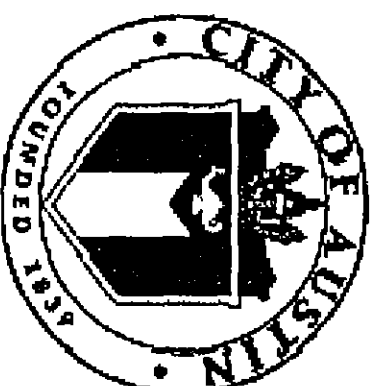


City of Austin

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees

Art, Culture, and Entertainment

Business and Economic Development

Employment and Education

Health

Neighborhood Sustainability

Police and Safety



Review of African American Quality of Life Initiative

- September 2004 - City demographer begins study of African American Quality of Life
- March 2005 - City demographer presents the African Americans Scorecard to City Council
- Six "Quality of Life Forums" conducted to assess African Americans experiences in Austin
- Robena Jackson of "Group Solutions" was selected to conduct a series of community forums to:
 - ◆ Solicit feedback on the scorecard;
 - ◆ Make recommendations to the City to improve the Quality of Life of African Americans; and
 - ◆ Answer two questions: ***Do African Americans experience challenges different from others in Austin? and***
What can local government do to retain & attract African Americans so that Austin maintains a diverse economy & culture?



Next Steps Review of African American Quality of Life Initiative Cont.

- June 23, 2005 - Community presented Community Position Paper to City Council
- July 7, 2005 - Subcommittees were formed to refine recommendations, performance measures, & establish project timelines with community subcommittees
- Subcommittees consisted of:
 - ◆ A Co-Chair from City Staff
 - ◆ A Co-Chair from the Community
 - ◆ Members of the Community & City Staff
- Teams focused on:
 - ◆ Implementing short-term solutions
 - ◆ Producing a final Implementation Plan
 - ◆ Presentation to Council
- The Final Product – African American Quality of Life: "Blue Print for Success"



Presentation Format

- Each City Subcommittee Co-Chair will present for their area the following:
 - ◆ Implementation Team Members
 - ◆ Recommendations in agreement
 - ◆ Recommendations in agreement with modifications
 - ◆ Related Budget Highlights 2005-2006
 - ◆ Current Initiatives
- The Community Co-Chair provides comment

Art, Culture, and Entertainment

Business and Economic Development

Employment and Education

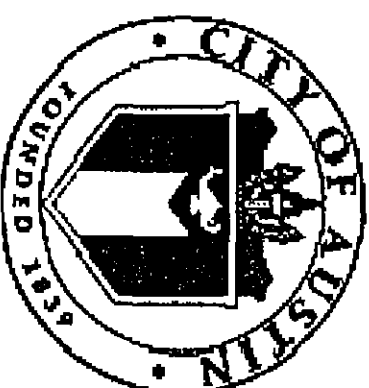
Health

Neighborhood Sustainability

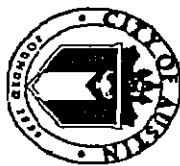
Police and Safety

HEALTH

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



Implementation Team

COMMUNITY

- Joe Barnes, BS, Alliance for African American Health in Central Texas, (co-chair)
- Chiquita Collins, Ph.D, Professor, University of Texas
- Shirley Brown, RN, MBA, Travis County Juvenile Probation
- La Juana Napier, Student, Huston Tillotson University
- Whitney Houston, MSW, Grants Coordinator, Huston Tillotson University
- Edgar Whitfield, Northeast Community Council of Austin
- Monica Beckford, MD, MED
- Margarita Decierdo, Ph.D, Applied Research, Community Consultant

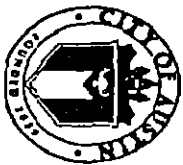
CITY OF AUSTIN

- Shannon Jones, III, MPA, Assistant Director, ATC Health & Human Services (co-chair)
- Martin Harris, BA, MS, ATC Health & Human Services
- Deborah Duncan, BA, MSSW, LMSW- ATC Health & Human Services
- Sam Price, ATC Health & Human Services
- Willie Harris, ATC Health & Human Services



Health Recommendations

1. Encourage representatives on the Travis County Hospital District Board (TCHDB) to present and seek support for motions seeking federal funding to operate an expansion clinic, similar to the Montopolis Clinic, in the African American Community.
2. Create a prevention team to direct focused services in African American communities to improve health status and access to primary and preventive care services.
3. Create a panel to review and make recommendations to simplify the eligibility/services process for the Medical Assistance Program (MAP)
4. Develop a program to recruit more African American health care professionals – including physicians, physician assistants, nurse practitioners, nurses, complementary professional and others – who will increase utilization and face-to-face patient consultation and education.
5. Develop a prevention education plan containing culturally appropriate materials targeting the leading causes of death and disease in the African American community utilizing media outlets – radio, television, newspapers and billboards.



