

ELIGIBILITY	Recommendation	Recommendation Status
	Be an individual who has identified as 'Black/African American' on public documents for at least 10 years	Draft Report
	Be 18 years or older	Draft Report
	Be Born in San Francisco between 1940 and 1996 and has proof of residency in San Francisco for at least 13 years	Draft Report
	Migrated to San Francisco between 1940 and 1996 and has proof of residency in San Francisco for at least 13 years	Draft Report
	Personally, or the direct descendant of someone, incarcerated by the failed War on Drugs	Draft Report
	Record of attendance in San Francisco public schools during the time of the consent decree to complete desegregation within the school system	Draft Report
	Descendant of someone enslaved through US chattel slavery before 1865	Draft Report
	Displaced, or the direct descendant of someone displaced, from San Francisco by Urban Renewal between 1954 and 1973	Draft Report
	Listed, or the direct descendant of, a Certificate of Preference holder	Draft Report
	Member of an historically marginalized group that experienced lending discrimination in San Francisco between 1937 and 1968 or, subsequently, experienced lending discrimination in formerly redlined San Francisco communities between 1968 and 2008	Draft Report
	<p>"I think that the most important thing is cash reparations. Then people have the choice of how to make right their world. All the education and employment support programmes in the world are of little use to 80 year olds.</p> <p>The biggest thing for me is that cash reparations should also be payable to those native San Franciscans forced from the city by gentrification and ongoing racism. There should be no expectation for people to become genealogists. The racists don't check a person's background before they discriminate. "</p>	2023 Submission
	When one discusses reparations we must consider a number of factors. One factor that must be addressed is the Union Army soldiers who fought for their own freedoms.	2023 Submission
	The 13-year residency requirement should include those coming out of the foster care system. Those former foster youth who lived in San Francisco for 13 years+ but had to leave due to gentrification, chronic homelessness, college etc. but have since been able to return to San Francisco. Doing so ensures that Black San Franciscans that were displaced will still receive the same reparations as others who did not experience this specific trauma.	2023 Submission

	<p>"The only thing I think should be revised is the logistics of requiring only 2 of the criteria need to be met and this is problematic because it leaves room for non African Americans who are also black to lay claim to reparations which doesn't make sense. The US census groups everyone who is black into the black/African American category which is problematic because African American is its own ethnicity which remembers descendants of US chattel slavery, no one else, so there needs to be a distinction between African Americans and immigrants/descendants of immigrants. These payments need to go directly to African Americans. This is my concern.</p> <p>"</p>	2023 Submission
	<p>Create more eligibility leniency for those who were in the SF foster care system. Often times kids can be separated from their family, or can't afford to come back to San Francisco. There is a community of people that were in foster and have the 13 years of lived experience in SF, but had to leave for college, were homeless, or couldn't afford to live in the city and are struggling. They should be eligible.</p>	2023 Submission
	<p>The draft should continue to include individuals who were born in or migrated to San Francisco between 1940-1996. However, the 13-year residency requirement should be waived for blacks who serviced the city of San Francisco, but could not afford to live there. The proposal should include those who commuted to San Francisco from other cities in the Bay Area to service the SF community. Most of the commuters were forced to move out of San Francisco due to the high cost of living.</p>	2023 Submission
	<p>I was born in San Francisco in 1961, I didn't live there for 15 years , but just as a person born in the U. S. is considered a native, those of us born in Sanfrancisco should also have that consideration.</p>	2023 Submission
	<p>It is my recommendation that there be an added criteria under the current eligibility requirements. The recommendation is simple. "You were in the care and custody of the city and county of San Francisco through the foster care system"</p>	2023 Submission
	<p>Taylor was adopted by white parents and as a result her birth certificate states she is white. However, Taylor is very much so a Black woman. I want to make sure there is a clause for people like her.</p>	2023 Submission
	<p>please consider ADDING, in addition to direct descendants of someone incarcerated by the failed War on Drugs, consider adding: PERSONALLY, OR DIRECT DESCENDANTS OF SOMEONE, INCARCERATED BY THE FAILED WAR ON PROSTITUTION. Your team missed it.</p>	2023 Submission

