengthen family ties including both individual and family treatment when needed.
      c) Developing spaces and programs for incarcerated people to spend time with their children in non-institutional, non-punitive settings when appropriate.
      d) Prohibiting state prison system and local jails from canceling family visits as form of punishment.
      e) Require all visitation policies be culturally competent, trauma-informed, and non-threatening for the family members.
      f) Allow free telephone and video calls to allow incarcerated parents to maintain connections to their children and other family members (for cases not involving domestic or familial abuse).
      g) Accommodate telephone and video meetings between incarcerated parents and their children's caregivers, physicians, and teachers to allow parents to participate in decision making regarding their children's care, needs, and education.
h) Remove structural barriers that keep incarcerated parents away from their children

B. Compensation
   1. Compensate families who were denied familial inheritances due to racist anti-miscegenation statutes, laws or precedents

C. Rehabilitation
   1. Realign federal TANF funding devoted to direct assistance to impoverished families in order to provide greater funding to poor Black families that have been historically denied equal welfare benefits
   2. Provide universal basic income for Black people, especially Black families with children

D. Guarantee of Non-Repetition
   1. Address the severely disparate involvement of Black families within the child welfare and foster care systems
   2. Ensure that Black men and women have access to effective, high quality, trauma-informed culturally competent intimate partner and/or guardian violence treatment and services outside of the criminal legal system
      a) Eliminate past due child support owed to the government for non-custodial parents
      b) Eliminate the collection of child support as a means to reimburse the state for current or past government assistance
      c) Ensure that all child support payments are provided directly to the custodial parent and the child
      d) Eliminate annual interest charged for past due child support

VIII. Control Over Creative Cultural and Intellectual Life
   A. Compensation
      1. Compensate individuals who have been deprived of rightful profits for their artistic, creative, athletic and intellectual work
   B. Guarantee of Non-Repetition
      1. Identify and eliminate discrimination in the industries of art, culture, invention, sports, leisure, and business (e.g. ensuring access to patents and royalties for cultural, intellectual and artistic production; prohibiting discrimination and glass ceilings; removing anti-Black memorials and monuments; placing clear restrictions on the use of artistic works in disciplinary or law enforcement actions; pathway to compensation for student athletes)
      2. Eliminate barriers to public contracting that require reimbursement-only compensation for services and matching private funds as a basis for eligibility

IX. Stolen Labor and Hindered Opportunity
   A. Restitution
      1. Adopt a clean slate policy for both young people and adults to ensure that eligible criminal record expungements are done quickly and equitably
      2. Create and fund intensive training programs that enable Black Californians to access employment opportunities
3. Provide Black early educators with property for early care and education programs that serve Black children

B. Compensation
1. Raise the minimum wage and require scaling up of the minimum wage for more experienced workers, require provision of health benefits and paid time off, and provide other missing protections for workers in food and hospitality services, agricultural, food processing, and domestic worker industries including childcare
2. Create a fund to support the development and sustainment of Black-owned businesses and eliminate barriers to licensure that are not strictly necessary and that harm Black workers, especially formerly incarcerated workers who are often denied licensure based on criminal history
3. Eliminate barriers to entrepreneurship by waiving the annual tax fees for Black business owners for the first five years
4. Provide tax incentives for businesses that do equity-based hiring for those for whom the wealth gap is greatest such as single parents, formerly incarcerated people and Black women
5. Provide facilities improvement grants to Black-owned businesses (including home-based child care facilities) to upgrade and update technology, materials and infrastructure
6. Provide retirement funds or supplements through CALSTRS to nonprofit leaders who are nearing retirement but have not been able to save due to persistent and structural underfunding of their organizations
7. Provide grants to Black workers to train and enter high-earning growth fields such as nursing or technology based positions (cybersecurity, solar etc.)
8. Recognize the vital community services provided by nonprofits and allocate funding for nonprofits to purchase buildings through no-cost, zero-interest loan programs subsidized by the state

