

File No. 230078

Committee Item No. _____

Board Item No. 10

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: _____

Date: _____

Board of Supervisors Meeting

Date: September 19, 2023

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| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Dream Keeper Initiative Presentation - 3/14/23</u> |
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Prepared by: Arthur Khoo

Date: February 2, 2023

Prepared by: Lisa Lew

Date: March 10, 2023

DRAFT San Francisco Reparations Plan



To:

San Francisco Board of Supervisors,
Mayor London N. Breed,
San Francisco Human Rights Commission

From:

San Francisco African American Reparations
Advisory Committee

Prepared by:

San Francisco Human Rights Commission Staff

Date:

December 2022

Subject:

Draft San Francisco Reparations Plan

**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



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EXECUTIVE SUMMARY

Since the forced enslavement of people of African descent, there has been both resistance to the institution of chattel slavery and demands for redress thereof. The genetic, psychological, financial, and racial trauma experienced by Black Americans through US chattel slavery is one of the greatest crimes against humanity perpetuated by our nation. The practice of slavery in the US was uniquely violent and disruptive wherein African Americans were foundationally and systematically disconnected from knowledge of their geographies, languages, names, relatives, and historic cultural practices. Despite the efforts to yield other outcomes, Black people in America have consistently built loving families and communities, provided a blueprint for American cuisine, constructed our nation's most notable monuments, and are the most influential creators of artistic expression globally through dance, music, fashion and language.

Though both the enslaved, formerly enslaved and their descendants, along with other activists, scholars and advocates have called for reparations for over 200 years in the United States, a pivotal contemporary point of activation and understanding of reparations came in 2014, when Ta-Nehisi Coates presented “The Case for Reparations” in *The Atlantic*. In the seminal essay, Coates expands on the common understanding of the purpose of reparations to encompass not only the atrocities committed by this country during the era of chattel slavery, but also call out the role of government in creating and perpetuating poverty by codifying racist practices in housing policy, particularly during the postwar era of urban history in the 1950s through 1970s known as urban renewal. Coates illustrates Black displacement and white flight using Chicago as an example, but is very clear that the effects reach far beyond the limits of the city in the prairie: “Chicago, like the country at large, embraced policies that placed [B]lack America’s most energetic, ambitious, and thrifty countrymen beyond the pale of society and marked them as rightful targets for legal theft. The effects reverberate beyond the families who were robbed to the community that beholds the spectacle.”

According to the United Nations, reparations “refers to measures to redress violations of human rights by providing a range of material and symbolic benefits to victims or their families as well as affected communities. Reparation must be adequate, effective, prompt, and should be proportional to the gravity of the violations and the harm suffered.” In this context, reparations are being demanded by members of the Black/African American communities not to remedy enslavement, but to address the public policies explicitly created to subjugate Black people in San Francisco by upholding and expanding the intent and legacy of chattel slavery. While neither San Francisco, nor California, formally adopted the institution of chattel slavery, the tenets of segregation, white supremacy and systematic repression and exclusion of Black people were codified through legal and extralegal actions, social codes, and judicial enforcement.

This report joins the contemporary discourse about reparations—specifically expanding on the understanding of the role that city governments have played in perpetuating harms that further marginalize their African American communities. Moreover, the recommendations included are proposed to combat the ongoing, explicit, anti-Black discrimination that Black citizens in San Francisco continue to experience. For example, the San Francisco African American Reparations Advisory Committee (AARAC) names urban renewal and its continued economic impacts on African Americans as a primary example. The Committee identifies the ways that these harms were enshrined and perpetuated through policy decisions, corporate advocacy, and institutional choices across the last seven decades.

A Legacy of Civic Disinvestment

The San Francisco African American Reparations Advisory Committee has ultimately found that the effects of various programmatic and policy decisions by San Francisco's government have been generational and overlapping. Of particular focus has been the era of urban renewal, perhaps the most significant example of how the City and County of San Francisco as an institution played a role in undermining Black wealth and actively displacing the city's Black population. As the growth of San Francisco's African American population accelerated between 1940 and 1963, public and private entities facilitated and coddled the conditions that created near-exclusive Black communities within the city, limited political participation and representation, disinvested from academic and cultural institutions, and intentionally displaced Black communities from San Francisco through targeted, sometimes violent actions.

During preliminary research, the Committee studied several reports centered on San Francisco's Black communities commissioned by the City and County of San Francisco ranging from the 1960s to as recently as 2020 that reveal a pattern of disparate outcomes that reverberate across decades: Black people in San Francisco consistently have limited access to housing options, historically through the execution of racially restrictive covenants and today because of racial wealth disparities, Source of Income discrimination, and gentrification. Black people have faced a steady decline in population since the 1970 census, and, even as the city's overall wealth has grown with the fortunes of the technology industry, Black people have fallen behind in household income and wealth-building opportunities.