ECONOMIC EMPOWERMENT	Recommendation	Recommendation Status
	Provide a one-time, lump sum payment of \$5 million to each eligible person.	Draft Report
	Supplement African-American income of lower income households to reflect the Area Median Income (AMI) annually for at least 250 years (\$97,000 in 2022).	Draft Report
	Provide access to a spectrum of financial education, from beginning to advanced	Draft Report
	Create public bank framework to ensure that unbanked people have fair options and expanded access to credit, loans, financing and other tools for leveraging financial power.	Draft Report
	Recruit a Black-owned community bank to San Francisco or expand an existing institution with a Black-owned partner financial institution or a Freedman's Bank.	Draft Report
	Finance a comprehensive debt forgiveness program that clears all educational, personal, credit card, payday loans, etc.	Draft Report
	Offer retirement planning services, and services available to augment current retirees' financial state, particularly for low-wage workers.	Draft Report
	Introduce tax credits for those who qualify for Reparations: Payroll tax, business tax, property tax, etc.	Draft Report
	<p>Create a Black Reparations Trust or other entity that can accept funds for the sole purpose of investing in Black communities. Such an entity should:</p> <ul style="list-style-type: none"> a) Allow donations from individuals and corporations who want to give their land, real property or financial assets to the Reparations effort; b) Explore and create structures and pathways to mitigate tax consequences for recipients of Reparations funds; c) Create mechanisms for enforcement and accountability for all activities related to Reparations 	Draft Report
	Create legal structures to protect those who receive Reparations from financial speculators or predators including court block accounts/trust accounts.	Draft Report
	The Mayor's Office of Housing and Community Development (MOHCD) should remove barriers to qualification for subsidized and Below Market Rate (BMR) rental units; MOHCD should offer first choice for rental units to those who qualify for Reparations, and the City should cover any cost differentials that may serve as a barrier to qualification	Draft Report
	Guarantee continued funding for the Dream Keeper Down Payment Assistance Loan Program (DK-DALP) and convert the program from a loan to a forgivable grant over the course of 10 years, which shall be offered to eligible Reparations recipients, regardless of income.	Draft Report

	The City and County of San Francisco should cover additional monthly costs (e.g. Homeowners Association fees, parking fees, etc) related to housing stabilization in new constructions	Draft Report
	The City and County of San Francisco should underwrite costs associated with refinancing existing mortgage loans.	Draft Report
	The City and County of San Francisco and MOHCD should offer grants for home maintenance and repair costs.	Draft Report
	MOHCD should address and remove barriers built into the BMR program that limits wealthbuilding potential	Draft Report
	Convert public housing units into condominiums with a \$1 buy-in for qualifying residents so the residents can own not only their unit but all of the common areas, as well	Draft Report
	Create a market of culturally relevant affordable housing development professionals, establish programs that give preference to developments that build units for 50-80% AMI, including fast track for approvals, bonding and other builder support.	Draft Report
	Offer special consideration to Certificate of Preference (COP) holders, including: a) Offer COP holders automatic qualification and first right of refusal to any rental or home ownership opportunities, with all financial eligibility needs met by the city. b) Offer a moving stipend for Certificate of Preference (COP) holders for all housing in the City and County of San Francisco. c) Create transparent and user-friendly methods for people to check their COP status. d) Eliminate the housing lottery process for COP holders e) Ensure that the descendants of COP holders are able to access the same benefits that their COP-holding ancestors would have received. f) Fund awareness campaign and augment staff to locate COP holders and their descendants. e) Ensure that the COP has a monetary value with a baseline of two times the average cost of a home in San Francisco County.	Draft Report
	Establish (and provide at least five years of initial funding for) a community land trust governed by Black residents to procure and develop properties in target neighborhoods. In addition to housing, this Land Trust would own commercial and retail properties, investing particularly in vacant storefronts along commercial corridors in Black cultural districts like the Southeast sector, and would offer flexible leases at discounted rates to African-American tenants.	Draft Report
	Make all residential vacancies of 3 or more months immediately available to Black homeowners or renters as part of COP, Section 8 voucher holders and/or Reparations recipients	Draft Report

