

ATTACHMENT A

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4	yes	There are no real events taylored or geared toward african americans in austin besides the relay weekend in April. That is the only time that African americans are half way catered to for a real event in this city. SXSW doesn't have adequate representation for african american nor any other live music program that comes to this city. African American artist rarely come to this city for concerts and there are not a lot of events for african americans.	make a city/enviroment that would make african american artist want to come to austin. Have events that cater to african americans. You can refer to other citities for ideas such as atlanta, houston, chicago.	The East Side, is a great commodity. It has a comfortable feel but is really not ghetto. Austin really doesn't have a ghetto.	what ever it takes.	22-35	6-10 years	Some college
						female		

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5	yes	Access to adequate employment income and economic opportunity. African Americans need more education in financial literacy and civic literacy. We need a greater sophistication about processes and procedures associated with everyday life - in government, business, education and professional development.	It begins with education in schools and communities, and lifelong learning. Self-efficacy plays a role as well, persons who are motivated should get training and assistance. The rest of the folk will just have to stay where they are. Others, who are socially mobile and motivated, should get technical assistance with their projects. It's good for the economy.	Many of the professional African Americans in Austin came here because they attended the University of Texas, got corporate or government jobs and stayed on. They are intelligent and educated and know how to manage their lives, livelihood, economic and professional advancement. Upper income African Americans live very well, not only in Austin, but across the nation. We have access to better pay, better benefits and better retirement. There isn't much for other blacks because the employment market is limited and low-paying. If you will notice very few black work in the service industry in Austin. Why? The wages are too low. But, then, there don't seem to be that many blacks, outside of government, who work in clerical or administrative jobs either. Next, what	This cannot be answered in male this survey.	50-65	More than 10	Post-graduate deg

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6	yes	I am not able to answer specifically. I would just say to hold some gatherings where African-Americans can do a more detailed survey where each person can address their specific experiences.	Everyone should be cross-educated about different cultures. Having different cultural events or classes within each department. There can be a diversity team that can put together an information packet about different cultures as far as food, famous people, their own co-workers, etc. This will help everyone become more knowledgeable.	All black owned business, Carver Branch Library, Juneteenth and Martin Luther King Jr. birthday celebrations	Interact with the African-American community and find out what their needs are and what challenges they face. Have more of a diverse line up of entertainment when holding city events.	female	22-35	More than 10	Some college

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7	yes	Job promotions. Purchasing houses and automobiles. Assistance in stores. Ability to obtain small business loans. Ability to secure a housing in a low crime area. Entertainment - night clubs are nice, but what about the arts (theatre), and concerts. How about teaming with Coke, Budweiser, and Nike and other companies that excel off of Black dollars to bring concerts to the parks.	The African-American community should take the lead to bring about a change. However, Austin is very diverse so there should be contacts with the Chamber of Commerce and other government entities to walk those who elect to take the lead through the process for securing funds to bring about a change.	I have lived in Austin all my life, there is NOT A VENUE that specifically caters to African-Americans. There are EVENTS that take place periodically that cater to the Austin's African-American community.	Develop a job market for positions other than minimum wage. This can be done at the city, county, state, and federal government level. Develop an entertainment and recreational venue.	female	36-49	More than 10	Post-graduate deg

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						male	50-65	More than 10	Some post-graduate
8	yes	It's the little things that count, is somethin that you hear about relationships. For African Americans in Austin, it's the little things - and the not so little things. The population portion for African Americans is smaller relative to the Hispanic and Caucasian population, creating a natural barrier to being heard. Police violence (deaths)against African Americans is greater than for other ethnic groups. There is little done to stop the violence. Training is a start but until officers have to answer for their behavior, training will not stop the violence. Individuals must be accountable for their actions. The lack of true police monitoring and discipline has resulted in officers going unpunished for their misbehavior. AISD do not treat African American children with dignity, neither in tone of	African Americans need voices in local government, on the school board, and inside the police department.	Mid Town is an example of a cultural asset. Yes it is a bar, but it serves as a gathering place for African Americans for social events and for political events. If anyone was really interested in finding out the relevancy, that could be established rather quickly. The City have many programs available to its citizens, which are not publicized in the African American community.	When Austin is so far behind the curb for the African American community, it would be difficult to say any one thing. However, among the first things, would be to develop and promote artistic venues. It has been said of South by Southwest that African American artist are not included nor are events held in East Austin.				
9	no					male	36-49	1-5 years	College degree

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						female	22-35	1-5 years	Some post-graduate
					Work with what you have and expand from there. Although there are limited numbers of blacks who come to Austin for college you could work with that population to stimulate interest about the city.				

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11	yes				Provide better assistance in the transportation and parking for low income African Americans. Assist more African American retail business to start up (not just restaurants) but clothing, books and electronic businesses for example. Increase the number of entry level and management positions in the City of Austin with qualified African Americans.	female	22-35	1-5 years	College degree

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12	yes	African Americans in Austin are simply not given the same respect. While other races big events are welcomed by the city, majority black events are not. Example South by Southwest v. Texas relays. Clubs on 6th are allowed to go beyond their limits for S/SW. However, during Texas relays strict adherence to the rules are required.	To educate the police and city officials about race relations.	Currently Austin has no cultural assest that are attractive to African Americans.	When African American events came to Austin (Texas Relays) welcome them instead of making it difficult for them.	female	22-35	6-10 years	Some post-graduate

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						female	36-49	More than 10	College degree
					Treat our community as one with the entire city not separate us by event. Don't just renovate and fix streets in order to make it nice for the entry of large companies or purchases by non-african american businesses. Find homes on the east-side worthy of renovation versus condemnation.				