C. Guarantee of Non-Repetition
1. Address disparities in transportation that limit access to jobs
2. Increase funding to the CA Department of Fair Employment and Housing and other relevant state agencies to effectively enforce civil rights laws and regulations
3. Require or incentivize private and public employers to undergo training regarding bias in employment practices and measures to address bias in hiring, promotion, pay and workplace practices

X. An Unjust Legal System
A. Guarantee of Non-Repetition
1. Eliminate discriminatory policing and particularly killings, use of force, and racial profiling of African Americans
2. Prevent discrimination by algorithms in new policing technologies
3. Eliminate the racial disparities in police stops
4. Eliminate both implicit and explicit bias in the criminal justice system, including implementing training and accountability for prosecutors, judges, parole commissioners, and parole and probation officers
5. Reduce the scope of law enforcement jurisdiction within the public safety system and shift more funding for prevention and mental health care

6. Review the security level determinations made by CDCR in order to eliminate and reverse anti-Black discriminatory policies and decisions that have resulted in a disproportionate number of Black incarcerated people being identified as members of security threat groups, held in segregated housing, or housed in higher security levels than their white peers

7. Require the Board of State and Community Corrections (BSCC), CDCR, the Judicial Council and the Commission on Peace Officer Standards and Training, and the Board of Parole Hearings to work with the Attorney General to collect comprehensive data on policing, convictions, sentencing, and incarceration, including the use of less lethal weapons by law enforcement and demographic characteristics on a regular (monthly, quarterly, annual) basis. As part of the data collection, mandate that law enforcement (at all levels) report the data accurately and in a timely manner. In addition, require that the data be made available through an open data system that can be accessed and downloaded by researchers, advocates, policy makers and the public.

8. Eliminate and reverse the effects of discrimination within the criminal justice system including, reviewing the cases of incarcerated African Americans in order to determine whether they have been wrongfully convicted or have received longer or harsher sentences than white people convicted of the same or similar crimes.

9. Eliminate the racial disparities in criminal sentencing and the over incarceration of African Americans

10. Eliminate the over-policing of predominantly Black communities

11. Eliminate the racial disparities and discrimination against African Americans in the parole hearing process (including the criminal risk assessments used to determine suitability for parole)

XI. Mental & Physical Harm and Neglect

A. Compensation

1. Compensate, both financially and with cost-free high quality comprehensive services and supports, individuals whose mental and physical health has been permanently damaged by anti-Black healthcare system policies and treatment, including but not limited to those subjected to forced sterilization, medical experimentation, racist sentencing disparities, police violence, environmental racism, and psychological harm from race-related stress

B. Rehabilitation

1. Create free healthcare programs

2. Ensure that Black women have access to competent, trained medical staff and services for all of their lifetime reproductive healthcare needs including birth control, prenatal and postnatal care, labor and delivery, abortion services, and perimenopause, menopause and postmenopause care. Invest in community-based and community run clinics, and Black birthing centers that can provide these services.

3. Fully subsidize maternity care
4. Fully subsidize education, training and licensing for Black birth workers
5. Create accelerated pipeline programs to expand the number of Black midwives statewide
6. Invest in continued research, policy, and engagement aimed at eradicating Black birth and reproductive disparities
7. Fully subsidize mental health services
8. Create accelerated pipelines to expand the number of Black mental health practitioners statewide
9. Create funding for community defined evidence practices (CDEPs), and mandate alignment with CDEPs for Maternity Health care
10. Increased funding for COVID pandemic related stress intervention, rehabilitation, mental and healthcare services for Black Californians

XII. The Wealth Gap
   A. Require state grants and contracts for early care and education services to prioritize independently Black-owned ECE programs

D. Additional Policy Recommendations from Community
We also want to uplift additional specific recommendations uplifted to us by the community during our listening sessions.