	<p>Promote the development of new and continued growth of existing Black-led housing cooperatives by taking actions to expand available opportunities including:</p> <ul style="list-style-type: none"> a) Incentivize Black homeownership within Black-led housing cooperatives by subsidizing purchases in cooperative communities. b) Make renovation grants available to existing Black-led housing cooperatives. c) Offer Black-led housing cooperatives tax credits to offset property taxes. d) Seed Black-led housing cooperatives with an initial five years of operating expenses e) Create easier pathways to establish housing coops and provide public funding to do so. f) Waive fees associated with converting housing typologies, e.g. converting a multifamily home to a tenancy in common (TIC) or condo in eligible co-op communities 	Draft Report
	<p>Dedicate significant funding and resources to restore and preserve historic landmarks, cultural centers, murals and other vital assets of importance to San Francisco's diverse Black communities across all neighborhoods in the city.</p>	Draft Report
	<p>Purchase and run Black historical/focused community centers and cultural institutions or expand city departments (such as the public library) to provide these services.</p>	Draft Report
	<p>Fully fund African-American cultural districts and seed them with the first five to ten years of operating expenses to set them up for success</p>	Draft Report
	<p>Expand Opportunities for All to include more positions in City government so that government employment represents a viable pathway for attaining job security and economic mobility.</p>	Draft Report
	<p>Improve the City and County of San Francisco's Department of Human Resources to ensure accountability and consequences for racial discrimination.</p>	Draft Report
	<p>Create grant opportunities for internships to ensure Black people have access and can take on unpaid internships which have a positive effect on creating industry knowledge and getting hired.</p>	Draft Report
	<p>Prioritize members of San Francisco's current and past African American communities for employment opportunities, training programs, professional certification, partnerships and contracting. Additionally, create dedicated placement services to assist both experienced, midcareer and entry-level candidates</p>	Draft Report
	<p>Invest in direct payments and training programs</p>	Draft Report
	<p>Tax relief and incentives: Exemptions from payroll tax and property tax; Assistance from the City with outstanding taxes to ensure that people are up-to-date on tax liabilities.</p>	Draft Report
	<p>Establish benchmarks for approval for equity applicant programs, e.g. 99% approval within 30 days. Those eligible for Reparations should receive prioritized licensing for all services.</p>	Draft Report

Through an Economic Trust and a Land Trust, create industry campuses which house industry incubators, potentially including: a. International Business Hub b. Fostering international trade and foster trade with diaspora partners c. Manufacturing businesses Hub d. Black PDR Hub e. Cannabis Hub f. Culture, Journalism and Media Hub. g. Artificial Intelligence Hub h. Biotech Hub	Draft Report
Use the reduced commercial real estate occupancy in Downtown San Francisco as an opportunity to invest in building acquisition to house a multi-industry campus.	Draft Report
Bolster foundation support and San Francisco government-financed grant programs for entrepreneurs and business owners.	Draft Report
Use the City's existing Legacy Business Rent Stabilization Grant program ⁴ as a model for creating a grant/loan program for Black business owners to purchase commercial real estate.	Draft Report
Leverage the Community Reinvestment Act to offer 0%/low interest rate loans (convertible to grants) to qualifying business owners	2023 Submission
"You can put REPARATION PAYMENTS On SSI-SSD CARD LUMP SUM 150MILLION since 1865"	2023 Submission
"THE REPARATIONS COMMITTEE I BELIVE MAKES A SERIOUS MISTAKE IN REJECTING MY BUSINESS PLATFORMS AS A PART OF REPARATIONS AND I WILL MOVE AHEAD WITH OR WITHOUT THEM BECAUSE THEY CONTAIN JOBS PROGRAMS FOR NOT ONLY AFRICAN AMERICANS BUT ALL NATIONALITIES WHICH SHOULD BE OF INTEREST TO THE COUNTY BOARD OF SUPERVISORS. AND GIVE FURTHER SUPPOTIVE REASONS TO RATIFY THE PLATFORMS I HAVE SUBMITTED. "	2023 Submission
Prioritize Black contractors/developers to take accountability for the construction projects that are going on in the city and county of San Francisco.	2023 Submission
Appoint a Black intermediary bank or financial institution to manage and distribute reparations	2023 Submission
Allocate funds to the Fillmore Heritage Center, to have the building brought up to code. Use the space for training programs that can give people hard skills.	2023 Submission
Provide support for small businesses and no profits to help SF youth and seniors	2023 Submission
Invest in the Third Street corridor. Secure buildings in the area for Black owned businesses so that we still have a presence in San Francisco	2023 Submission
Include a cash component to reparations	2023 Submission
Use a portion of reparations funds to put a moratorium on Black housing evictions	2023 Submission
Cap interest rates on all loans to 1% for 50 years, for those who qualify	2023 Submission