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14	yes	Mainly the uncontrolled police dept. The fact that whites are making into black area and driving up the property values and property taxes up.	The police dept needs to start firing officers that make a habit of disrespecting black and brown members of the community. If they understood that can be fired due to action in the black community, there would be more respect for the dept. You, good white folks may not realize it, but east Austin is about to blow. if something is not done with the dept.	there aren't any and what was there, the white folks has made sure that it was torn down.	if the city is that clueless, then there nothing the power to be can do. The battle for the heart's and minds is already loss. Now all you can do is wait for the battle in the streets	50-65	male	More than 10	Some college

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15	yes	The City offers limited to know activities that are geared towards the African American community. Entertainment, cultural and other forms of releases are not made available and in turn cause many of us in the community to not become involved, and are forced to travel outside of the community for entertainment. The younger generation for these reasons are finding negative outlets to meet their needs. I would have to say that this is the only major city that I have lived in/visited that does not have a syndicated radio station; and more than one. I think that Austin does a poor job of meeting the needs of the black citizen and should consider diversifying these areas. I think it is disturbing that the only Black night club was one of Midtown Live status, not really catering to the professional black over 25.	Allow more access to black owned business to the more popular segments of town (6th Street area). And provide the type of atmospheres for African Americans that is afforded to the University of Texas. With this city being geared towards meeting the needs of the that population, little is done for other groups. I believe that this problem can be remedied with action groups actively seeking black	I am not sure, I believe that the city is geared to a demographic that does not include African Americans. If I were not married with a child I would pack my bags and flee.	See above.	male	22-35	6-10 years	Post-graduate degree

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16	yes	racial prejudice	City and county governments can continue to reduce discrimination in the delivery of services. School districts can continue to reduce racial segregation. NCAAP and other groups can continue to fight discrimination. Ministers can use the pulpit to preach against racial hatred and for peace.	Churches, Huston-Tillotson College, black fraternities and sororities.	Keep out of the way.	male	50-65	More than 10	Post-graduate degree

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17	yes	Less job and business opportunities. The majority culture deals with other majority culture no matter what the economic basis or incentives are. There are very few quality entertainment venues for blacks in Austin. In the malls, especially in Highland mall, blacks are watched more just because they are black. The atmosphere in this town by the majority culture is uncomfortable with blacks being in their businesses. Police respond differently to blacks.	Make as many economic incentives available to black businesses as white businesses get. Enforce laws that prohibit red-lining by banks and insurance companies for black businesses and individuals. The new red-lining is utilizing credit scores. Help to rebuild Mid-Town.	The Carver branch museum although just recently built is in dire need of more art exhibits and booked venues for entertainment. There are no well supported assets that would be an attraction to getting other blacks to want to relocate to or stay in Austin. The majority culture has 6th street, most of the specialty music events and arts events.	Help rebuild Mid-town and provide financial incentives to others who want to bring quality black entertainment venues/businesses to Austin. Grand-father in taxes for East Austin residents to reduce gentrification. Continue to improve attitude of police and city council members about attitudes toward blacks in Austin. Ignore politicians like Brewster McCracken in doing the right thing for all citizens of Austin.	female	36-49	More than 10	Post-graduate degree

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18	yes	Employment, Housing, General suspicion just for being African-American and Police Aggression.	No Comment.	No Comment.	No Comment. I relocated to another state because of the racism in Austin and Texas in general.	male	36-49	Less than a y	Some post-graduate

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19	yes	1. The criminal justice system-African American's in Austin are always treated different. The law-enforcement seeks to hurt and keep any african american that come across their paths in the system(incarcerated). Som etimes it can be a misdemeanor and it's always a way to try to make it a felony based on the system. I'm a true witness to the issue. I personally called the police on my ex-boyfriend to get him help b/c he had anger problems and wanted to press charges for dating violence. The next day I find out that they are trying to charge him with robbery(2nd degree felony), when he has a clean record. I never once discussed anything about robbery b/c that was a lie that APD made up to have another young african american trapped up in the system for no reason, only	1. The COA can start offering more loans or grants to african americans that are interested in starting entertainment businesses. 2. The law enforcement here needs more training and some currently in need to be out in order to protect the community and keep peace between the community and law enforcement. 3. The COA can hire more african american.	I really don't think there are any that would bring other african americans here unless they are from a small town that has nothing.	Have more venues, night clubs, tournaments, jobs, ect...for African Americans	female	22-35	More than 10	Some college

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20	yes	They face hidden racism by police and citizens that white people do not know about. They are susceptible to high interest rate loans and insurance and as a result their businesses suffer. There are no black clubs, restaurants, and activities for black, which means there is nowhere for them to feel as if they belong in Austin.	I think the city should provide blacks with small business loan and insurance incentives to stay here and thrive. We could also create activities and music events targeted at the black community, such as a festival on town lake. We should do whatever we can to encourage a more diverse community. I also think there are a lot of citizens who would be more than happy to volunteer time and effort to see that our ideas are implemented.	I am white and although I have a few black friends, I am not aware of any existing cultural assets. And I think that is the problem. The white population isn't even exposed to the publicity of these assets, if there are any...	Not only is there no community reasons for blacks to stay in Austin, but the police department is also a huge problem. Why live somewhere that oppresses you and gets a slap on the wrist? I don't know what EXACTLY to do about the police racism issues, but something has got to be done about them... It is unacceptable to me that they still stop black people for DOB. Driving White Black. Is this 2005??	female	36-49	More than 10	Some college