Though policy recommendations have accompanied each report, there has consistently been inaction on the part of the City and County of San Francisco to adequately and appropriately address the ongoing racial disparities Black citizens experience. It was not until the creation and implementation of the Dream Keeper Initiative in 2020/2021 that the city thoughtfully committed resources to San Francisco's diverse Black communities to address disparate social outcomes. While the Dream Keeper Initiative has been a successful start to investing in Black-led and Black-serving institutions, and is a promising catalyst for pursuing new possibilities, it is not reparations and there is still necessary work by the City for Black San Franciscans to fully receive redress for the city-sanctioned actions committed against them.

A Tool for Collective Action

The hope for this document is to be more than just a report; the AARAC wants this to be a living document that serves as a tool for community action. The Committee is charged with developing recommendations, and hopes that through public engagement and advocacy, external stakeholders will help get these recommendations implemented by the Board of Supervisors and/or the Mayor through collective action.

Methodology

Early in the AARAC's formation, the Committee decided to concentrate on four distinct areas: ***Economic Empowerment, Education, Health and Policy***. Subcommittees met at least monthly, and invited interested members of the public and guest speakers to join and offer their insights at these meetings. Ultimately, each Subcommittee conducted research and held meetings with experts to refine their recommendations. Committee members also got valuable insight from public comment during monthly full body meetings and from Listening Sessions, held during Summer 2022. Subcommittee Leads presented Draft Recommendations in early November 2022 and incorporated public feedback during the Special Meeting held on November 7, 2022 to reflect the community's desires.

Creating the San Francisco African American Reparations Advisory Committee

In 2019, the San Francisco chapter of the National Association for the Advancement of Colored People (NAACP) made an audacious proposal to the Board of Supervisors: The City and County of San Francisco should pay the debt it owes to Black residents for generations of disinvestment and displacement. At the time, City leadership said there were “no plans” to introduce legislation to support the effort.

The SF NAACP and other Black community members continued their advocacy efforts until, in February 2020, Board of Supervisors President Shamann Walton introduced a resolution supporting the creation of a San Francisco Reparations Plan. The Plan would comprehensively address the inequities that exist in San Francisco's African American communities as a result of chattel slavery's legacy of systemic oppression. This prescient resolution was adopted in August 2020, in the same year as a litany of events that would change national reparations discussions, namely the COVID-19 pandemic and the Black Lives Matter protests following the police murder of George Floyd by in Minneapolis, Minnesota. These events brought nationwide attention to the ways in which city and state actors have historically played a role in driving institutional anti-Black racism at a systemic and policy level. In addition to shining a light on the way that disproportionate policing impacts Black communities and how global health events had disproportionately fatal outcomes for Black people, 2020 illuminated other ways that government agencies have either passively or actively contributed to unjustifiable socioeconomic, health and educational disparities along racial lines.

It is within this context that the San Francisco African American Reparations Advisory Committee (AARAC) was formed. The San Francisco Board of Supervisors passed the ordinance officially establishing the San Francisco African American Reparations Advisory Committee (AARAC) in December 2020. Over the course of a two-year term, the fifteen member Advisory Committee is tasked with developing a San Francisco Reparations Plan that addresses the institutional, City-sanctioned harm that has been inflicted upon African American communities in San Francisco. The legislation specifically prioritizes improving education, housing, workforce development, economic opportunities, financial stability, small businesses, transit access and food security while reducing violence, health disparities and over-criminalization experienced in our city's Black communities.

Marches and protests cannot by themselves alter the living conditions of Blacks in San Francisco that are the result of decades of systemic racism. What is required to repair this historic injustice is the kind of urgent, significant action that John Lewis fought for during his career. It can and should mark the start of making long-overdue reparations to the Black community, by both the private and public sectors in San Francisco.”

- Rev. Dr. Amos C. Brown

As 2020 went on, Mayor London Breed, President Walton and other citywide decisionmakers answered the call from a growing nationwide movement demanding federal, state and local governments to acknowledge the harms that policy decisions have played in perpetuating racial inequities in the United States and take substantive actions to redress those harms. In this context, Mayor Breed launched the Dream Keeper Initiative in 2021, an intergenerational effort that aims to ensure San Francisco’s diverse Black communities are experiencing joy, feelings of safety, advancing educationally and economically, are holistically healthy, and are thriving.

AARAC Appointment and Composition

The fifteen Advisory Committee members went through a nomination process and were unanimously appointed to serve by the San Francisco Board of Supervisors in May 2021.

The AARAC was designed with great intention, offering a seat at the table to a broad coalition of diverse perspectives from across San Francisco’s diverse African American communities. The requirements for each Committee seat are outlined below:

Composition of Advisory Committee Seats

Seat 1: An individual who works for a media outlet that principally serves the African American community, is a storyteller of African American stories, or is a historian with expertise in African American history.