	Include a provision for descendants of longtime SF residents to own homes and accrue equity	2023 Submission
	Add a criteria for funds to include taking finance or money management courses.	2023 Submission
	Add a system where elders can be advised as to where they should bequeath funds, like Black nonprofits, research institutions, etc.	2023 Submission
	Set up training educational centers or technology campuses	2023 Submission
	Create housing for the unhoused the the town taskforce	2023 Submission
	0% interest housing loans for 50 years for those eligible	2023 Submission
	Are you going after the MANY companies that profited so much from slavery that still exist to this day that were able to get this big and remain this big out the backs of slaves?	2023 Submission
	Maybe the idea of one lump payout is too hard for people. What about the idea: systemic rascism requires systemic reparations? Perhaps still collect money, but use it to develop a system of reparation.	2023 Submission

HEALTH	Recommendation	Recommendation Status
	Issue an official apology from the City and County of San Francisco and the San Francisco Department of Public Health (SFDPH) on the historic failure to adequately improve the social determinants of health for Black San Franciscans due to structural racism which has had lasting and generational impacts to the mental, physical and environmental wellbeing for Black residents.	Draft Report
	Publically commit to the restoration for the ways that racism has caused insult to Black humanity and manifested in both visible and invisible trauma through the means of compensation, restoration and rehabilitation.	Draft Report
	Investigate and hold health and wellness institutions liable for the racial trauma and harm they have inflicted on African American communities, and require them to be financially accountable and mandated to contribute to a San Francisco Reparations Fund.	Draft Report
	Review, audit and improve city departments and policies responsible for community health and ensure public, philanthropic and city funding that is allocated toward Black health is appropriately and equitably spent	Draft Report
	Create an actionable Black Health Plan that builds on the existing Black/African American Focus Area in the SFDPH Strategic Plan to address disparities across areas of wellness focusing on illness prevention, culturally-appropriate treatment modalities and violence prevention.	Draft Report
	Build and/or adequately resource neighborhood-based clinics in communities with high concentrations of African Americans.	Draft Report
	Equip practitioners with mandatory training and engagement with culturally responsive approaches, hiring, practices and systems of care.	Draft Report
	Create free educational pathways to recruit, train and retain Black health care professionals with stipends/student loan forgiveness and or affordable housing for Black physicians and Registered Nurses working in San Francisco's Black neighborhoods.	Draft Report
	Provide funding to San Francisco public schools, African American churches and other community spaces to increase culturally-appropriate access to wellness, nutrition education, health screening and other health resources.	Draft Report
	<p>Create, improve and allocate culturally specific Black spaces that rebuild and revitalize:</p> <ul style="list-style-type: none"> • Social relationships • Social networks • Infrastructure of social support 	Draft Report
	Revitalize San Francisco public housing sites to ensure safe, updated, liveable housing conditions for all residents.	Draft Report
	Introduce land use controls to reduce the number of liquor stores, dispensaries, and fast food restaurants in Black communities and prioritize/incentivize access to fresh food and full service grocery stores.	Draft Report
	Declare community violence as a public health crisis and fund resources for effective interventions.	Draft Report