Health Recommendations

6. Establish a panel comprised of representatives from other health care services sources (Seton, St. David's, etc.) to develop a strategy for increasing availability of services to African Americans.
7. Develop a mental health strategy that works to improve access to services and physician level treatment; provides support to families; minimizes abuse and exploitation of the mentally ill; and addresses the disparity of care for African Americans in this population.
8. Establish a Community Wellness and Prevention Consortium, consisting of representatives from all segments of community to advocate for prevention programs and funding that will target the health disparity with African American and other minority populations.
9. Adopt Neighborhood-Based Education Screening Model, which targets prevention health services in neighborhoods experiencing health disparities.



Health Highlights 2005-2006 Budget

- ✓ \$49,000 - Approved for the hiring of prevention team staff from general fund.
- ✓ \$150,000 - CSBG funded staff to be used for initiative in FY 05-06.
- ✓ \$250,000 - Awarded to Community Care Services Department to set up new incubator clinic in targeted area of North Austin to open December 1, 2005.



Health

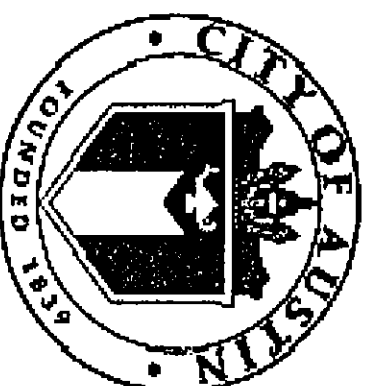
Current Initiatives/Short Term Implementation

- Encouraged Hospital District Board to establish clinic in far northeast
- Created Prevention Team focused on services in African American Communities
- Created Medical Assistance Program Panel
- Developed program to recruit more African American health care professionals
- Developed media campaign
- Established a panel to develop a strategy for increasing availability of services to African Americans.
- Developed a mental health strategy
- Collaborated with STEPS
- November 1, 2005 - Neighborhood-Based Education Screening Model



POLICE AND SAFETY

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



Implementation Team

COMMUNITY

- Nelson Linder, NAACP (co-chair)
- Captain White, Retired APD
- Heath Muhammad, Nation of Islam
- Robert Muhammad, Nation of Islam
- Pam Wade, NAACP
- Barry Paul, NAACP

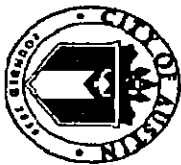
CITY OF AUSTIN

- Asst. Chief Cathy Ellison, APD (co-chair)
- Cmdr. Sam Holt, APD
- Cmdr. Mike Nyert, APD
- SPO Eric Oakmon, APD
- Det. Leslie York, APD
- Lt. Jeff Adickes, APD
- Dr. Ronnelle Paulsen, APD



Police & Safety Recommendations

3. Identify problem officers, document in personnel files patterns of inappropriate officer behavior, and appropriately discipline officers who behave inappropriately.
4. Evaluate the effectiveness of the current sensitivity training (and ensure accountability when there are acts of insensitivity).
5. Develop a positive interaction program to allow police/community interaction to facilitate better understanding of African American culture.
6. Immediate review of early warning systems designed to monitor excessive use of force by police officers.
7. Bring in an outside resource (i.e., NAACP) to teach the City of Austin police departments life skills in order to facilitate police officers that community supports.
8. Evaluate the effectiveness and publicize the results of existing community policing and substation locations. Establish programs within community to allow officers to interact with community and understand the African American culture.
9. Examine psychological screening to ensure that the City of Austin police department is not hiring individuals with a pattern of racist tendencies.
10. Promote more African Americans into decision-making roles.