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21	yes	We face the challenge of getting into top notch schools such as UT. WE face discrimination in the work place, low salaries, and limited social venues.	The COA needs to come up with ideas to keep African Americans here. Bring in better concerts, clubs, comedy geared towards african americans. African Americans want to feel as equals but everywhere you turn there is dominately caucasians dominating most areas and further more creating an environment to where African Americans aren't welcome.	The biggest thing that would bring African Americans to this City is the Social or Entertainment life. 6th street is not a place for African Americans because the APD treats us unfairly when we are down there. Another big thing is having more opportunities career wise for African Americans. We are the lesser payed of all the other groups in Austin, Texas.	Well first of all keep APD from being in the news about racist comments/racial profiling of African Americans. Secondly, bring more black entertainers down here such as concerts, comedy, shows, etc. that will attract more African Americans. Be strict on corporate jobs to be equal when compensating african americans for their education and experience. Try to help african americans with owning their own business's here in Austin to help fellow African Americans to retain jobs.	female	22-35	More than 10	Some college

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22	yes	Job opportunities, access to cultural specific venues (e.g., arts, music, concerts, seminars, etc.), social gathering venues and black owned businesses.	Provide more culturally diverse venues and offer incentives for black owned businesses to operate in the city of Austin.		Provide better job opportunities that will be attractive to African Americans and promote the many cultural, social and religious activities that are essential and appealing to the African American community.	female	22-35	Less than a year	College degree

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23	yes	Hiring and promotional opportunities are not the same for Africans Americans as they are for other citizens. Africans Americans are always among the first to be laid off of their job when downsizing occurs.	The City of Austin, Austin Human Rights Commission should examine more closely the hiring patterns and layoff patterns of the companies that they have responsibility for.	There are many cultural assets in the city of Austin. I will refer to the following communities: 1. Religious Community 2. Black Newspapers & Media 3. Huston Tillerson University/Educational Community at large	Make the COA a more attractive place to be employed. Develop a Leadership Rotational Development Program.	male	36-49	More than 10	Post-graduate degree
	Africans Americans are also adversely impacted because of the lack of employer supported networking events. Because of this lack of employer supported networking, many Africans Americans become isolated in their situation and are not given proper tips to overcome the barriers they face. This	The COA and the employers in the City should form a stronger partnership to provide networking opportunities for all employees, more specifically, Africans Americans employees. Funding should be made available to enhance small business ownership opportunities, the community Arts Alliance should improve activities that attracts more African American acts and cultural interests.							
	Leadership Rotational Development Programs								

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24	yes	the cops, places to go, things to do as a community	stop hiring cops who are racist and they only target black people.	Bring things to town that will catch the attention of african americans, i.e. more concerts that are affordable, have more things on the east side, fix up the eastside, build on the east side		female	22-35	6-10 years	College degree

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25 yes		Negative stigma from being African-American. Many whites and hispanics try to hold all african-americans accountable for the behavior of a small group of african-americans. Healthcare, Jobs, Housing, and Education are all catagories where unfairness exist.	Repent in Jesus name. Acts 2:38	I can not think of one asset Austin has to offer African-Americans with out some type of negative consequences.	The April 30, 2005 deadline for this form is an insult to the african-american community. I know many educated African Americans that have moved to Atlanta, GA without a job lined up.	22-35	6-10 years	Post-graduate deg

The Austin Police tend to have african-american men as the apple of their eyes. The University of Texas is off limits to most african-americans. Because so few african-americans are students there are consequences just for walking accross the campus. The police will follow you. White students make racial remarks. Don't even try to use any of the facilities that are open to the general public because security will make you feel uncomfortable. There are so many problems this short form is an insult to

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26 yes		Redlining when it comes to lending, real estate, insurance. Also racial profiling everywhere.	Legislative action has to be taken to remedy these.	KAZI Radio, Mitche's Gallery, music scene, job market, business opportunities.	Stop picking which people get monies, grants, entitlements of city goods. The Midtown Live case is a good example.	36-49	More than 10	College degree
27 yes		There are many barriers facing African-Americans in Austin that other do not encounter. Some of those disparities are in the areas of income, education, home ownership, cultural and entertainment, business - the list goes on and on.	There is no one quick, easy solution to the disparities that exist, however, the City and city officials, key corporate entities, community leaders and the public should convene together to look at programs/projects that currently exist and work to better those areas.	There are very few true African-American community and cultural assets that actually exist within the City (they can be counted on one hand). For those that are available, publicity can only assist in helping to retain and/or bring African-Americans to Austin.	Assist in the development and implementation of programs/projects, events and efforts* that work to close the gaps that exist within the city. *see AAUL, CCAACC, NAACP, and other entities working on such topics.	36-49	More than 10	College degree

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28	yes	Cultural and social amenities are scarce as compared to those for other ethnic groups.	Corporate entities in conjunction with the public sector should collectively design social outings and cultural functions which are appealing to African Americans. For example, corporate nights at Round Rock Express or the new Austin NBDL basketball franchise. More theatrical plays or Broadway shows targeted for an urban audience. Also help develop a culture of retention and belonging with young professionals through non-profit boards participation.	Carver Branch Museum, Live Music Events at the Victory Grill or along the East 11th Street corridors, promoting African American owned businesses (e.g. Midtown Live Club, Mitchies, Hoovers etc.	Assist with no/low interest loans targeted for cultural and social (live music and the arts) related businesses that create jobs for the local residents.	male	36-49	More than 10	Post-graduate deg
29	yes	One can have more knowledge of something but if you don't have anything to back it up it will go to the next person.	Look at who is really qualified for the job. The top manager should take the action.	Just show the people that there are great opportunities in Austin and working for the City.	Don't look at everyone as a chance to make a change in their lives. If they don't change then you know that you gave them a chance.	female	22-35	More than 10	High school/GED