	<p>Address health impacts specific to harm caused by radiological and toxic chemical contaminants from the Hunters Point Naval Shipyard operations upon the Bayview Hunters Point community residents across generations and over the decades since the opening of the Hunters Point Naval Shipyard by taking the following actions:</p> <ul style="list-style-type: none"> a. Fund and sustain biomonitoring testing services for community residents (Hunters Point Biomonitoring Program) and maintain a community toxic registry. b. Fund and operate local health clinics to provide healthcare, nutrition, and mental health services for impacted residents showing above reference range levels of radiological and toxic chemical contaminants, correlated respiratory disease and cancers, and other health impacts as uncovered per toxic exposure science. c. Fund and maintain air monitoring services across SF neighborhoods (including Treasure Island) specifically addressing Environmental Justice Communities of pollution and environmental toxins assaulted communities as identified by CalEnviroScreen. d. Align environmental justice curriculum into our school programs and offer similar pedagogy for adult learning to advance awareness and advocacy. e. Align with culturally competent mental health redress as environmental injustices place undue stress upon our communities. 	Draft Report
	<p>Align with CA State Bill 1000 and the SF General Plan Environmental Justice Framework policy development, and support findings and recommendations of the 2021-22 Civil Grand Jury Report “Buried Problems and a Buried Process - The Hunters Point Naval Shipyard in a Time of Climate Change” and the actions identified within the report, e.g. holding accountability for the ongoing remediation and 100% cleanup of the Hunter Point Naval Shipyard, and particularly actions as they relate to climate change, sea level and groundwater rise and risks imposed on the shoreline communities, again identified as Environmental Justice (EJ) Communities by CalEnviroScreen.</p>	Draft Report
	<p>Provide reparations direct payments to Black San Franciscans to alleviate the stress and anxiety caused by financial insecurity.</p>	Draft Report
	<p>Provide free mental health, prenatal care, and rehabilitation treatment to all Black San Franciscans living below the poverty line, victims of violent crimes, previously incarcerated Black San Franciscans, high crime area residents and substance abuse users.</p>	Draft Report
	<p>Provide free testing for residents near environmentally toxic environments and financial compensation for those testing positive for illness due to exposure.</p>	Draft Report
	<p>Within the draft it is stated: Government should foster environmental justice through processes that address, mitigate, and amend past injustices while enabling proactive, community-led solutions for the future. As there is reference to 'past injustices', it is essential that reparations context is included in the EJ Framework. The draft (2018-017026GPA) references city departments that will be responsible for implementations of the policies and priorities, however, at present the SF Human Rights Commission, is not included as a resource although it is an essential body to ensure environmental justice accountability</p>	2023 Submission
	<p>Cross reference the environmental justice framework put forth by the Bayview Alliance in the SFRP</p>	2023 Submission
	<p>Add a section under page 46 Action 2.1 that states that the Black health plan will be fully funded 100%</p>	2023 Submission
	<p>Add a section under objective 2 to interrogate social determinants of health through an upstream approach, to be able to address the root cause of health conditions in the Black community</p>	2023 Submission

EDUCATION	Recommendation - bring to the general meeting use both words Black and Descendants of Slaves throughout the document	Recommendation Status
	The San Francisco Unified School District (SFUSD) and the City and County of San Francisco should formally acknowledge the historic failure to adequately serve Black children in San Francisco due to past racist practices. The over-representation and identification of Black children in Special Education (especially as "emotionally disturbed" which dramatically impacts future career outcomes), systemic disinvestment in schools on the city's southeast side and the lack of comprehensive wrap around care owed to students and families perpetuate harm and negative impact student achievement. All curriculum needs to be founded in accurate and truthful telling of history, including local history, math and science, engineering, and inventions by Black Scholars.	Draft Report
	Ensure funding to African American Student Achievement, including the continued funding of the African American Achievement and Leadership Initiative. (AAALI)	Draft Report
	Identify and distribute local, state and federal funding available for school infrastructure to update school buildings that are outdated, unhealthy, and in disrepair	Draft Report
	(bring to AARAC meeting/accountability) Incentivize the state education agency to conduct deep racial equity audits, eliminate racially biased curriculum, implement strategies to promptly address negative racial impacts, and establish frameworks for applying a racial equity lens to future policy and programming decisions.	Draft Report
	Ensure that schools across San Francisco have adequate funding that prioritizes neighborhoods. (Match school funding to the areas with the highest property value) that have had a legacy of educational disinvestment.	Draft Report
	Build a public Middle School in the Bayview/Hunters Point neighborhood.	
	Improve reading comprehension by using multiple learning styles, ie. Kinesthetic, visual, auditory learning techniques.	
	Office of Reparations/AAALI establishes benchmarks and goals related to Black student retention at SFUSD and Department of Early Childhood.	Draft Report
	Offer financial compensation for families affected by the education harms that the SFUSD has perpetuated throughout the years on Black students. (include in the cash payment/economic empowerment committee section?)	Draft Report
	Expand eligibility to the equity incentives in the city's Kindergarten 2 College (K2C) program to prioritize Black SFUSD students at schools across the district to add funds monthly to students' accounts based on grades, evidence of student achievement and other benchmarks.	Draft Report
	Offer scholarships and/or tuition assistance for other educational options beyond SFUSD (boarding schools, private schools, parochial schools, trade schools, 2-4 year college institutions, and certificated programs etc.)	Draft Report
	Invest in pathways for Black SFUSD graduates who return to San Francisco to work at SFUSD. Using the Urban Ed Academy model, expand the program to include Black women and build professional pipelines to attract and retain Black woman educators The city will provide funding to eligible returning professionals to offset the cost of housing, student loans, etc.	Draft Report
	Eliminate student loan debt for Black people in San Francisco who went through SFUSD.	Draft Report
	Establish an Afrocentric K-12 school in San Francisco. Study innovative public school models such as Cleveland, Ohio's iPromise School to implement best practices for urban education and pedagogy in a brand new K-12 school built intentionally for African-American student enrollment. (Ill figure out how to add so it doesn't erase)	Draft Report