Police & Safety Staff Recommendation with Modification

Original Recommendation

1. Develop and implement an official City of Austin police policy of disablement, and not deadly force.

Recommended Change

Reword, "Develop and implement an official City of Austin police policy of . disablement. "

Use of Force policy will be revised with the recommendation to emphasize disablement through the use of less lethal force.



Police & Safety: Staff & Committee Recommendation's with Modification

<u>Original Recommendation</u>	<u>Recommended Change</u>
2. Enhance police training and provide clear directions by policy.	2a. Covered by recommendation 1.
a. Develop clear policies and training on de-escalation techniques and the use of steps in the continuum of force.	2b. Interpreted as community selecting the training provider. City recommends issuance of a Request For Proposals to select a training provider.
b. Offer cultural sensitivity training and partner with African American organizations to identify community members willing to participate in training scenarios.	Community members will be contacted to participate in training scenarios.
c. The same type of training should be provided to City employees involved in providing contracting opportunities to African American businesses.	2c. Reword "The same type of training should be provided to police communications employees."



Police & Safety

Highlights 2005-2006 Budget

✓ **\$50,000 - Dedicated to cultural sensitivity training for police and community members.**

- Agreement on joint development (APD and African American organization) and implementation of training.
- A request for proposals will be issued.
- A training provider will be selected with input from community members.



Police & Safety

Current Initiatives/Short Term Implementation

3. Identify problem officers, document in personnel files patterns of inappropriate officer behavior, and appropriately discipline officers who behave inappropriately. **[Guidance Advisory Program (GAP) will be fully implemented in 2005]**
4. Evaluate the effectiveness of the current sensitivity training (and ensure accountability when there are acts of insensitivity). **[Evaluation in progress]**
6. Immediate review of early warning systems designed to monitor excessive use of force by police officers. **[GAP will be fully implemented in 2005]**
8. Evaluate the effectiveness and publicize the results of existing community policing and substation locations. Establish programs within community to allow officers to interact with community and understand the African American culture. **[Brochure and signs ready by Jan 2006]**
9. Examine psychological screening to ensure that the City of Austin police department is not hiring individuals with a pattern of racist tendencies. **[In progress]**

Arts, Culture, and Entertainment

Business and Economic Development

Employment and Education

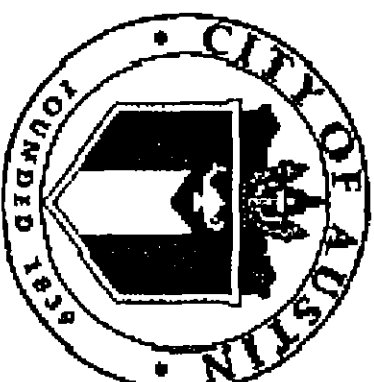
Health

Neighborhood Sustainability

Police and Safety

Arts, Culture and Entertainment

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



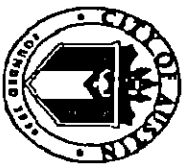
Implementation Team

COMMUNITY

- Lisa Byrd, Pro Arts Collective (co-chair)
- Albert Black, Child Incorporated
- Donell Creech, Griotmedia
- Homer Hill, Make It Happen Productions
- Harold McMillan, Diverse Arts

CITY OF AUSTIN

- Cora Wright, Parks and Recreation (co-chair)
- Jim Butler, Economic Growth Redevelopment Services Office
- Anoa Monsho, Austin History Center
- Robert Lander, Austin Convention and Visitors Bureau
- Jay Stone, Parks and Recreation



Arts, Culture and Entertainment Recommendations

- 1. (a,b,c) Promote Austin's African American Culture, history, restaurants, and events on Austin Convention & Visitors Bureau (ACVB) website and publications.**
- 2. Establish position at ACVB that will liaison between ACVB and African American producers and promoters of signature events in the Austin community.**
- 3. Include African American signature events in ACVB promotional materials and on the ACVB website.**
- 6. Name the theatre at the Carver Museum after the late Boyd Vance.**
- 7. Contract with a marketing firm to assist ACVB/City with developing a campaign to effectively market Austin's African American culture, history, landmarks, and other resources inside and outside Austin.**
- 8. Ensure that African American artists, musicians, film makers, and others are included in City co-sponsored and supported events; and events are publicized in African American press and on community websites.**
- 10. Establish a goal to retain African American artists to create art in the "Art in Public" places program**



Arts, Culture and Entertainment Recommendations with Modifications

Original Recommendation

- 4a. Create an African American cultural fund, which is charged with providing marketing and production support to organizations (for-profit and non-profit) that produce signature events and arts and culture activities targeting the African American Community.*

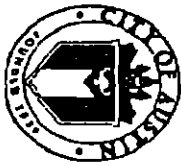
Community Implementation Team fund recommended funding by City, but housed and managed by outside entity.