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30	yes	Often times blacks are prejudged stemming from stereotypes formed when being prejudice wasnt considered injustice. This type of thinking helps to create and uphold walls of inopportunity preventing some blacks from receiving things well qualified for like jobs, home/land/business ownership, books for public schools & libraries located in predominately black neighborhoods, etc.....	No specific actions cant change ones way of thinking.Many decisions (like employment) are made by one person and/or a few who think the same way.The way of thinking has to be changed, nothing can begin or end that.People are taught & learned to feel certain ways towards certain people for prejudice reasons.It is the responsibility of all communities to begin the change.Teach children how to see individuals & not people as all the same.	None in my opinion.This city is geared for upper-middle/upper class whites who have all the opportunities some blacks only dream of.If you own a home, drive a truck and listen to country-6th street and town lake are the place(s) for you.Majority of blacks that live in Austin, are lower/middle class who cant afford the same opportunities whites often pay for.How about start by Thursday night on 6th street, there wont be 1/2 the cops one may see compared to Juneteenth celebration every year.Why? Many Blacks dont even attend certain events like they use to b/c they are afraid of being policed with unnecessary force.And for once have a black concert on a Friday and/or Saturday night?!	Stop policing every event created for/by blacks.Many black inspired events go sour b/c the cops stroll around with huge horses and big guns waiting for something to go wrong.This often time triggers riots and other mishaps that can be prevented if blacks are allowed the same amount of freedoms whites.Example:On a Thursday night on 6th street, there wont be 1/2 the cops one may see compared to Juneteenth celebration every year.Why? Many Blacks dont even attend certain events like they use to b/c they are afraid of being policed with unnecessary force.And for once have a black concert on a Friday and/or Saturday night?!	22-35	More than 10	Some college

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32	yes	1st, the job situation in Austin is a major obstacle. You can look at the majority of Companies in this town and see that Black are not give the opportunities to work as a professional in the city. You can take a walk downtown and see the disparity. Another challenge in this city I being black walking or traveling around town. We you go to shop you will not get the help other's do. Not in every store but enough to raise concern. Another challenge in the city is how Police and Firemen treat blacks citizens. Let me say that there are far more Class A Police and Firemen in the city, but the few can spoil the whole bunch. For instance you can read the article about what happened Texas Relay Weekend, the weekend of April 8th-10th at http://www.thefirmaustin.co	Ways to remedy the problem is to 1st come out and say there is a problem. When I watch the news or read articles about this subject, city officials say that blacks claim to have issues with the city. The officials don't know what the problem is. Admit the problem and then try to work on a solution. Work with the city leaders, not just blacks, and the whole community and see what their thought is. Personally, I don't want nor need a handout. I just feel blacks should have the same opportunities to succeed.	Expansion and to revitalize East Austin is a great way to start. For example, the Carver Library and the 11th St. revitalization are great upgrades to the city.	Ways to keep Blacks in Austin are first to stop the segregation in the city. A major example is the Mo-Pac/Loop 1 corridor. The perception is anything west of Mo-Pac is not for Blacks. If you go to other major cities in Texas, they are not set up that way. In Austin, there is still that other side of the train tracks mentality. Second, Blacks should have that feeling that they are treated equal. At this given moment, you can issues all the surveys there are to issue. It doesn't change the fact, that Blacks are not given a fair opportunity in Austin as a whole. If Blacks were given the same opportunities for careers, homeownerships, business opportunities, etc, that will keep Blacks in the city.	male	22-35	More than 10	College degree

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33	yes	Just being African American here in Austin.				female	36-49	1-5 years	College degree

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34	no				Enforce existing city ordinances in predominately African and/or Hispanic neighborhoods. For example the St. Johns area is littered with trash and graffiti. Make certain the bus stops are easily accessible by installing sidewalks on both sides of every city street so that those who rely on this transportation can get to work safely. Offer VERY low or no interest rate loans to persons who work but receive housing assistance so that they can buy and improve on run down houses on the east side of 35.	female	36-49	More than 10	College degree
					And for goodness sake, stop making up all these African American issuesythese things affect all Austin citizens regardless of their color. Your focusing on color				

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35	yes	Employers are often reluctant to hire AAs. When employers do hire AAs, it seems that AAs are held to a different set of rules or standards than others.	Encouraging and fostering relations between businesses and minorities.	Well, its hard to say. Many educated blacks move on not only because of perceived unfairness, but also because a limited world view of those who make up the many communities that reside in the city. It is hard for an educated, artistic, world citizen of any color to want to settle in Austin.	I think the best thing Austin can do for all its citizens is to adopt a global perspective. This goes from schools to cultural attractions. for example cities that take on a global slant are Toronto, New York, Paris and Madrid.	female	36-49	1-5 years	Some post-graduate

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						male			age			residency			education		
36	yes						First of all, you can stop portraying the myth that black people are leaving the city in droves. While it is true that percentage of blacks making up the city's population is smaller than it used to be, this does not mean that blacks are moving away. In fact the black population in Austin grew from 57868 to 65956 between 1990 and 2000 based on official Census numbers. That is a 13.98% growth rate which is the second highest black population growth rate among the major cities in Texas. Austin's black population growth rate was higher than that of Dallas (3.69%), Houston (7.97%) and Fort Worth (9.92%). Only San Antonio (18.57%) had a higher growth rate among blacks.										
37	yes						When compared to the so-called black mecca's of this provide the services above										

