

# ECONOMIC EMPOWERMENT RECOMMENDATIONS

FINANCIAL REPARATIONS	<p><b>Objective 1: Create a comprehensive suite of financial reparations that is made immediately available to those who qualify under the eligibility parameters set forth by the Committee.</b></p> <p>1.1 Provide a one-time, lump sum payment of \$5 million to each eligible person.</p> <p>1.2 Supplement African-American income of lower income households to reflect the Area Median Income (AMI) annually for at least 250 years (\$97,000 in 2022).</p> <p>1.3 Provide access to a spectrum of financial education, from beginning to advanced.</p> <p>1.4 Create public bank framework to ensure that unbanked people have fair options and expanded access to credit, loans, financing and other tools for leveraging financial power.</p> <p>1.5 Recruit a Black-owned community bank to San Francisco or expand an existing institution with a Black-owned partner financial institution or a Freedman's Bank.</p> <p>1.6 Finance a comprehensive debt forgiveness program that clears all educational, personal, credit card, payday loans, etc.</p> <p>1.7 Offer retirement planning services, and services available to augment current retirees' financial state, particularly for low-wage workers.</p> <p>1.8 Introduce tax credits for those who qualify for Reparations: Payroll tax, business tax, property tax, etc.</p> <p>1.9 Create a Black Reparations Trust or other entity that can accept funds for the sole purpose of investing in Black communities.</p> <p>1.10 Financial education and literacy for those who receive cash reparations, including the establishment of a trust, will, power of attorney, and advance directives.</p> <p>1.11 Provide African Americans with Black Cards that will provide discounts to businesses who are incentivized to participate in a program that provides cardholders with access to discounts, free services and preferences within the City and County of San Francisco.</p> <p>1.12 Make Reparations lump sum disbursements as follows: between the ages of 18-25 years: there will be annual payments made (at \$5M/12), with half of the remainder disbursed at 25 years old, and the remaining half dispersed at 30. For 30 and over, full lump sum payments</p> <p>1.13 Tax abatement on sales taxes for 250 years for people who qualify</p> <p>1.14 Guaranteed home, renters and commercial insurance backed and paid for by the city at no cost to Black residents who qualify for reparations</p> <p>1.15 Genealogy fund to be used with Black affirming and Black owned genealogy companies, such as the California Black Genealogical Society and <a href="http://AfricanAncestry.com">AfricanAncestry.com</a></p> <p>1.16 Remove ChexSystems and FICA (credit score) from Public Banking institutions and instead use alternative means of evaluation for credit</p> <p>1.17 All government buildings that are being leased or sold in San Francisco must pay a minimum 50% of their gross receipts into the SF Reparations Fund</p> <p>1.18 Create a Black Legal Defense Fund for services to include, but not be limited to: help for Black city workers facing discrimination, criminal defense, housing discrimination, and business services support</p> <p>1.19 Create a fund to support low cost mortgages for lawyers providing specified equity services including, but not limited to legal defense and legal aid lawyers who agree to take on Black clients to increase the pool of lawyers to handle the caseload.</p> <p>1.20 Fully fund an office of Reparations at \$50M.</p> <p>1.21 City-funded equity-centered programs awarded to Black-led and/or Black-serving organizations, the programs MUST be grant programs not reimbursement programs, where a percentage of funds are awarded up front, not on a reimbursable basis.</p> <p>1.22 Reparations paid to an individual, annuities, and/or cash payments are exempt from garnishment and all state, county and municipal taxation, are not subject to execution, garnishment, attachment, or any other process or to the operation of any bankruptcy or insolvency law and are unassignable.</p>
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HOMEOWNERSHIP	<p><b>Objective 2: Ensure that all members of the affected community have access to affordable, quality housing options at all income levels.</b></p> <p>2.1 The Mayor's Office of Housing and Community Development (MOHCD) should remove barriers to qualification for subsidized and Below Market Rate (BMR) rental units; MOHCD should offer first choice for rental units to those who qualify for Reparations, and the City should cover any cost differentials that may serve as a barrier to qualification.</p> <p>2.2 Guarantee continued funding for the Dream Keeper Down Payment Assistance Loan Program (DK-DALP) and convert the program from a loan to a forgivable grant over the course of 10 years, which shall be offered to eligible Reparations recipients, regardless of income.</p> <p>2.3 The City and County of San Francisco should cover additional monthly costs (e.g. Homeowners Association fees, parking fees, etc) related to housing stabilization in new constructions</p>
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**RENTAL HOUSING + HOME**