Recommended Change

Staff does not recommend a separate African American Cultural Fund, rather:

The City commits to:

- ◆ Increase Capacity Building Program in FY2005-2006 by \$140,000
- ◆ As a goal, work to increase the number of African American applicants & awards through outreach and technical assistance to the Cultural Arts Funding Programs to reflect 10% of the overall applicant and award pool by 09/30/07
- ◆ Conduct workshops that provide technical assistance
- ◆ Work with community organizations already providing technical resource support services to the African American arts community
- ◆ Create a COA website that will provide the arts community information on proposing City co-sponsorships and Council approved fee waivers



Arts, Culture and Entertainment Recommendations with Modifications

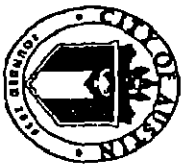
Original Recommendation

4b. Establish a staff position within city government that is tasked with identifying resources (funding) for cultural events and programs. This type of support would be in addition to City sponsorships for fee waivers, permit fees, etc.

Recommended Change

City will identify a staff position for minority outreach & improve minority participation in the cultural arts funding program.

City staff will facilitate and provide technical assistance to the Black Arts and Entertainment Committee (BACE) to create a foundation that would focus on economic development, marketing, and promoting African American events.



Arts, Culture and Entertainment Recommendation's with Modification

Original Recommendation

5. Create an African American Cultural Arts District(s) in Austin that will formally preserve areas where there is a concentration of existing African American landmarks (including businesses, churches, Carver Museum, and Library, Huston-Tillotson University, etc.).

Recommended Change

June 2006, City will initiate a comprehensive Community Cultural Arts Plan, as approved by City Council

Staff recommends the creation of an African American Cultural Arts District be achieved as a component of the citywide plan:

Plan will incorporate each of the community's recommendations, including:

- ◆ Retain a project consultant
- ◆ Adopt boundaries for district
- ◆ Complete 2-3 site visits to other successful Cultural Districts (e.g. Atlanta)
- ◆ Work through the Black Arts, Culture and Entertainment committee to accomplish specific recommendations made by the African American Community Implementation Team



Arts, Culture and Entertainment Recommendation's with Modification

Original Recommendation

9. Create and implement programs with area museums that highlight African American history in Austin, by documenting historical sites, and fund programs developed by African American organizations and/or museums that publicly celebrate relevant historical moments.

Recommended Change

Over the next 6-12 months:

- ◆ Explore opportunities with area museum staff to create and implement programs that showcase African American History:
 - ▶ Host a forum with area museum staff to discuss and promote the importance and benefit of highlighting African American history
 - ▶ Identify leverage for area museums to participate (e.g. *Austin Children's Museum*, *Austin Museum of Art*, etc.)
 - ▶ Explore opportunities for local and emerging African American artists to access meeting space for small events
- ◆ Report specific findings and recommendations for FY 2006-2007



Arts, Culture and Entertainment Highlights 2005-2006 Budget

- | | |
|-------------|--------------------------------------------------------|
| ✓ \$140,000 | Cultural Arts Funding Program |
| ✓ \$65,000 | Austin Convention and Visitor's Bureau
Liaison |
| ✓ \$41,555 | George Washington Carver Museum and
Cultural Center |
| ✓ \$5,300 | Movies and Music at the Carver |