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						38	yes	36-49			
		Discrimination in the workplace, harassment among law enforcement agencies, fewer job opportunities, higher rate of loans being declined, limited social events, fewer educational opportunities (college and secondary schools), housing discrimination, and continued societal harassment.	Workplace Discrimination - the City of Austin should have a department designated within the city to investigate such claims. Fines should be laid out if the conditions exist.	Safety concerns are limited here. Its safe to live in Austin, outside of the possibilities of law enforcement harassment. The price of gas is lower than the nation average.	Start by answering the concerns in question 3. This would be an excellent start.						
			Law Enforcement - The City of Austin should hold the local law enforcement agencies accountable for their actions directed towards any group of people (presently local law enforcement agencies have absolutely no control of such actions).	There is no state income tax.	1) Ensure African-Americans concerns are addressed. 2) Ensure the law enforcement agencies are here to protect not harass. 3) Ensure there are jobs and opportunities within the city - not just entry level positions - referring to professional and management level jobs.						
			Jobs - the City of Austin should not award any tax incentives to any businesses without minority hiring assessment (amount of potential future minority employees should be based on the city		4) Build an arena larger than the Erwin Center to house special events to attract large concerts. Austin is the only city, with over 650,000 residents, I can recall which does not have a city-owned arena (The Frank Edwin Center is owed by the University of Texas at Austin). The Parmer Center and the						

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						39 yes	36-49	More than 10	Some post-graduate
		I would say that the two key problems facing African Americans in this city have to do with unfair treatment by the police and a sub-standard primary educational system. When police department personnel can violate departmental policies to the extent that it leads to the death of a person or creates a serious stain on the City's reputation and still not be subject to serious disciplinary action (firing), that's a major problem. The school board's history of ignoring minority concerns has led directly to Austin under performing other Texas urban districts in educational attainment for minority students. I think that the current board and superintendent are a huge improvement over what we've had in the past and their focus on the educational attainment gap is encouraging.	First and foremost, the police chief should have the courage and the moral rectitude to fire people who kill citizens while violating departmental policy or who make horribly inflammatory racist statements. Secondly, I would like to state my opinion that those individuals in the media and in City leadership who state that Austin has nothing or very little to offer Blacks are making the mistake of making stereotypical statements that, to some of us in the black community, come across as very demeaning and border on being racist. For me and many black people that I know, Austin is a wonderful place to live. There are many wonderful activities and events that occur in this city that are available for the enjoyment of blacks as well as others.	There are a number of local bands here in Austin that I know would appeal to many of the young black people here in Austin. There are also events like the those that occur routinely at Mitchie's bookstore and traveling shows that many people are unaware of. The Carver museum and the Millennium entertainment complex should also be publicized as the first-class destinations that they are for African Americans in this community.	First of all, you can stop portraying the myth that blacks are leaving the city in droves. While it is true that percentage of blacks making up the city's population is smaller than it used to be, this does not mean that blacks are moving away. In fact the black population in Austin grew from 57868 to 65956 between 1990 and 2000, based on official Census numbers. That is a 13.98% growth rate which is the second highest black population growth rate among the major cities in Texas. Austin's black population growth rate was higher than that of Dallas (3.69%), Houston (7.97%) and Fort Worth (9.92%). Only San Antonio (18.57%) had a higher growth rate among blacks.	male	22-35	6-10 years	Post-graduate deg
						female	22-35	6-10 years	Post-graduate deg