- 2.4 The City and County of San Francisco should underwrite costs associated with refinancing existing mortgage loans.
- 2.5 The City and County of San Francisco and MOHCD should offer grants for home maintenance and repair costs.
- 2.6 MOHCD should address and remove barriers built into the BMR program that limits wealth-building potential
- 2.7 Convert public housing units into condominiums with a \$1 buy-in for qualifying residents so the residents can own not only their unit but all of the common areas, as well.
- 2.8 Create a market of culturally relevant affordable housing development professionals, establish programs that give preference to developments that build units for 50-80% AMI, including fast track for approvals, bonding and other builder support.
- 2.9 Offer special consideration to Certificate of Preference (COP) holders.
- 2.10 Apply the entirety of Action 2.9 to Section 8 voucher holders.
- 2.11 Establish (and provide at least five years of initial funding for) a community land trust governed by Black residents to procure and develop properties in target neighborhoods. In addition to housing, this Land Trust would own commercial and retail properties, investing particularly in vacant storefronts along commercial corridors in Black cultural districts like the Southeast sector, and would offer flexible leases at discounted rates to African-American tenants.
- 2.12 Make all residential vacancies of 3 or more months immediately available to Black homeowners or renters as part of COP, Section 8 voucher holders and/or Reparations recipients.
- 2.13 Establish a property tax exemption for homes in San Francisco owned by those who qualify for reparations
- 2.14 Establish a revolving fund for Black businesses, education, and homeownership from cannabis tax revenue and any restitution from drug related class action lawsuits where the city is benefiting.
- 2.15 All newly built affordable housing should have equity based commercial storefronts
- 2.16 0% interest housing loans for 50 years for those eligible.
- 2.17 Prioritize Black Senior Housing; Black LGBTQ living; Black LGBTQ Senior Living.

**ICE, COOPERATIVES AND COMMUNITY SPACE OWNERSHIP**

**Objective 3: Support and promote collective ownership models and “nontraditional” pathways to ownership.**

3.1 Promote the development of new and continued growth of existing Black-led housing cooperatives by taking actions to expand available opportunities including:

- a) Incentivize Black homeownership within Black-led housing cooperatives by subsidizing purchases in cooperative communities.
- b) Make renovation grants available to existing Black-led housing cooperatives.
- c) Offer Black-led housing cooperatives tax credits to offset property taxes.
- d) Seed Black-led housing cooperatives with an initial five years of operating expenses
- e) Create easier pathways to establish housing coops and provide public funding to do so.
- f) Waive fees associated with converting housing typologies, e.g. converting a multifamily home to a tenancy in common (TIC) or condo in eligible co-op communities.

3.2 Dedicate significant funding and resources to restore and preserve historic landmarks, cultural centers, murals and other vital assets of importance to San Francisco’s diverse Black communities across all neighborhoods in the city.

**Objective 4: Create and sustain thriving, complete neighborhoods that include commercial activity, open spaces, safe streets and affordable housing for Black San Franciscans, in order to address the impact and legacy of displacement in the Redevelopment Era.**

**Objective 5: Create vibrant community hubs and support cultural institutions centered on the Black community (e.g. 1550 Evans, Fillmore Heritage center, African American Arts and Culture Complex, SF African American Arts and Culture District, others identified through community outreach)**

- 5.1 Purchase and run Black historical/focused community centers and cultural institutions or expand city departments (such as the public library) to provide these services.
- 5.2 Fully fund African-American cultural districts and seed them with the first five to ten years of operating expenses to set them up for success.
- 5.3 Ownership transfer to the reparations land trust of all government involved properties, to include but not be limited to apartment buildings, condominiums and single family residences in the City and County of San Francisco

