



## Inclusive, just communities

<b>Idea 9</b>	Acknowledgement, reparations, and trauma-healing to address legacies of colonialism, slavery, and racism
<b>Proposal 9a</b>	Establish and secure reparations for descendants of enslaved Africans
<b>Description</b>	Establish and secure reparations for descendants of enslaved Africans
<b>How will the proposed action advance equitable health and well-being?</b>	
<b>Is there work we can build on?</b>	<p><a href="#">Truth and Reconciliation Commission in South Africa</a> that was developed after apartheid (1996-2016):</p> <p><a href="#">City of Long Beach - Race Equity and Reconciliation Initiatives</a>, meeting with community members and listening to their needs in an effort to make tangible changes to the system and the city's functioning (currently ongoing)</p> <p><a href="#">Charles Ogletree's</a> research on reparations:</p> <p>Learn lessons from reparations made by the US to Japanese Americans locked in internment camps during WWII</p>
<b>Who would have to act? Who would be key partners?</b>	<p>The key actors depend on how reparations are to be distributed, but potentially:</p> <ul style="list-style-type: none"> <li>Governments</li> <li>Insurance companies</li> <li>Banks</li> <li>Descendants of white slave owners</li> <li>Real estate investors</li> <li>Universities</li> <li>Churches</li> </ul>
<b>A few high-level action steps</b>	<ol style="list-style-type: none"> <li>1. Bring people together as a community to discuss this in more detail and to share stories/experiences. This step would require funding but is essential to determine what people's needs are and how reparations should be structured. These conversations must be inclusive (i.e., offering childcare, stipends, interpretation services).</li> </ol>



	<ol style="list-style-type: none"><li>2. Explore alternatives to cash reparations (i.e., land). What do people need? How do we ensure that recipients have the information they need to know how to manage their money?</li><li>3. Determine who pays reparations (many possibilities listed above).</li><li>4. Determine a process for who is the recipient of reparations, given the many different journeys and lineages of Black Americans (descendants of slaves, immigrants, etc.). The goal should be to be inclusive. Consider the multiple factors that determine someone's income and whether they've been historically oppressed/excluded from accessing resources. Could reparations be a vehicle to compensate people for the community work they do or the people they care of.</li><li>5. Consider the logistics for distributing reparations. These logistics must account for trauma and overlapping marginalized/oppressed identities. Provide a foundation for people to heal (as a stand-alone action).</li></ol>
<p><b>Other comments or guidance</b></p>	<p>The people who need to be part of discussions about reparations won't always agree on the best ways to implement them. There's a heaviness that comes with these having these conversations that can keep us in the discussion phase. "Always holding up a mirror, not just a finger." Always offer options for how things can be done--there's not one entity that inherently knows what's best.</p>