I. Restitution
   A. Education & Technology Access
      1. Provide free tuition for higher education (university, trade schools, community colleges, graduate and professional schools etc.) to Black-identifying students
      2. Create a Black “GI Bill”
      3. Increased funding and resources for Black K-12 students
      4. Funding and investment in HBCUs including investing in HBCU West campuses that will be permanently located in California (for example Howard West)
      5. Policy solutions to address technology and internet disparities and gaps
      6. Economic Empowerment/Criminal Justice Resources & Reformation
      7. Employment resources and opportunities for FIP
      8. Access to apprenticeships and skill building opportunities for FIP and youth
      9. Resources & Reformation
      10. Multi-generational reparations to heal multi-generational harm
      11. Resources for Black people to trace their ancestry and lineage

II. Compensation
   A. Economic Empowerment
      1. Direct Cash Payments
      2. Fast-tracked reparations for Black elders and compensation to heirs for Black residents that have passed away within the last ten years
      3. No income tax for Black residents of CA
      4. Small business grants and loans
      5. Compensation to Black families whose businesses were destroyed in attacks on Black communities
6. Equity in cannabis industry through licensing grants and opportunities for Black people and FIP
7. Real Property Ownership, Return & Compensation
8. Land to individual Black people and compensation or return of land unjustly taken from Black people through eminent domain
9. Land for Black farmers
10. Land for the development of Black communities
11. Housing & Home Ownership
12. Home ownership opportunities and grants
13. Freeze on property taxes for elders when they reach a certain age
14. Affordable Housing

III. Rehabilitation
   A. Healthcare, Psychological Rehabilitation & Mental Health Services
      1. Free therapy and mental health services
      2. Access to healing spaces and opportunities to talk about the harms
      3. Retreat and nature skill building opportunities to enable Black communities to learn farming, wilderness survival and to connect with nature
      4. Life enrichment programs to promote joy and enrichment through art, music, exercise etc.
      5. Free quality healthcare
      6. Resources and rehabilitation for houseless people
   B. Child & Family Care
      1. Home care and support for Black elders
      2. Childcare and care for adults who are disabled
      3. Mobility access for elders
      4. Reformation of social work and foster care system
      5. Reunification and return of children to their families
      6. Expedited review of mistreatment complaints to ensure facilities and staff are not discriminating against Black clients
   C. Economic Empowerment
      1. Debt and loan forgiveness for Black people
      2. Student loan forgiveness
      3. Financial literacy programs
   D. Resources & Reformation
      1. Free burial for descendants of enslaved African people

IV. Satisfaction
   A. Acknowledgement and apology to Black people for the atrocities and human rights violations committed by California and the United States. Enshrine such acknowledgements and apologies in public view at the State Capitol and through arts-based memorials that honor Black Californians.
   B. Resources & Reformation
      1. Policy solutions that address discrimination, implicit bias and unconscious racism within the government, public institutions, and the workplace
2. Resources and revenue should come from businesses that benefited from the slave trade and subsequent harms and discrimination (such as redlining and prison labor), and that capitalize off of Black people and culture

V. Guarantee of Non-Repetition
   A. Criminal Justice Resources & Reformation
      1. Prohibition of involuntary servitude as punishment for a crime
      2. End of mass incarceration and over policing of Black neighborhood
      3. Divestment from carceral systems
   B. Housing & Home Ownership
      1. Preservation and protection of Black communities that are being gentrified and displaced
   C. Democracy
      1. Expanded representation for Black people on decision-making bodies

E. Sources of Revenue
We support the recommendation to build resources for Reparations programs through an Estate Tax, and revenue sources directly connected to past and ongoing harms, such as a tax on corporations profiting from prison labor to the benefit of programs for people who are formerly incarcerated.

We also support the creation of a new 501(c)(40) charity and savings account. However, we also recommend there be specific legal requirements that a 501(c)(40) charity may only be created by an individual or individuals who would be eligible for reparations themselves.

F. Conclusion & Thank You
California has an opportunity to set an example for the federal government and other states on how to craft reparations policies that are inclusive, equitable, and aimed at not only compensating Black people for the harms inflicted on our communities, but that address ongoing harm and begin to dismantle systemic anti-Black racism. Thank you to the CA Reparations Task Force members, the Department of Justice, and the community for participating and engaging in this historical and important process.