<b>SPATIAL JUSTICE</b>	<p>5.4 The Fillmore Heritage Center will be leased to qualified African American business operators with a connection to the San Francisco community, for \$1/yr for a period of no less than 99 years. The City will make a significant upfront financial investment to ensure that the new Center will successfully:</p> <ul style="list-style-type: none"> <li>-Recharge and revitalize the economy of the lower Fillmore corridor,</li> <li>-House and provide vital supportive services to existing and future community-based-organizations, whose mission is to address racial equity in San Francisco</li> <li>-Uplift and celebrate the rich history and cultural heritage of the Fillmore,</li> <li>-Provide training programs, jobs and careers in Media, Technology, Music, Culinary and Performance Arts for local youth and adults,</li> <li>-Stimulate and accelerate the growth of black business enterprises throughout San Francisco, and</li> <li>-Provide a beacon and destination for international, US and local visitors to San Francisco.</li> </ul> <p>5.5 Create a fund to purchase communal spaces.</p> <p>5.6 Create a multi-million dollar fund to buy buildings along Black business corridors including, but not limited to, the 3rd Street Corridor, Fillmore, OMI, and other historically Black neighborhoods, from 1900 to the present.</p>
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<b>JOB CREATION AND SUCCESSION</b>	<p><b>Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.</b></p> <p>6.1 Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.</p> <p>6.2 Improve the City and County of San Francisco's Department of Human Resources to ensure accountability and consequences for racial discrimination.</p> <p>6.3 Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.</p> <p>6.4 Prioritize members of San Francisco's current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, mid-career and entry-level candidates.</p> <p>6.5 Hire a Director for the Office of Racial Equity and to fully fund and implement all recommendations in the June 2021 report, "REPORT OF SAN FRANCISCO INDEPENDENT REVIEWER FOR MAYOR LONDON BREED" by William B. Gould IV. Give ORE authority to approve proposed budgets made in each city department's equity plan</p> <p>6.6 Fund the Public Defender's office to the same level as the District Attorney's office</p> <p>6.7 Hold unions accountable for racist job allocation practices in the past and today. Unions should also be required to pay into the SF Reparations Fund</p>
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<b>BLACK BUSINESS OWNERSHIP AND ENTREPRENEURSHIP</b>	<p><b>Objective 7: Support Black entrepreneurs and ensure that Black-owned businesses thrive in San Francisco.</b></p> <p>7.1 Invest in direct payments and training programs.</p> <p>7.2 Tax relief and incentives: Exemptions from payroll tax and property tax; Assistance from the City with outstanding taxes to ensure that people are up-to-date on tax liabilities.</p> <p>7.3 Establish benchmarks for approval for equity applicant programs, e.g. 99% approval within 30 days. Those eligible for Reparations should receive prioritized licensing for all services.</p> <p>7.4 Through an Economic Trust and a Land Trust, create industry campuses which house industry incubators.</p> <p>7.5 Use the reduced commercial real estate occupancy in Downtown San Francisco as an opportunity to invest in building acquisition to house a multi-industry campus.</p> <p><b>Objective 8: Fill funding gaps for Black entrepreneurs and expand opportunities to access capital.</b></p> <p>8.1 Bolster foundation support and San Francisco government-financed grant programs for entrepreneurs and business owners.</p> <p>8.2 Use the City's existing Legacy Business Rent Stabilization Grant program as a model for creating a grant/loan program for Black business owners to purchase commercial real estate.</p> <p>8.3 Leverage the Community Reinvestment Act to offer 1% low interest rate loans (convertible to grants) to qualifying Black business owners.</p> <p>8.4 Prioritize Black contractors and developers for citywide construction projects</p> <p>8.5 Invest in the Third Street corridor. Secure buildings in the area for Black owned businesses so that we still have a presence in San Francisco</p> <p>8.6 Create preservation/restorative grant fund to help Black owned, historical businesses.</p> <p>8.7 Require all large retailers in San Francisco generating more than \$2 million in gross receipts to dedicate shelf space to Black-owned retailers.</p> <p>8.8 Incentivize large corporations that provide shelf space or contracts to Black owned businesses expedited planning and permitting.</p> <p>8.9 Create incentives for landlords that lease to Black-owned businesses.</p> <p>8.10 Give preference to Black businesses for city and port-owned real estate leases in high foot traffic commercial districts with low cost rent, similar to La Cocina Marketplace and Asian Art Museum.</p>
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8.11 Require all new and existing concessions in SF Recreation and Parks to have a Black business preference.