	Provide Black SFUSD students with technology that equips them to be competitive in the 21st century, including personal laptops and internet/wifi access supplemented for students.	Draft Report
	(#2)Establish a satellite Historically Black College or University (HBCU) campus in San Francisco. Create an incentive package and facilitate relationships with the technology sector to attract an HBCU, with the intention of strengthening the pipeline into the technology industry.	Draft Report
	Introduce a mandatory core Black History and Culture curriculum into all SFUSD grade levels, per the guidelines set forth by the Fund Black History Resolution adopted by the SFUSD in 2020.	Draft Report
	Offer culturally-competent after school programs and weekend cultural enrichment and early childhood education programs for students ages 0-5. prioritize fundamentals to prepare students for kindergarten.	Draft Report
	Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs. Teach and model healthy coping skills, wellness, and anti-bullying in schools for students that (add Shawn Ginwright language).	Draft Report
	Introduce a comprehensive nutrition curriculum that incorporates gardening, culinary, and agriculture at all grade levels.	Draft Report
	16 y/o + (Junior and Seniors in HS) Commit to funding and hosting nonpartisan voter education events to supplement civic education curriculum with practical resources about voting and the electoral process	Draft Report
	Reinstate trade pathways and vocational opportunities into the SFUSD curriculum including culinary, woodshop, electrical engineering, automotive, STEM, Financial Literacy, cosmetology training, entrepreneurial/small business development, apprenticeships and other vocational programs.	Draft Report
	Invest in the Arts Programs, with an emphasis on culturally-based practices at schools densely populated with African American students. Collaborate with existing institutions such as the African American Arts and Cultural District to create relevant and meaningful arts curriculum supporting culturally based practices at schools such as: drumline, dance, photography, graphic arts, videography, hip hop, theatre, cinematography, automotive engineering and design, architecture, etc.	Draft Report
	Increase funding for existing programs that support college readiness and completion. Programs must have a proven track record and be monitored by the Office of Reparations/AAALI. Committee.	Draft Report
	Increase funding for existing programs that support 1:1 tutoring and access Federal funding supporting this program. Programs must have a proven track record and be monitored by the Office of Reparations/AAALI.	Draft Report
	Partner with local employers to create a secondary school curriculum that prepares students for careers and internships in emerging industries.	Draft Report
	Fund after school programs that include media literacy/analysis skills and cultural empowerment to counteract the harmful images of Black youth in mainstream media.	Draft Report
	Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.	Draft Report
	Provide stipends for books, materials, and scholarships for San Francisco-based students attending public, private universities pursuing careers in education, and funding other resources for new teachers to pursue tutors of their own choice for teaching certification tests.	Draft Report
	Compensate Black educators for the harm they experience teaching a white supremacy curriculum.	Draft Report