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						female	36-49	1-5 years	
41	yes	More difficulties at work, less Blacks in upper management in both private and public sectors that you see in other mid to large capital cities, lack of any social scene for working professionals unless it's Texas Relay Weekend, a systematic effort to destroy any attempt at a lasting business and social presence for African Americans (landlords placing extra rules on Black business tenants, the City Police Department sabotaging Texas Relay Parties aimed at Black Professionals, the City of Austin not encouraging Black tourism, the City of Austin not allocating ANY resources for Black Business Development etc.), a mass exodus of working Black professionals to other cities, no strong advocates on the City Council sense Eric Mitchell, a mass	Promote Black Tourism. Promote the Texas Relays as a National Event so more African Americans can see what a beautiful city Austin is and what it has to offer. Work with the local	Texas Relay Weekend, National Association of Black Engineers, National Association of Black Journalist, Natinoal Bar Association, Alpha Phi Alpha Fraternity Inc. Omega Psi Phi Fraternity Inc., Kappa Alpha Psi Fraternity Inc., Phi Beta Sigma Fraternity Inc, Alpha Kappa Alpha Sorority Inc, Delta Sigma Theta Sorority Inc., Zeta Phi Beta Sorority Inc, Sigma Gamma Rho Sorority Inc., Huston-Tillotson College, revival of Texas Organized Professionals (TOPS), Greater Mt. Zion Baptist Church, Mt. Sinai Baptist Church, Austin Area Urban League, Capital City Chamber of Commerce, The Firm, Urban 512, soulciti.com. Austin Convention and Tourism Bureau, Greater Austin Chamber of Commerce, bring back the Black Cultural Night if the Austin Aqua Festival is ever	Not sure at this time.	female	36-49	1-5 years	College degree
42	yes	More difficulties at work, less Blacks in upper management in both private and public sectors that you see in other mid to large capital cities, lack of any social scene for working professionals unless it's Texas Relay Weekend, a systematic effort to destroy any attempt at a lasting business and social presence for African Americans (landlords placing extra rules on Black business tenants, the City Police Department sabotaging Texas Relay Parties aimed at Black Professionals, the City of Austin not encouraging Black tourism, the City of Austin not allocating ANY resources for Black Business Development etc.), a mass exodus of working Black professionals to other cities, no strong advocates on the City Council sense Eric Mitchell, a mass	Promote Black Tourism. Promote the Texas Relays as a National Event so more African Americans can see what a beautiful city Austin is and what it has to offer. Work with the local	Texas Relay Weekend, National Association of Black Engineers, National Association of Black Journalist, Natinoal Bar Association, Alpha Phi Alpha Fraternity Inc. Omega Psi Phi Fraternity Inc., Kappa Alpha Psi Fraternity Inc., Phi Beta Sigma Fraternity Inc, Alpha Kappa Alpha Sorority Inc, Delta Sigma Theta Sorority Inc., Zeta Phi Beta Sorority Inc, Sigma Gamma Rho Sorority Inc., Huston-Tillotson College, revival of Texas Organized Professionals (TOPS), Greater Mt. Zion Baptist Church, Mt. Sinai Baptist Church, Austin Area Urban League, Capital City Chamber of Commerce, The Firm, Urban 512, soulciti.com. Austin Convention and Tourism Bureau, Greater Austin Chamber of Commerce, bring back the Black Cultural Night if the Austin Aqua Festival is ever	Publicize the City to organizations and periodicals such as Black Enterprise, National Black MBA Association, National Association of Black Accountants, National Bar Association, etc..... Drop of the bureaucracy one has to face in dealing with the City as a minority vendor; pressure any group, business, or organization that recieves funding or tax abatements from the city that they need more African American representation. Encourage the convenience and benefits of living in the city instead of the suburbs and work to make sure we have affordable housing to bring this about. Work with Black groups (whether social, business, or political) instead of against them. The Black population is at 9% and dropping fast, and we are losing undergrad and graduate school students	male	36-49	More than 10	Post-graduate deg

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43	yes				Funding for more culturally enriching activities and incentives to businesses that attract and retain African American professionals! I am not talking about	female	36-49	More than 10	Some post-graduate
44	yes	Discrimination in Job Opportunities; discrimination in loan practices (banks and credit unions); red lining for insurance purposes/cost differentiations; under represented when contracts are awarded by the State, County and City of Austin		plays and other theater events where African Americans participate; NOTHING IS BETTER THAN A GOOD, SOUND DOCTRINE, BLACK CHURCH SERVICE	AFFORDABLE HOUSING; encourage entrepreneurs, RECOGNIZE TALENTED BLACK YOUNG PEOPLE ON A REGULAR BASIS....get away from the negative stereotype of black teens	female	50-65	More than 10	College degree

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46	yes				Bring in more outlets geared to the African American community. More clubs, upgrade the parks in East Austin. Bring more Hotels and economic develop to East Austin. Take the Police out of the schools and let children be children. Create School to work programs that will encourage children to go beyond a high school education. Give them reason to stay in the area, not move away. Push for high education, be creative when dealing with our children. The parent will stay if they see a future for their children.	female	36-49	More than 10	Some college

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47	yes	Jonathan Crain is testing the survey	Jonathan Crain is testing the survey	Jonathan Crain is testing the survey	Jonathan Crain is testing the survey	male	36-49	1-5 years	Some post-graduate

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48	yes	Jobs and social opportunities are not as plentiful for African Americans as they are for whites. Also, there seems to be a different set of standards (a double standard if you will) for both races. For example, the city provided funding to Liberty Lunch to rebuild after it burned down. While the gesture was made for Midtown (a predominantly African American establishment), it appears the funds will not materialize. Both establishments apparently met the criteria for receipt of the excusable loan. Additionally, APD has a less than stellar reputation for its treatment of African Americans. DWB (Driving While Black) can prove to be a hazardous venture in Austin.	The city should be more sensitive to the needs of the African American community. More economic development and improvements (jobs, affordable housing, roads, parks, ect.) should occur in the areas of town that have a large African American population (e.g. East Austin). Give East Austin the same priority that's afforded West Austin. All working residents are taxpayers, and contribute to the economic success this city so greatly enjoys. However, all residents don't reap the benefits, or partake in the rewards of that success. By the way, I live in West Austin.	I'm not sure, because those assets that may be out there now are not sufficiently publicized. Thus, I'm unaware of any community or cultural assets.	Working on improving the deficiencies cited above would be a good start!	male	36-49	More than 10	Some college

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49	yes	A quality education to students that live in low economic areas. Quality health care. Discrimination in fair housing. We are treated different in any social service area based on funding and quality of service. Racial profiling from APD. There is always a struggle to obtain community needs ie. entertainment venues, road improvements, business opportunities.....	In every area that there is a disparity in, whatever is done on the West side of Austin should be done in East Austin. To me, it's as simply as that.	There is little existing community and cultural assets in Austin. Take a look at other major cities that attract African American and that will give you a good picture of what we don't have in Austin. The way things are in this city is a big reflection on the mentality of the powers in control here. We can have focus group after focus group and if the preception of African American and our conditions remain the same, we will continue to get the same thing.	Close the gaps in education, employment, health care, property taxes, neighborhood needs and every other area that is known or mentioned in this survey.	36-49	More than 10	Some college