8.12 Create a bond fund for Black contractors, with a streamlined approval process (less than 120 days) from start to finish; increase the local Reparations preference tier similar to MBE/SBE. The preference percentage will be increased to 50% for using these contractors, and they would be exempt from paying sales, payroll or other business taxes.

# EDUCATION RECOMMENDATIONS

## FORMAL RECOGNITION OF INSTITUTIONAL HARMS

### Objective 1: Acknowledge the harm done to past generations of Black students in San Francisco and take steps to prevent future harms.

- 1.1 The San Francisco Unified School District (SFUSD) and the City and County of San Francisco should formally acknowledge the historic failure to adequately serve Black children in San Francisco due to past racist practices.
- 1.2 Ensure funding to African American Student Achievement, including the continued funding of the African American Achievement and Leadership Initiative.
- 1.3 Identify and distribute local, state and federal funding available for school infrastructure to update school buildings that are outdated, unhealthy, and in disrepair.
- 1.4 Incentivize the state education agency to conduct deep racial equity audits, eliminate racially biased curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a racial equity lens to future policy and programming decisions.
- 1.5 Ensure that schools across San Francisco have adequate funding that prioritizes neighborhoods that have had a legacy of educational disinvestment.
- 1.6 Establish benchmarks and goals related to Black student retention at SFUSD and Department of Early Childhood.
- 1.7 Offer financial compensation for families affected by the education harms that the SFUSD has perpetuated throughout the years on Black students.

### Objective 2: Make meaningful financial investments in Students and Communities to Address Past Structural Harms

- 2.1 Expand eligibility to the equity incentives in the city's Kindergarten 2 College (K2C) program to prioritize Black SFUSD students at schools across the district to add funds monthly to students' accounts based on grades, evidence of student achievement and other benchmarks.
- 2.2 Offer scholarships for other educational options beyond SFUSD (boarding schools, private schools, parochial schools, etc.)
- 2.3 Fund tuition assistance for 2-4 year college institutions, trade school and other post-secondary school options.
- 2.4 Invest in pathways for Black SFUSD graduates who return to San Francisco to work at SFUSD. The city will provide funding to eligible returning professionals to offset the cost of housing, student loans, etc.
- 2.5 Eliminate student loan debt for Black people in San Francisco who went through SFUSD

### Objective 3: Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources.

- 3.1 Establish an Afrocentric K-12 school in San Francisco, similar to existing culturally specific schools in SFUSD. Study innovative public school models such as Cleveland, Ohio's iPromise School to implement best practices for urban education and pedagogy in a brand new K-12 school built intentionally for African-American student enrollment.
- 3.2 Provide all SFUSD students with technology that equips them to be competitive in the 21st century, including access to laptops and internet/wifi access supplemented for students.
- 3.3 Establish a satellite Historically Black College or University (HBCU) campus in San Francisco. Create an incentive package and facilitate relationships with the technology sector to attract an HBCU, with the intention of strengthening the pipeline into the technology industry.

**CREATING BLACK-CENTERED EDUCATIONAL PATHWAYS**

**Objective 4: Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.**

- 4.1 Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.
- 4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.
- 4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.
- 4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.
- 4.5 Teach and model healthy coping skills, anger management, navigating gender relations, empowerment and anti-bullying in schools.
- 4.6 Introduce a comprehensive nutrition curriculum that incorporates gardening and agriculture at all grade levels.
- 4.7 Commit to funding and hosting nonpartisan voter education events to supplement civic education curriculum with practical resources about voting and the electoral process.