	<p>Work in consultation with the District Attorney and Public Defender's offices to implement a cash incentive program (similar to Richmond's Office of Neighborhood Safety gun violence intervention model) that offers a stipend (based on Cost of Living Expenses in San Francisco) to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion.</p>	<p>Draft Report</p>
	<p>Introduce City College programs designed to provide access to degree programs while incarcerated and to ease the transition into educational pathways upon release. Partner with California State Department of Corrections and Rehabilitation and the San Francisco County Jail, the Youth Guidance Center, and Juvenile Probation Department to provide alternative pathways to college degrees while incarcerated through nontraditional instruction programs (i.e. mail-in packets, tablets, correspondence training programs, etc.)</p>	<p>Draft Report</p>
	<p>Partner with the SFDPH in creating a criteria for therapy within the school district to focus on trauma stemming from gun violence, war zones and Post Traumatic Stress Disorder (PTSD).</p>	<p>Draft Report</p>
	<p>Offer rehabilitation and substance abuse counseling for youth that is easily accessible with culturally competent staff.</p>	<p>Draft Report</p>
	<p>(#3) Create an DPH/SFUSD department to access to in-school mental health resources and wellness practices including: a. Funding to introduce mindfulness practices to all schools densely populated with African American students. b. Additional full-time therapists at all schools densely populated with African American students. c. Free access to therapy. d. School-based expressive arts programs. Fund programs like Rafiki Coalition to do school based therapy. e. Provide therapy for Black SFUSD staff as well. f. Introduce services that introduce socioemotional learning and intelligence and counternarratives to harmful messages that youth often receive.</p>	<p>Draft Report</p>
	<p>Hire dedicated liaisons to visit Transitional Aged Youth (TAY) housing and other supportive housing sites across the city to provide guidance in pursuing education and advocate for unhoused people who want to pursue educational opportunities.</p>	<p>Draft Report</p>
	<p>Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.</p>	<p>Draft Report</p>
	<p>Introduce a Reparations Education Oversight Committee– a nonpartisan body formed by the city that includes legacy AARAC Members appointed to track the implementation and success of these programs that are uniquely serving the Black community. Director of the Department of Reparations vetted by the legacy members of the AARAC.</p>	<p>Draft Report</p>
	<p>Create pamphlets that easily explain reparations and the recommendations, similar to ballot initiative summaries.</p>	<p>2023 Submission</p>
	<p>Add a section under page 45 objective 11 that includes advocates for foster youth and young adults outside the foster care system and educational pathways for foster care youth and young adults.</p>	<p>2023 Submission</p>
	<p>Free access for ancestry, Genealogy research services, & DNA testing and matching.</p>	<p>2023 Submission</p>
	<p>Remove college degree requirements for city jobs</p>	<p>2023 Submission</p>
	<p>Counseling at all school levels are culturally competent; love and joy based.</p>	<p>2023 Submission</p>

	<p>Increase access to in-school mental health resources and wellness practices including:</p> <ul style="list-style-type: none"> a. Funding to introduce mindfulness practices to all schools densely populated with African American students. b. Additional full-time therapists at all schools densely populated with African American students. c. Free access to therapy. d. School-based expressive arts programs. Fund programs like Rafiki Coalition to do school based therapy. e. Provide therapy for Black SFUSD staff as well. f. Introduce services that introduce socioemotional learning and intelligence and counternarratives to harmful messages that youth often receive. 	Draft Report
	<p>Hire dedicated liaisons to visit Transitional Aged Youth (TAY) housing and other supportive housing sites across the city to provide guidance in pursuing education and advocate for unhoused people who want to pursue educational opportunities.</p>	Draft Report
	<p>Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.</p>	Draft Report
	<p>Introduce a Reparations Education Oversight Committee– a nonpartisan body formed by the city that includes legacy AARAC Members appointed to track the implementation and success of these programs that are uniquely serving the Black community.</p>	Draft Report
	<p>Share all AARAC public meeting recordings and transcriptions with public libraries in SF and around the state to make sure those that don't have internet access can still get the content.</p>	2023 Submission
	<p>Create an executive summary for the SFRP</p>	2023 Submission
	<p>Create more spaces in education where Black children have access to art in education.</p>	2023 Submission
	<p>Create pamphlets that easily explain reparations and the recommendations, similar to ballot initiative summaries</p>	2023 Submission
	<p>Add a section under page 45 objective 11 that includes educational pathways for foster care youth</p>	2023 Submission
	<p>Free DNA testing and matching, as well as free Genealogy research services</p>	2023 Submission
	<p>Advocate for Black history education, and push against censorship</p>	2023 Submission
	<p>Free access for ancestry and genealogy services</p>	2023 Submission
	<p>Create/ develop community centers where professionals or interested community members can engage with the youth, as a tutoring and educational space</p>	2023 Submission
	<p>Remove college degree requirements for city jobs</p>	2023 Submission
	<p>I believe it would be fairer to the black peoples to decide the amount of money owed and disperse it in college scholarships for any black child for the next number of years (until funds run out</p>	2023 Submission

