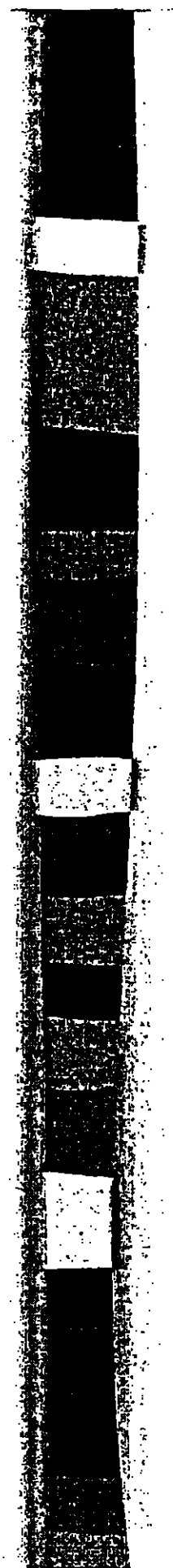


#136
6/23/05

"ONE TEAM, ONE DREAM"



African American Community Quality of Life Presentation

June 23, 2005

Community Position Paper

Overview of Process

- Focused on creating "One Team, One Dream" by providing opportunity for African American community to discuss recommendations in the RJW Group Solutions report
- Prioritized recommended solutions/actions as what we believe the City can accomplish in the short-term versus the intermediate time frame

Overview of Process

(continued)

- Identified recommendations to
 - assist with developing effective policies and programs;
 - ensure accountability; and,
 - achieve maximum results

Police & Safety

Short-Term Solutions/Actions

1. Develop and implement an official Austin Police Department policy of disablement, not deadly force.
2. *Enhance police training and provide clear policies and training on de-escalation techniques and the use of steps in the continuum of force. In addition, offer cultural sensitivity training and apartment with community organizations to identify willing participants.*

Police & Safety

Short-term Solutions/Actions

- 3. Identify problem officers, document in personnel files patterns of inappropriate officer behavior and discipline officers who behave inappropriately.*

Police & Safety

Intermediate Solutions/Actions

3. Examine psychological screening to ensure that the City of Austin Police Department is not hiring individuals with a pattern of racist tendencies.
4. Promote more African Americans into decision-making roles.

Arts, Culture and Entertainment

Short-term Solutions/Actions

Inclusively market Austin through:

- *the Austin Convention & Visitor's Bureau (ACVB) website;*
- *inclusion in Austin signature events; and,*
- *market African American signature events.*

Arts, Culture and Entertainment

Intermediate Solutions/Actions

Building infrastructure/creating sustainability through the development of an African American cultural fund:

- supporting organizations;**
- producing events; and,**
- ensuring a liaison to identify funding sources.**

Arts, Culture & Entertainment

Intermediate Solution/Action #1

Honor our cultural heritage through:

- Programs with area museums that highlight African American history in Austin;*
- Creating an African American cultural heritage district; and,*
- Naming public buildings/spaces after well-known community citizens.*

Business Economic Development

Short-Term Solutions/Actions

- 1. Partner with Capital City African American Chamber of Commerce (CCAACC) to locate, start-up or expand African American businesses in Austin through the use of incentives.*
- 3. Enforce the City's M/WBE ordinances and monitor contracts for compliance.*

Business Economic Development

Short-Term Solutions/Actions

- 5. Adjust insurance and bonding requirements on advertised municipal solicitations to be based on the risk to the City and the value of the solicitation.*
- 6. Ensure that input is solicited from African American businesses and organizations within an appropriate time regarding the use of funds devoted to economic development.*

Business Economic Development

Intermediate Solutions/Actions

- 8. Require corporations to do business with M/MBE, with focus on African American businesses, if those corporations receive tax incentives/abatements.*

Health

Short-Term Solution/Action #1

Encourage representatives on the Travis County Hospital District Board to mobilize support seeking federal funding to operate an expansion clinic, similar to the Montopolis Clinic, in the African American community.

Health

Intermediate Solutions/Actions

1. Create an interdisciplinary team that will carry programs to African American communities that will improve access to primary and preventive services.
2. Create a panel to review and make recommendations to simplify the eligibility/service process for the Medical Assistance Program (MAP).

Health

Intermediate Solutions/Actions

3. Develop a program to recruit more African American health care professionals – including for greater patient consultation and education.
4. Develop a prevention education plan containing culturally appropriate materials targeting the leading causes of death and disease in the African American community.

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution / Action #1

Develop a comprehensive approach mitigating the negative effects of gentrification to address the City's role in tax-related foreclosures such as:

- striking certain properties from the tax roles for use as affordable housing; and,*
- creating property tax exemptions/abatements for certain residents.*

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution/Action #2

Develop a land bank and deposit city-owned land for use as part of a sustainable, mixed income neighborhood strategy :

- affordable single-family homes; and
- low-cost long-term leases to community organizations for the development of affordable housing and small businesses (mixed-use projects).

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution / Action #3

Bring the physical environment of East Austin up to the level of that in other areas using tools like:

- improving streetscapes along commercial corridors;*
- developing city financed parking, improving necessary infrastructure; and*
- enhancing and expanding the existing façade improvement program.*

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution/Action #4

Assist neighborhood organizations in building their capacity by having staff work in collaboration in:

- developing affordable housing and mixed-use projects;
- reassigning staff resources to provide technical assistance;
- acting as advocates and guides in navigating City processes and identifying resources; and
- providing subject-matter expertise and advice.

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution/Action #6

Create a joint City/County task force to:

- develop a comprehensive plan for retaining and attracting African Americans to Austin;
- develop affordable, middle and upper income housing in historic African American communities; and,
- review housing patterns and the history of the Section 8 voucher process as a tool for decentralizing poverty and creating true mixed income neighborhoods.

Neighborhood Sustainability

(Housing & Commercial Development)

Intermediate Solution/Action #7

Create incentives for private developers to build or finance the construction of affordable housing through:

- “inclusionary zoning” policies;
- density bonuses; and,
- payments into an affordable housing fund in lieu of on-site housing.

Employment & Education

Short-term Solutions/Actions

1. *Review the City's own hiring and compensation practices to ensure that African Americans are hired in appropriate numbers throughout city government and in decision-making management positions that impact areas outlined in this report.*
3. Create an education advisory council to explore how AISD are supporting challenges and failures to African American children.

Employment & Education

Short-term Solutions/Actions

5. Encourage and provide City incentives for businesses and other organizations to offer ex-offenders life and job skills training as well as job opportunities.

Employment & Education

Intermediate Solutions/Actions

10. Link corporate recruitment incentives to specific hiring opportunities for African Americans and tie corporate performance and compliance to incentives and penalties.

Developing Effective Policies & Programs

- Establish six community implementation teams.
- Describe the purpose of the teams to serve as a resource.
- Based on the recommended size of the teams other subject experts will need to be added.



Ensuring Accountability and Achieving Maximum Results

- Define outcomes and performance indicators in the City's action plan.
- Require at least an annual review before Council as public meeting.

Conclusion

- Request that Council, as a first major step toward improving the quality of life for African Americans, approve all recommended solutions and actions, and direct staff to begin developing a quality of life action plan and have it completed within 90 days.
- Thank you in advance for your leadership in taking major steps towards improving the quality of life for African Americans, which in turn improves the quality of life for all citizens in Austin.
- Questions