**Objective 5: Create pathways for African-American students to pursue both traditional and non-traditional educational opportunities.**

- 5.1 Reinstate trade pathways and vocational opportunities into the SFUSD curriculum including culinary, woodshop, electrical engineering, automotive and other vocational programs.
- 5.2 Invest in the Arts Program, with an emphasis on culturally-based practices at schools densely populated with African American students. Collaborate with existing institutions such as the African American Arts and Cultural District to create relevant and meaningful arts curriculum.
- 5.3 Increase funding for existing programs that support college readiness and completion. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.
- 5.4 Increase funding for existing programs that support 1:1 tutoring. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.
- 5.5 Collaborate with local employers to create a secondary school curriculum that prepares students for careers and internships in emerging industries.
- 5.6 Provide scholarship funding for students to pursue supplemental educational opportunities inside and outside of San Francisco. Include a requirement for students to bring their talents back to San Francisco to prevent further regional brain drain.
- 5.7 Fund after school programs that include media literacy/analysis skills and cultural empowerment to counteract the harmful images of Black youth in mainstream media.

<b>RECRUITING, RETAINING AND SUPPORTING AFRICAN-AMERICAN EDUCATORS</b>	<b>Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.</b>
	<p>6.1 Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.</p> <p>6.2 Improve the City and County of San Francisco's Department of Human Resources to ensure accountability and consequences for racial discrimination.</p> <p>6.3 Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.</p> <p>6.4 Prioritize members of San Francisco's current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, mid-career and entry-level candidates.</p>
	<b>Objective 7: Develop incentives for retaining Black educators in the SFUSD.</b>
	<p>7.1 Provide housing stipends for Black educators commensurate with market-rate housing needs.</p> <p>7.2 Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.</p> <p>7.3 Provide funding for teacher pathway programs and continuing education opportunities.</p> <p>7.4 Provide stipends for books, materials, etc Provide scholarships for San Francisco-based students attending public and private universities pursuing careers in education.</p>
	<b>Objective 8: Building and sustaining a pipeline of Black educators.</b>
	<p>8.1 Provide funding and other resources for new teachers to pursue tutors of their own choice for teaching certification tests.</p> <p>8.2 Using the Urban Ed Academy model, expand the program to include Black women and build professional pipelines to attract and retain Black woman educators</p> <p>8.3 Compensate Black educators for the harm they experience teaching a white supremacy curriculum.</p>

**Objective 9: Offer creative, community-informed options to support students who are most at risk of becoming involved in the criminal justice system.**

9.1 Work in consultation with the District Attorney and Public Defender’s offices to implement a cash incentive program (similar to Richmond’s Office of Neighborhood Safety gun violence intervention model) that offers a stipend to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion.

9.2 Introduce City College programs designed to provide access to degree programs while incarcerated and to ease the transition into educational pathways upon release.

9.3 Partner with the California State Department of Corrections and Rehabilitation and the San Francisco County Jail to provide alternative pathways to college degrees while incarcerated through nontraditional instruction programs (i.e. mail-in packets, tablets, correspondence training programs, etc.)

**Objective 10: Invest in holistic, comprehensive wraparound services for SFUSD youth and their families.**

10.1 Supporting the SFDPH in creating a criteria for therapy within the school district to focus on trauma stemming from gun violence, war zones and Post Traumatic Stress Disorder (PTSD).

10.2 Offer rehabilitation and substance abuse counseling for youth that is easily accessible with culturally competent staff.

10.3 Offer tutoring, mentoring and counseling through nonprofit and community-based organizations that are already engaged in this work.

10.4 Increase access to in-school mental health resources and wellness practices.

**Objective 11: Implement educational pathways to degree programs for unhoused residents and Transitional Aged Youth (TAY).**

11.1 Hire dedicated liaisons to visit Transitional Aged Youth (TAY) housing and other supportive housing sites across the city to provide guidance in pursuing education and advocate for unhoused people who want to pursue educational opportunities.