Arts, Culture and Entertainment Current Initiatives/Short Term Implementation

- **City of Austin will co-sponsor new African American cultural events beginning FY 2005-2006:**
 - ▶ African American Film Festival – February 2006
 - ▶ Urban Music Festival- April 9, 2006
 - ▶ Music and Movies in Backyard of the Carver- July 2006
 - ▶ City promotes Community Access to the Local Theaters
 - ▶ Continue and expand events such as *Catfish and Tunes* on the Plaza, music @ the Airport, & City Council
- **Marketing Austin to African Americans in/outside of Austin; Austin Convention and Visitor's Bureau (ACVB):**
 - ▶ Upgraded website including purchase of additional photography of African American subjects for ACVB publications and website
 - ▶ Hired a liaison position to partner with African American producers and promoters and work with Black Arts & cultural Entertainment and African American community
 - ▶ Will contract with SWG&M Marketing Firm to develop an effective marketing campaign targeting African American outside of Austin
- **Promoting African American History and Culture in Austin**
 - ◆ City Public Information Office will:
 - ▶ Spearhead a marketing and promotion campaign
 - ▶ Establish Cultural Page link between Austin Convention Visitors Bureau & Austin City Connection including links to City-sponsored events/resources
- **City of Austin will:**
 - ▶ Hire George Washington Carver Cultural Arts Education Coordinator & initiate the Museum and Cultural Center naming process

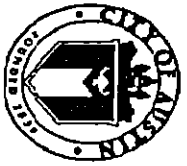


Business & Economic Development

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



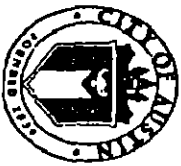
Implementation Team

COMMUNITY

- Greg Marshall, Capital City African American Chamber of Commerce (Co-Chair)
- Carol Hadnot, Austin Black Contractors Association
- Joseph Hawkins, A New Thing, Inc.
- Hopeton Hay, University of Texas System Bonding & Technical Assistance Program
- Jeanette Peten, Big Austin
- Doryne Valentine, Doryne Valentine & Associates

CITY OF AUSTIN

- Sue Edwards, Economic Growth & Redevelopment Services (Co-Chair)
- Melodye Foust, EGRSO
- Rosy Jalifi, EGRSO
- Austan Librach, EGRSO
- Jubal Smith, EGRSO
- David Lloyd, Law Department
- Sandy Zimmerman, Law Department
- Kerry Overton, Austin Energy



Business & Economic Development Recommendations

1. Partner with the African American Chamber of Commerce to recruit African American businesses

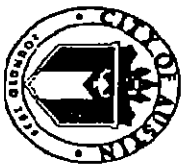
Facilitate a partnership between the African American Chamber and the Greater Austin Chamber of Commerce to collaborate on selective recruitment initiatives

Recruit businesses that provide advancement opportunities for low-tech, semi-skilled and non-technical workers

2. Establish a program that allows MBE/WBES to leverage executed contracts with a public entity to obtain a loan

3. Enforce the City's MBE/WBE ordinances and monitor contracts for compliance and ensure that adequate resources are being applied for making informed decisions toward setting MBE/WBE participation goals

Reward businesses that promote diversity by including MBE/WBE subcontractors in their proposal



Business & Economic Development Recommendations

6. Ensure that input is solicited from African American businesses and organizations regarding the use of funds devoted to business and economic development
7. Increase access to business and economic development information via the City's website
9. Establish a capital investment fund program that provides 0% to 5% loans for MBE/WBES for start-up or expansion capital

Evaluate venture capital opportunities to relax underwriting standards



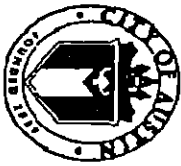
Business & Economic Development Recommendations with Modifications

Original Recommendation

4. Re-establish and market the ombudsman role within the City of Austin to ensure access exists to resources and to hear issues or complaints from referenced business owners

Recommended Change

- Use the Small Business Development Program's Business Solutions Center as the central point of contact for accessing information
- Assign an Assistant City Manager to receive information on issues and complaints
- Contract with an outside third party for the purpose of hearing unresolved issues



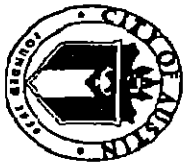
Business & Economic Development Recommendations with Modifications

Original Recommendation

5. Adjust insurance and bonding requirements on advertised municipal solicitations to be based on the risk to the City of Austin and the value of the solicitations

Recommended Change

The City of Austin, over the next four months will explore the feasibility of reducing insurance requirements to facilitate small business contracting in both construction and non-construction contracts



Business & Economic Development Recommendation's with Modification

Original Recommendation

- 8a. Require corporations to do business with MBE/WBES, with a focus on African American business if corporations receive tax incentives
- Ensure that corporations formally agree to develop and implement programs that provide contract and procurement opportunities to MBE/WBES

Recommended Change

The City will:

