

# ATTACHMENT B

## RECOMMENDATIONS – SOLUTIONS GROUP IDEAS

| Recommendation                                                                                                                                                                                                                                                                                                                            | Retention | Votes | Attraction | Votes | Total | Vol |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-------|------------|-------|-------|-----|
| 1 Broaden the marketing for African American signature events (i.e., Texas Relays, Juneteenth Celebration, Black History Month Celebration, Battle of the Bands, Martin Luther King Day events, Heman Sweat Symposium, Barbara Jordan forum, KAZI Summer Fest) as a means of recruiting African American tourists and promoting the City. | 3         |       | 13         |       | 16    |     |
| 2 Increase access to capital for African American businesses, including evaluating existing programs to identify opportunities for higher risk loans, low interest loans from banks.                                                                                                                                                      | 10        |       | 6          |       | 16    |     |
| 3 Develop a campaign to market Austin's African American culture, history and other resources to African American's inside and outside the City.                                                                                                                                                                                          | 6         |       | 7          |       | 13    |     |
| 4 Recruit African American businesses and low tech businesses to locate, create, or expand growth in Austin thru incentives, i.e., fees, site plans, reduction in utilities and tax abatements in cases where jobs are created.                                                                                                           | 3         |       | 9          |       | 12    |     |
| 5 "Buy down" the costs of land in East Austin by making land currently owned by the City available to African American residents and business owners locating to East Austin.                                                                                                                                                             | 6         |       | 5          |       | 11    |     |
| 6 Tie corporate incentives to hiring and providing business opportunities to African Americans and have written penalties for non-compliance.                                                                                                                                                                                             | 8         |       | 2          |       | 10    |     |
| 7 Develop a comprehensive approach to address the City's role in tax related foreclosures, encouraging affordable and middle income housing in East Austin, and related housing issues.                                                                                                                                                   | 7         |       | 3          |       | 10    |     |

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| 8  | Create an African American community liaison within the CVB to serve as a knowledgeable resource to the ACVB and the African American community.                                                                                                                                                                                                                                                                                                                                                        | 9 | 9 |
| 9  | Create an African American cultural fund for the marketing, support and production of current and new cultural events targeting African Americans.                                                                                                                                                                                                                                                                                                                                                      | 4 | 5 |
| 10 | Promote Austin's African American culture, history, restaurants and events on the City's Convention and Visitor's website and Austin 360 magazine.                                                                                                                                                                                                                                                                                                                                                      | 1 | 7 |
| 11 | Enhance police training/policy opportunities to: <ul style="list-style-type: none"> <li>a. Develop clear policies and training on de-escalation techniques and use of/steps in the continuum of force.</li> <li>b. Partner with African American organizations to identify community members willing to participate in training scenarios and role-playing.</li> <li>c. Provide sensitivity training that works and using local resources to help develop sensitivity training for officers.</li> </ul> | 6 | 2 |
| 12 | Encourage commercial 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                                                                                                                                                                                                                                               | 4 | 4 |
| 13 | Flag problem officers, look for patterns of abuse, document inappropriate actions in personnel files of offending officers, and appropriately discipline officers who behave inappropriately.                                                                                                                                                                                                                                                                                                           | 5 | 1 |
| 14 | Offer 10 year no interest loans for African American businesses to relocate in the East End.                                                                                                                                                                                                                                                                                                                                                                                                            | 1 | 4 |
| 15 | Strengthen DSMBR and maintain current initiatives.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2 | 2 |

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| 16 | Tie deposits of City money to bank agreements to make low interest loans to African American businesses.                                                                                                | 1 | 3 | 4 |
| 17 | Encourage corporations to provide summer jobs and internships to African American youths in proportion to their Austin ISD percentages.                                                                 | 3 | 1 | 4 |
| 18 | Enforce current minority hiring ordinances.                                                                                                                                                             | 3 |   | 3 |
| 19 | Add a compliance component to COA contracts that financially penalizes contractors who do not meet their M/WBE obligations.                                                                             | 3 |   | 3 |
| 20 | Increase monitoring and compliance enforcement of City contracts to insure that African American business not only receive contracts awarded, but are notified of awards and not illegally substituted. | 2 | 1 | 3 |
| 21 | Create a COA fee schedule that is sensitive to small business and small 501C3 organizations who promote cultural art events based on size, scope and local community benefit.                           | 3 |   | 3 |
| 22 | Publish a calendar of African American events and activities that can be used throughout the year by community visitors and residents.                                                                  |   | 2 | 2 |
| 23 | Continue to work at the state legislature to give the police chief more authority.                                                                                                                      | 2 |   | 2 |
| 24 | Assessment Centers (police)                                                                                                                                                                             | 1 | 1 | 2 |
| 25 | Buy-down interest rates to create a pool of low-interest loans for African American businesses.                                                                                                         |   | 2 | 2 |
| 26 | Reduce insurance, bonding requirements, and to be commensurate with the amount of the contract and the level of risk.                                                                                   | 2 |   | 2 |

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| 27 | Establish a program that allows public M/WBE's to use their contracts from contractors to get a loan from an existing program or an advance from the banks that the City of Austin does business with        | 1 | 1 | 2 |
| 28 | Have African American interest represented throughout the corporate recruitment and incentive process.                                                                                                       | 1 | 1 | 2 |
| 29 | Increase transparency of citizen-police interactions by requiring audios for all foot patrols and taped video interactions for patrol car officers.                                                          | 1 |   | 1 |
| 30 | Develop a "welcome package" with information of interest to African Americans new to the community. Distribute the information through corporations and others sources.                                      |   |   |   |
| 31 | Expand video retention to 180 days.                                                                                                                                                                          |   |   |   |
| 32 | Strengthen the position of the Police Monitor (by allowing the Monitor to ask questions of officers) and the police Internal Affairs officers (by carefully considering their placements after leaving IAD). |   |   |   |
| 33 | Encourage corporate contributions to an identified list of programs proven to improve the educational performance of African American youths.                                                                |   |   |   |
| 34 | Land bank land and/or place land in trust, allowing non-profits to buy land and develop for the benefit of the community.                                                                                    |   |   |   |