11.2 Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.

**Objective 12: Establish independent oversight of educational programs related to Reparations.**

12.1 Introduce a Reparations Education Oversight Committee– a nonpartisan body formed by the city that includes legacy SFAARAC Members appointed to track the implementation and success of these programs that are uniquely serving the Black community.



## HEALTH RECOMMENDATIONS

<b>PUBLIC APOLOGY AND COMMITMENT TO ADDRESSING HISTORICAL HEALTH DISPARITIES</b>	<p><b>Objective 1: Acknowledge the insult, assault and intergenerational harm caused by the City and County of San Francisco as it relates to the mental, physical and environmental health of Black San Franciscans.</b></p> <p>1.1 Issue an official apology from the City and County of San Francisco and the San Francisco Department of Public Health (SFPDH) on the historic failure to adequately improve the social determinants of health for Black San Franciscans due to structural racism which has had lasting and generational impacts to the mental, physical and environmental wellbeing for Black residents.</p> <p>1.2 Publically commit to the restoration for the ways that racism has caused insult to Black humanity and manifested in both visible and invisible trauma through the means of compensation, restoration and rehabilitation.</p> <p>1.3 Investigate and hold health and wellness institutions liable for the racial trauma and harm they have inflicted on African American communities, and require them to be financially accountable and mandated to contribute to a San Francisco Reparations Fund.</p> <p>1.4 Review, audit and improve city departments and policies responsible for community health and ensure public, philanthropic and city funding that is allocated toward Black health is appropriately and equitably spent.</p>
	<p><b>Objective 2: Address and reduce health disparities by investing in structural, long- term solutions to the social determinants to health.</b></p> <p>2.1 Create an actionable Black Health Plan that builds on the existing Black/African American Focus Area in the SFPDH Strategic Plan to address disparities across areas of wellness focusing on illness prevention, culturally-appropriate treatment modalities and violence prevention.</p> <p>2.2 Build and/or adequately resource neighborhood-based clinics in communities with high concentrations of African Americans.</p> <p>2.3 Equip practitioners with mandatory training and engagement with culturally responsive approaches, hiring, practices and systems of care.</p> <p>2.4 Create free educational pathways to recruit, train and retain Black health care professionals with stipends/student loan forgiveness and or affordable housing for Black physicians and Registered Nurses working in San Francisco’s Black neighborhoods.</p> <p>2.5 Provide funding to San Francisco public schools, African American churches and other community spaces to increase culturally-appropriate access to wellness, nutrition education, health screening and other health resources.</p>

### Objective 3: Create safer public spaces through improvements to the built environment.

3.1 Create, improve and allocate culturally specific Black spaces that rebuild and revitalize:

- Social relationships
- Social networks
- Infrastructure of social support

3.2 Revitalize San Francisco public housing sites to ensure safe, updated, liveable housing conditions for all residents.

3.3 Introduce land use controls to reduce the number of liquor stores, dispensaries, and fast food restaurants in Black communities and prioritize/incentivize access to fresh food and full service grocery stores.

### Objective 4: Address persistent issues in environmental and community health.

4.1: Declare community violence as a public health crisis and fund resources for effective interventions.

4.2: Address health impacts specific to harm caused by radiological and toxic chemical contaminants from the Hunters Point Naval Shipyard operations upon the Bayview Hunters Point community residents across generations and over the decades since the opening of the Hunters Point Naval Shipyard by taking the following actions:

- a. Fund and sustain biomonitoring testing services for community residents (Hunters Point Biomonitoring Program) and maintain a community toxic registry.
- b. Fund and operate local health clinics to provide healthcare, nutrition, and mental health services for impacted residents showing above reference range levels of radiological and toxic chemical contaminants, correlated respiratory disease and cancers, and other health impacts as uncovered per toxic exposure science.
- c. Fund and maintain air monitoring services across SF neighborhoods (including Treasure Island) specifically addressing Environmental Justice Communities of pollution and environmental toxins assaulted communities as identified by CalEnviroScreen.
- d. Align environmental justice curriculum into our school programs and offer similar pedagogy for adult learning to advance awareness and advocacy.
- e. Align with culturally competent mental health redress as environmental injustices place undue stress upon our communities.