- ◆ Ask companies receiving incentives to incorporate the City's MBE/WBE goals in their hiring practices, or
 - ▶ Ask companies to provide hiring and vendor diversity historical data, or
 - ▶ Ask companies to provide a plan for establishing goals for diversity in hiring and vendor contracting
- ◆ May require companies to work with DSMBR to assist in achieving goals
- ◆ Include diversity in matrix



Business & Economic Development Recommendations with Modifications

Original Recommendation

Recommended Change

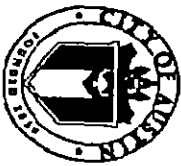
8b. African American Business organizations (i.e., African American Chamber, Black Contractors Association) should have an opportunity to participate in incentive negotiation process

Provide the African American business organizations an opportunity to meet with and communicate their interest to companies that are seeking incentives from the City of Austin



Business & Economic Development Highlights 2005-2006 Budget

- ✓ \$58,000 - New full time employee in
Small & Minority Business
Resources Department
- ✓ \$150,000 - Small Business Loans for
Community Preservation &
Revitalization zone
- ✓ \$100,000 - EGRSO website improvements



Business & Economic Development Current Initiatives/Short Term Implementation

- Facilitate partnership between Capital City African American Chamber, the City and the Greater Austin Chamber for recruitment of companies
- Establish changes to the MBE/WBE ordinance process to provide improved monitoring
- Formally recognize contractors doing business with the City who meet and/or exceed MBE/WBE goals
- Provide an independent third party for hearing unresolved MBE/WBE ordinance issues
- Study the current City requirements for insurance related to individuals doing business with the City
- Improve website access

Art, Culture and Entertainment

Business and Economic Development

Employment and Education

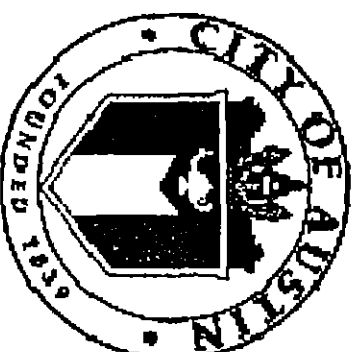
Health

Neighborhood Sustainability

Police and Safety

NEIGHBORHOOD SUSTAINABILITY

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



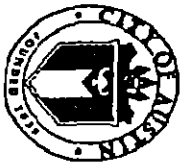
Implementation Team

COMMUNITY

- Byron Marshall, ARA (co-chair)
- Reverend Joseph Parker, David's Chapel
- Grova Jones, Wells Fargo Bank
- Cloteal Haynes, Haynes-Eaglin-Waters
- Greg Smith, Community Member
- Melvin Wrenn, Community Member
- Tommy Wyatt, *Villager* Newspaper

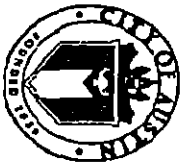
CITY OF AUSTIN

- Paul Hilgers, NHCD/AHFC (co-chair)
- Kim Freeman, NHCD
- Van Jobe, NHCD
- Janice Kinchion, NHCD/AHFC
- Lupe Morin, NHCD
- Kelly Weiss, NHCD/AHFC



Neighborhood Sustainability Recommendations

1. Provide resources to develop the capacity of neighborhood organizations and other nonprofits to conduct culturally appropriate seminars on how to buy homes, how to file tax protests (e.g., Travis County Appraisal District) and how to protect their properties from tax or bank foreclosures.
4. Develop a comprehensive approach to mitigating the negative effects of gentrification.
5. Develop a land bank and deposit city-owned land to be used for affordable single-family homes or for low-cost, long-term leases to community based, non-profit, community housing development organizations.
6. Bring the physical environment of East Austin up to the level of the physical environment in other areas using the arsenal of tools available to the City. Encourage mixed use development in East Austin by improving streetscapes along commercial corridors, developing city financed parking, improving necessary infrastructure, and enhancing and expanding the existing facade improvement program.



Neighborhood Sustainability Recommendation's with Modification

Original Recommendation

2. Identify low- and moderate-income families home owners, particularly those owning historic properties, repair structures and catch up on taxes. Where appropriate purchase foreclosure property.

Staff Concurs with Modification

Public funding is not allowed to be used for personal taxes. Furthermore, Legal advises acquiring property before tax foreclosure requires additional analysis to determine some options which may allow for this to occur.