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50	yes	mainly being treated as people as opposed to strictly being seen as	the city needs to improve minority relations. there has been a large number of incidents involving city employees that have caused the african american population to lose confidence and respect for certain types of city employees	there are not any	impose tougher punishments on those who participate in discriminatory practices (against any race); ensure that applicants for or those in positions of authority have been extensively screened and seek qualified minority applicants for these positions to create a balanced group of individuals	female	22-35	More than 10	Some college

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51	yes	today there is a lack of affordable decent middle class neighborhoods being developed. lack of diversity in employment opportunities. High Tech and State/local government are the only choices. Gentrification on the east side of town effecting older homeowners. absolutely no vibrant social scene. intimidation from the police force. lack of single member districting to hold city officials accountable to the east side community. Historically when the school district closed old Anderson High; that left a void in a sense of pride, ownership and hope for the east austin community. Students for several decades were fractured within their own community to attend predominately white schools all over austin.	single member districting, investment and incentives to develop decent quality neighborhoods utilizing vacant territories on the east side. we need an infusion of retail development. vocational training. provide venues on the east side that would have a continuous entertainment promoting black music ie. jazz, soul, blues, r&b and hip hop. utilizing local and traveling talent. Put more blacks on the tourism board and have them recruit black conventions. a committee of black organizations in liaison with the City should take action	promoting and embracing events surrounding the Texas Relays and boys state high school basketball tournament. grow Huston Tillotson University, Carver library....preserve the existing neighborhoods that are predominately black and surround them with nice new development of homes and retail. reach out to all distinguished alumni of Old Anderson High across the country to consider retirement back to Austin Tx. If we can diversify our job sector we can encourage black UT students to stay here.	fire the police chief....more community policing....sensitivity training for some of the redneck cops patrolling the east side. hire black department heads. Austin has bypassed blacks in leadership roles and given them to hispanics over the decades. utilize our tax dollars in our community and have us experience the prosperity that other parts of austin has. single member districts...create enterprise zones for minority small businesses and not white women.	male	36-49	More than 10	College degree

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52	yes					female	50-65	More than 10	Some post-graduate
The City Of Austin Can Make Sure Its Hiring And Promotion Policies And Practices Reflect The African American Population (10%) In All Departments; And If They Are No Qualified Applications; Create An Internship To Recruit African Americans To That Department. The Five Colleges In Austin Would Welcome The Chance To Create Curriculum For The Community Needs In A Effort To Get Qualified Personnel.									

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53	yes	Lack of education, unknown resources, resources that are not put out there to the people, for the people. Lack of knowledge is ignorance.	Communicate, Love and be Fair. The great people of Austin should take this action.	It is sad to say but there is nothing here to retain or bring African Americans to Austin. And in my opinion that's the way the City wants to keep it.	I feel there is not much the City can do, but stand by the African American people when needed. It is up to the people to try and make this a quality place to reside.	female	50-65	More than 10	Some college

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54	yes	Lack of education, unknown resources, resources that are not put out there to the people, for the people. Lack of knowledge is ignorance.	Communicate, Love and be Fair. The great people of Austin should take this action.	It is sad to say but there is nothing here to retain or bring African Americans to Austin. And in my opinion that's the way the City wants to keep it.	I feel there is not much the City can do, but stand by the African American people when needed. It is up to the people to try and make this a quality place to reside.	female	50-65	More than 10	Some college
55	yes	We face a stigma that has been set by the resident's of Austin in the early 80s through today. Our neighborhood in East Austin is considered to be unsafe and crime-ridden. The City of Austin has failed to help bring light into our neighborhood with repairs, community centers and church organizations.	We have created neighborhood organizations to help combat crime and solicitation; however, the City continues to ignore our pleas for help and attention. The City continues to approve developers request to gentrify the neighborhood.	Public recognition by The City Council of our neighborhood, culture and community through local events.	The City of Austin needs to better understand its AA community and strengthen its ties by accepting different cultures rather than destroying it because the council members live in the	male	22-35	More than 10	Post-graduate deg

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56 yes						female	36-49	More than 10	Some college
57 yes									
58 yes		To be totally honest I am tired of speaking on things that go on in the African-American Community, but no one wants to address to underlying issues of the African-American Community. Our biggest problem is ourselves and those in power aren't going to touch that controversial issue.	Address the issues and not worry about the back lash.	Austin has very little community or cultural assets and if we did what makes you think they would be supported by our own community. We need to start from scratch and look at self. Booker T. and W.E.B Du Bois spoke of this long ago and we still haven't addressed these issues.	Provide more jobs and a better social scene.	male	22-35	More than 10	High school/GED
59 yes						male	36-49	More than 10	Some college
					better jobs and cultural events				

ATTACHMENT A

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60	yes	African-American's don't have a community. There are a lot of African-American's that have relocated to Austin to better their careers in Austin's booming economy. There aren't any attractions in Austin or any promotion of cultured events.	More African-American leaders need to reach out into the community. The local urban league should be reaching out into the community and creating opportunities. There should be business forums, charity events, Health expos, etc. Anything that brings the community together.	The biggest would be job opportunities and recruit African-American's. University of Texas, needs to change its image and recruit more African-Americans. As I stated earlier the Urban League needs to reach out too. More marketing of programs and forums.	-Create a task force to work with local businesses -Create an enewsletter and or web page that provides detail on African American businesses, events, school programs and other resources (Get folks to sign up on line) -Have an annual event to attract the community -Create a network program, that puts african americans with other african americans.	female	36-49	6-10 years	College degree