4.3: Align with CA State Bill 1000 and the SF General Plan Environmental Justice Framework policy development, and support findings and recommendations of the 2021-22 Civil Grand Jury Report "Buried Problems and a Buried Process - The Hunters Point Naval Shipyard in a Time of Climate Change" and the actions identified within the report, e.g. holding accountability for the ongoing remediation and 100% cleanup of the Hunter Point Naval Shipyard, and particularly actions as they relate to climate change, sea level and groundwater rise and risks imposed on the shoreline communities, again identified as Environmental Justice (EJ) Communities by CalEnviroScreen.

### Objective 5: Reduce the ongoing burden of stress disparately endured by Black San Franciscans.

5.1 Provide reparations direct payments to Black San Franciscans to alleviate the stress and anxiety caused by financial insecurity.

5.2 Provide free mental health, prenatal care, and rehabilitation treatment to all Black San Franciscans living below the poverty line, victims of violent crimes, previously incarcerated Black San Franciscans, high crime area residents and substance abuse users.

5.3 Provide free testing for residents near environmentally toxic environments and financial compensation for those testing positive for illness due to exposure.

# POLICY RECOMMENDATIONS

## Objective 1: Address the historical and existing state policies that have disproportionately harmed San Francisco's African-American communities.

- 1.1 Generate local political support to repeal Proposition 209, which, through eliminating government funded affirmative action programs, has been attributed to significant decreases in African-American participation across higher education, public employment, government procurement, etc.
- 1.2 In alignment with the AB 3121 Interim Report, repeal Article 34 of the California Constitution.
- 1.3 Address potential remedies to Proposition 13, which has frozen commercial and residential property tax assessments
- 1.4 Audit War on Drugs-era policies (e.g. the "One strike rule") that prevented African-American San Franciscans from accessing public housing and other housing-related subsidies
- 1.5 Establish and enforce a city policy to prioritize the creation of low income and ultra low income housing based on 30% of AMI or equivalent to current Section 8 policy
- 1.6 Establish a City policy to use currently available housing stock for market rate housing. Establish that 100% of fines from vacancy tax be routed to the SF Reparations Fund and fines must be enforced for those not complying with providing housing to Section 8 voucher holders. Incentivize Black owned and Black affirming property managers to help fill properties

## Objective 2: Enforce existing local policies that are ostensibly designed to address historical harms.

- 2.1 Use the City's existing Slavery Disclosure Ordinance (Section 12Y of the Administrative Code) to hold private companies who have economically benefited from chattel slavery financially accountable for their harmful legacy by mandating contributions to the Special Fund established by the ordinance.
- 2.2 Enforce all existing and future Development Agreements and Community Benefits Agreements that developers have proposed as a condition of project approval.
- 2.3 Create better systems and communication channels to ensure that Certificate of Preference holders are prioritized in housing and made aware of all options available to them through OCII and other relevant city agencies.
- 2.4 Amend the San Francisco City Charter to add two seats to the San Francisco Police Commission. These will be appointed seats by the Board of Supervisors for 1) A person between the ages of 16-25 years old and 2) A formerly incarcerated person member with required residency in San Francisco

## Objective 3: Work with the full African American Reparations Advisory Committee to develop a suite of prioritized, actionable policy recommendations to advocate for immediately.

- 3.1 Create accountability systems to prevent fraud and abuse in the reparations program.
- 3.2 Pass resolution in support of the final recommendations from the California State Reparations Task Force AB3121.

## Objective 4: Create a nonpartisan body and/or a new City agency to ensure the successful implementation of Reparations policy recommendations after this body sunsets in January 2024.

- 4.1 Introduce a 'Reparations Tax' to partially offset additional costs necessary to fund this infrastructure