3. Adopt the Austin Equity Report as a City policy and create a policy requiring City to complete and publish an economic impact study prior to wholesale designation of any minority neighborhood area as a "desired development zone."

Some of the recommendations in the Austin Equity Report are no longer relevant. Staff plans to review the Report and identify relevant housing recommendations for reconsideration within 90 days.

7. Assist neighborhood organizations in building their capacity by having the primary focus of AHFC and NHCD staff to be that of collaboration with, versus competition with, those organizations.

Staff supports continuing our strategy that promotes the use of non-profit housing developers in some cases and in developing housing through private sector partnerships in other cases. This strategy has proven very successful.



Neighborhood Sustainability Recommendation's with Modification

Original Recommendation

8. Identify and designate areas that could serve as an economic empowerment zone that benefits African Americans and redistribute funds back into the community (i.e., tax-increment financing); seniors and others would become tax exempt within this area.

Staff Recommendation

"Empowerment zones" are not being utilized to the extent they used to be. Staff recommends the continued identification of new strategies to accomplish the goals identified in this recommendation.

9. Create a joint City/County task force to create a comprehensive plan for attracting African Americans to Austin and retaining them and developing affordable, middle and upper income housing in historic Black communities. The group would also review housing patterns and the history of Section 8 voucher placement process in Austin to improve the voucher allocation process and use the vouchers as a tool for decentralizing poverty and creating true mixed income neighborhoods.

The Joint City/County Task Force charge in this recommendation covers the major purpose of the AAQL Initiative. Staff recommends the AAQL Community Committee invite the City and County Housing Authorities to work with the City staff in the housing analysis and that the AAQL Committee serve as the oversight entity for reviewing that study.

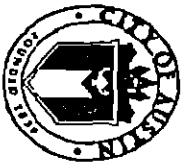
10. Create incentives for private developers to build or finance the construction of affordable housing by developing

Inclusionary zoning has been eliminated as a possibility at this time because of legislative restrictions.



Neighborhood Sustainability Highlights 2005-2006 Budget

- ✓ \$100,000 - Allocated for tax foreclosure prevention counseling
- ✓ \$125,000 - Allocated for continuation of CHDO capacity building
- ✓ \$600,000 - Allocated for commercial façade and historic restoration and the development of community parking lots in the East 11th and 12th St Corridors.
- ✓ \$7,200,000 - Allocated in the approved FY 05-06 Action Plan for the continuation of retaining and preserving low and moderate income housing through non-profits.



Current Initiatives

- Community Preservation and Revitalization (CP&R)
- Community Land Trust (CLT)
- House Bill HB 525 Implementation
- 2006 GO Bond recommendation of \$25 million for housing
- Housing foreclosure prevention counseling/\$100,000 for FY 05-06 (mortgage and tax)
- Community Housing Development Organization (CHDO) capacity building program (\$125,000/ for 2nd year funding)
- Historic preservation and new construction of 17 affordable homes in the 11th and 12th Street area/ARA partnership (\$600,000)

Arts, Culture, and Entertainment

Business and Economic Development

Employment and Education

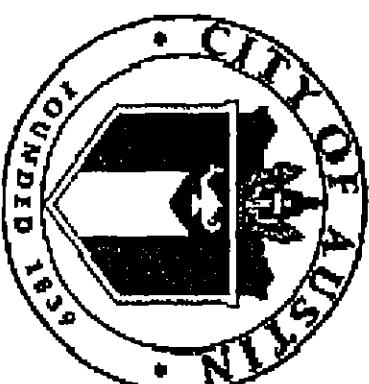
Health

Neighborhood Sustainability

Police and Safety

Employment and Education

October 27, 2005



Community Organizations & Citizens
City of Austin Leaders & Employees



Implementation Team

COMMUNITY

- Jeffrey Richard, Austin Area Urban League (Co-Chair)
- Roland C. Hayes, ACC
- Stella Roland, Eastside Action Coalition
- Cheryl Bradley, AISD
- Larry Jackson, Eastside Story
- Kenneth Thompson, PISD
- Karsten Darden, AAUL
- Leonard Woods, Davis & Wilkerson Law Firm, P.C.
- Terry A. Wilson, The University of Texas
- Hugh Lewis