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61	yes	I am not offered the same equal opportunity through financial institutions or grant institutions to obtain notice, or resource information on how to apply for and make a small business loan as my Carcasian, Hispanic, Asian, or other female minorities.	Provide community notice, U.S. Postal service, media, radio, minority newsletters, through COA of business opportunities for all minorities, and the resources to do so. Provide COA public workshops to invite potential female small business ventures.	Resturants & franchises such as community-neighborhood stores etc, Small Business contractors, Hair Salons and Barber Shops, check cashing offices, Tax offices, Vehicle repair shops, entertainment venues, etc.	Repeat of items 1-5, and increase opportunities to fairly compete or do more side-a-sides as offered to Asian, and other outsiders.	female	50-65	More than 10	College degree

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62	yes	Black people love to talk but we have a problem acting and making things better. We are our own worse enemies because we do not help each other. We will not hire our own because we are so busy loving and trying to be fair to other races. If we won't support each other than why do we expect others to. We are full of rhetoric with no action and that is why the current generation is in so much trouble. Look at what Blacks did during the 50's and 60's by sticking together and cultivating leadership with integrity, not these shallow want-a-be up front so-called leaders we have today. It is so sad to see this city pretend to be liberal under the cloak of such racism. Everytime the City Manager tries to do something for the Black community she is berated on right-wing radio, which is very powerful in Austin	I am not sure. I am almost afraid it is too little, too late.	There are none that I am aware of. The Carver Museum is nice, but fairly average compared to other cities of our size. Our housing in East Austin is appalling, as is the infrastructure there. The one club that had Black appeal is no more. The other few clubs left are dives.	Improve the economy, provide fair opportunities for Black people to obtain good jobs and help to improve the school system. Austin is not the city it once was.	female	50-65	More than 10	Post-graduate deg

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63	yes	Access to investment capital is greatly limited. The police dept. needs to better mirror the communities they serve. Officer's need extensive cultural training.	Economic development grants, loans, entrepreneur development & education should be established. In addition, the city's infrastructure in East Austin should be revitalized. Incentives for builders to build quality housing in East Austin. Employer's need diversity targets which are supported by tax breaks. Tax incentives for historic neighborhoods	None really exist.	Acknowledge there is a problem and commit substantial resources to fix the issue. Implement performance improvement targets and measure the results annually. Partner with Black media to communicate the progress and hold all citizens accountable for changing this situation.	male	36-49	More than 10	Some post-graduate
64	yes	Economic opportunities greatly limited. Access to investment capital virtually zero.	State & Austin City political and business leaders (Chamber of Commerce) should set goals of achieving TOP 3 level status to all cities in comparable areas of the report findings. Benchmark how other cities performing better specifically achieved there success.	None	Provide economic incentives for those companies that meet certain targets for retaining or attracting. Broadly publicize the good results when they occur.	male	36-49	More than 10	Some post-graduate

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65 yes		Racial profiling; discrimination in employment; sixth street harassment; rudeness at restaurants; below educational opportunities; Less opportunities for advancement; overall poor treatment in general.	More tolerance, more panel discussions, awareness of our culture.	Midtown Live; Juneteenth Celebration; more concerts and social functions, better treatment in job opportunities and advancement.	Be more in tuned to what we like, need and want. TOLERANCE! AWARENESS!	female	36-49	More than 10	Some college
66 yes		Low Paying Jobs with no insurance Stigma stirmed from Color of skin not equal opportunity for houseing loans	More job training reinstate affirmative action	A signing on bouns for African Americans who would be willing to move their practice here and a price cut in leasing for businesses will to relocation here. They give special cuts for other foreigner that come into the country.	Do some advertiseimen in other newspapers out of state in the Job Section	female	36-49	More than 10	Some college

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67	yes				Highly publicize the fact that the City of Austin is willing and trying to do more to attract and retain African Americans to the city. Seek out the help and/or advice of African American developers (if any), event planners, city managers of other cities with a large base of African American residents and in which the city offers cultural, entertainment, and social forums. And ascertain how these forums and/or environment may have been established.	female	36-49	More than 10	Some college

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70	yes	Police profiling young black and old black men.	Retrain the old officers and try hiring people who can handle all people and not just step up when a black is involved. The intire community should get involved and hold the ones incharge accountable.	Have some cultural events that blacks can identify with, like the plays that have been here and live music would be a benefit. Social clubs where people can relate to each other.	Stop the Police from going all out when there is a black involved. We are never going to move if you still have the Police acting like the 50's and 60's.	female	50-65	More than 10	Some college
71	yes	The challenge of dealing with individuals who treat you discourteously and unfairly based solely upon the color of your skin.	I suggest the use of Jane Elliot's exercise in discrimination. It has proved to be quite successful in helping persons to recognize their shortcomings of personal bias and prejudice.	Promote the city's positive attributes highlighting diversity.	Closely examine and train all public employees using Jane Elliot's exercise, as well as other sensitivity techniques.	female	50-65	More than 10	Some post-graduate
72	yes	The challenge of being unfairly prejudged at first sight.	Both races should become more sensitive to human needs and desires. All employers should encourage staff to treat ALL with common decency and respect. Emphasize training regarding discrimination and prejudice taught only by certified trainers.	Publicize the city in an all	Openly and aggressively promote and practice Austin as an	male	66 and	More than 10	Post-graduate deg

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73	yes	For example there are not a lot of Blacks at my work force or any other work force I have had.	Hire more ethnic groups besides spanish	More activities such as concerts, museums /festivals/plays and musical events	stated above	female	22-35	More than 10	College degree