POLICY	Recommendation	Recommendation Status
	Generate local political support to repeal Proposition 209, which, through eliminating government funded affirmative action programs, has been attributed to significant decreases in African-American participation across higher education, public employment, government procurement, etc.	Draft Report
	In alignment with the AB 3121 Interim Report, repeal Article 349 of the California Constitution.	Draft Report
	Address potential remedies to Proposition 13, which has frozen commercial and residential property tax assessments	Draft Report
	Audit War on Drugs-era policies (e.g. the “One strike rule”) that prevented African-American San Franciscans from accessing public housing and other housing-related subsidies	Draft Report
	Use the City’s existing Slavery Disclosure Ordinance (Section 12Y of the Administrative Code) to hold private companies who have economically benefited from chattel slavery financially accountable for their harmful legacy by mandating contributions to the Special Fund established by the ordinance.	Draft Report
	Enforce all existing and future Development Agreements and Community Benefits Agreements that developers have proposed as a condition of project approval.	Draft Report
	Create better systems and communication channels to ensure that Certificate of Preference holders are prioritized in housing and made aware of all options available to them through OCII and other relevant city agencies.	Draft Report
	Introduce a ‘Reparations Tax’ to partially offset additional costs necessary to fund this infrastructure	Draft Report
	Create increased access to the cannabis industry for Black SF	2023 Submission
	Create accountability systems to prevent fraud and abuse in the reparations program.	2023 Submission
	Transfer substantial tracts of government and public land throughout the state of California to a national reparations trust authority, with full autonomy in terms equivalent to the sovereignty granted to Native American people over reservations awarded to them. These lands and these, these areas of the state would be utilized for major educational, commercial, industrial, economic, business, health, wellness, etc. To benefit people of African descent.	2023 Submission
	Land grants in every state to every descendant of an enslaved AA or Black person living in the US	2023 Submission

	The opportunity to first priority medical cannabis industry permits	2023 Submission
	I also would like to recommend to propose for descendants of the enslaved American chattel slavery to be a protected class and a hate crime bill is needed.	2023 Submission
	In order to expedite reparations please consider immediately stopping the San Francisco Public Utilities Commission from billing Black people.	2023 Submission
	An immediate end to Black people paying property taxes for their homes and businesses would also expedite reparations.	2023 Submission
	Tax exemption across the board	2023 Submission
	Housing, MOHCD BMR program, Dream Keepers DALP is not a form of reparations but are city programs that are not equivalent nor repair the wealth Black SF our lock out of due to our parents and grandparents not being able to purchase homes. Instead AARAC should propose income base mortgage rates along with 2.3-2.12 of Rental Housing +Homeownership portion of the draft recommendations. *Without affordable home/commercial property ownership we won't have a Black Community	2023 Submission
	All San Francisco Reparations Task Force Advisory final recommendations adopted by the Board of Supervisors and the Mayor shall become law and a part of the City and County Charter of San Francisco.	2023 Submission
	Create a Certificate of Preference Displacement Restitution Fund. This fund will be a one time compensation payout of \$1.3 million tax-free to (COP)-holders or descendants toward the redress of fundamental injustice of past and present harms from racial covenants, housing discrimination policies, along with redlining from 1960 through 2012. (The funds will be paid out in installment annually until 2033).	2023 Submission
	Create a Housing Displacement Restitution Fund. This fund will be a one time compensation payout for \$1.3 million tax-free to African Americans who were displaced and experienced past and present harms from racial covenants, housing discrimination policies, and redlining between 1954 through 2012. (The funds will be paid out in installment annually until 2033).	2023 Submission
	Create an Africa Land Acquisition Fund (ALAF) for \$100,000.00 tax-free. This fund will be a one-time lump sum payment to eligible recipients to purchase land on the continent of Africa.	2023 Submission

	Create a San Francisco Black Card Reparations Program that will provide African Americans with ID. Cards that will provide discounts, free services, and preferences within the City and County of San Francisco.	2023 Submission
	Create a citywide free wi-fi program for African Americans who live in public housing, cooperatives, and low income housing in San Francisco.	2023 Submission
	Create a San Francisco African American Quality of Life Program that will assist African American families with additional funding and services for black newborns/infants, victims of street violence, the mentally ill, and victims of police brutality.	2023 Submission
	Create a Reparations Oversight Council under the Office of Reparations.	2023 Submission
	Create a Housing Compliance Commission that will ensure that all housing day to day managers, management agents, property owners, are held accountable and comply with local, state, and federal HUD rules and regulations under the Civil Rights Act. Title VII.	2023 Submission
	Amend the San Francisco City Charter to add two seats to the San Francisco Police Commission. These will be appointed seats by the Board of Supervisors for 1). A Youth member and 2). An Ex-Felon member. Both will be required to reside in San Francisco.	2023 Submission
	Support the Racial Justice Act. recommended by the California Reparations Task Force Advisory.	2023 Submission
	Support California amendment of Senate Bill No. 343 Child Support sponsored by Senator Skinner.	2023 Submission
	Support the final recommendations plan by the California State Reparations Task Force AB3121.	2023 Submission