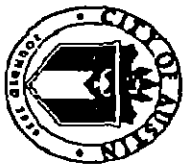
CITY OF AUSTIN

- Jeffrey W. Travillion, Sr., DSMBR (Co-Chair)
- Reeta Holmes, Human Resources (Co-Chair)
- Elaine Carter, DSMBR
- Valerie Francois, HRD
- Clint S. Ingram, HRD
- Renee Scott, HRD
- Felecia Shaw, DSMBR



Education and Employment Recommendations

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.
2. Use existing funds and identify additional funds to help make attending Huston-Tillotson University possible for lower-income students; provide employment opportunities while they are in school.
3. Create an education advisory council made of experienced educators and community education advocates for the purpose of exploring how Austin Independent School District (AISD) (and other area school districts in the long-term) are supporting challenges and failures of African American children. Further, this advisory council will provide recommendations for correcting any identified inefficiencies.
4. Foster an Education Attainment Goal Committee for 2015 (create evaluation subcommittees and tools for performing annual reviews to determine if the school systems are meeting standards/goals for global competitiveness). Encourage and provide incentives to businesses and other organizations as leverage, so that they would offer ex-offenders life skills, job skills training, and job opportunities.



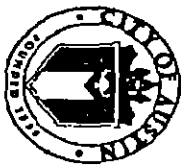
Education and Employment Recommendations Continued

5. Develop a page on city's website that is dedicated to African American educational issues and resources (e.g., a message board for parents to discuss issues, scholarship opportunities).
6. Increase collaborations with the Austin Independent School District, including joint-use facilities, after school programs, mentoring in low-performing schools, and other efforts that improve ineffective programs/curriculum.
7. Partner with community organizations (i.e., Austin Area Urban League, Skill Point Alliance) to create trade training for African Americans interested in plumbing, electrical wiring, masonry, roofing, etc.



Education and Employment Highlights 2005-2006 Budget

- ✓ \$10,100 - Weekly and Monthly advertisement of employment opportunities in the Villager and NOKOA newspapers.
- ✓ \$15,700 - APD funding GED preparation program for ex-offenders in the amount of.
- ✓ \$50,000 - Funding for programs in Austin Energy and Austin Water Utility sponsoring vocational trade training.
- ✓ \$175,000 - Identify City Departments to provide 10 paid internships for Huston Tillotson University students.



Education and Employment Current Initiatives/Short Term Implementation

- Data reveals that the African American Community is represented at all levels of our City government. Human Resources will monitor specific departments & positions to ensure representation.
- City Council has included ten paid internships in the FY06 budget & will possibly expand the program over time; guidelines being implemented by December 31, 2005.
- AISD/City of Austin (COA) Joint Subcommittee has established a task force.
- Austin Police Department will fund GED preparation services project for ex-offenders.
- Public Information Office will evaluate process for adding web-site links that offer information about African American culture
- City currently has a partnership with AISD and several new joint opportunities are a being explored.
- The City is supporting funding for programs sponsoring vocational trade training by including \$50,000 in the FY'06 budget to develop apprenticeship programs with Austin Energy and the Austin Water Utility. Implementation is scheduled for December 31, 2005.

Art, Culture, and Entertainment

Business and Economic Development

Employment and Education

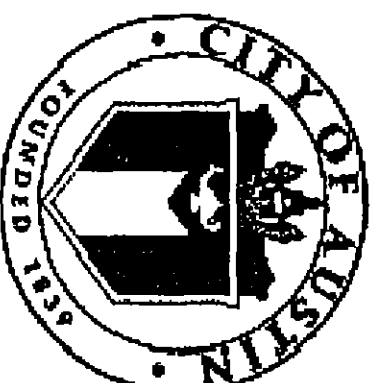
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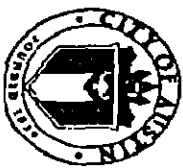
Police and Safety

Conclusion

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Next Steps of the African American Quality of Life Initiative

- As staff recommendations are being implemented the partnership will continue:
 - ◆ Continued work within subcommittees as necessary
 - ◆ Monthly progress reports from Co-Chairs to the Acting Assistant City Manager
 - ◆ Quarterly meeting
 - ▶ Community and Staff Co-Chairs
 - ▶ Acting Assistant City Manager
 - ◆ Six month updates to City Council