Seat 2: An individual who has been displaced from San Francisco due to gentrification (residency in San Francisco not required).

Seat 3: An individual with expertise in private equity, venture capital, or fundraising in the financial industry.

Seat 4: An individual who is 65 years of age or older and who has lived in a predominantly African American community.

Seat 5: An individual who has been incarcerated.

Seat 6: An individual who has experienced discrimination in the workplace.

Seat 7: An individual who has experienced or is experiencing homelessness.

Seat 8: An individual with expertise in the impact of redevelopment activities in the Fillmore District and the Western Addition on Black communities.

Seat 9: An individual with experience as a small business owner principally serving the African American community.

Seat 10: A person who is employed by or in a leadership position in a charitable, social service, or religious organization principally serving the African-American community.

Seat 11: A person who works in the technology industry with experience in the field of technological equity.

Seat 12: A person who is between the ages of 14 and 24, inclusive, with experience working with community groups serving the African American community.

Seat 13: A person representing the sectors served by the Office of Economic and Workforce Development (construction, building and trades, hospitality, and medical sectors) with experience working in predominantly African American communities.

Seat 14: An individual with experience as a parent or caregiver of a child or children experiencing barriers to or disparate treatment in education.

Seat 15: An individual who has lived or is currently living in public housing.

Full List of Committee Members

- Dr. James Lance Taylor
- Tinisch Hollins
- Eric McDonnell
- Rev. Dr. Amos Brown
- Omerede 'Rico' Hamilton

- Nikcole Cunningham
- Gloria Berry
- Daniel Landry
- Tiffany Carter
- Gwendolyn Brown
- Anietie Ekanem
- Starr Williams
- Shakeyla O'Cain
- Laticia Erving
- Yolanda Harris (*Resigned in November 2022*)

Committee Leadership

Eric McDonnell, Chair

Tinisch Hollins, Vice Chair

Subcommittee Leads

Gloria Berry | Education Subcommittee Lead

Rev. Dr. Amos Brown | Health Subcommittee Lead

Anietie Ekanem | Economic Empowerment Subcommittee Lead

Daniel Landry | Policy Subcommittee Lead

Committee Timeline and Milestones

The inaugural full body AARAC meeting was held on June 1, 2021. Meetings are held on the second Monday of each month, except when that date falls on a holiday, or in special circumstances as approved by the Committee. A full list of past meetings, along with meeting recordings, summaries and agendas can be found on the Human Rights Commissions website at <https://sf.gov/public-body/african-american-reparations-advisory-committee/past-meetings>

List of Past Meetings

2021

June 1, 2021

July 12, 2021

August 9, 2021

September 13, 2021

October 4, 2021

November 8, 2021

December 13, 2021

2022

January 10, 2022

February 7, 2022

March 14, 2022

May 9, 2022
June 27, 2022
July 11, 2022
August 8, 2022
September 12, 2022
October 12, 2022
November 7, 2022 (*Special Meeting*)
November 14, 2022
December 12, 2022

Committee Milestones

In December 2021, the Advisory Committee submitted a preliminary report to the Board of Supervisors, Mayor London Breed, and the Human Rights Commission outlining the research, outreach, and other efforts necessary to prepare the full San Francisco Reparations Plan in June 2023. The document, [*Efforts to Support the Preparation of a San Francisco Reparations Plan*](#), is attached to this document.

Looking Ahead

What's next after presenting recommendations?

This document is intended to elevate policy and program recommendations for a comprehensive Reparations Plan for Black San Franciscans. It is important to note that the AARAC serves as an *Advisory Committee*, and is only empowered to make *recommendations*; the body has no authority to implement these recommendations, and City officials are not required to implement any part.

While Black San Franciscans would benefit from the implementation of this Reparations Plan, Proposition 209, which bans government institutions from taking affirmative actions based on race, sex, or ethnicity, poses a challenge to the City to implement programs seen as giving preference. However, the current conditions for Black people in San Francisco merit local advocacy effort to challenge this state law by addressing ongoing racial disparities with the same precision as the discriminatory actions that were taken against this racial group. Through a reparations framework to redress harms done to Black communities, San Francisco has an opportunity to remedy harms with

As an Advisory Committee appointed by the Board of Supervisors, the AARAC occupies a unique position of power within the structure of San Francisco city government. The recommendations that the Committee makes are guaranteed to be delivered to key government actors, but passing legislation advancing African American Reparations in San Francisco will take a broad coalition of community advocates, leaders and other stakeholders applying pressure to local legislators and representatives to truly be effective.

This model of building power is called **Inside/Outside Strategy**.

Stakeholders within government institutions or with access to those with power are considered “**inside**” of the system, while community organizers, advocates and grassroots organizations are on the “**outside**.” (Of course, in San Francisco, the division between these two is often contextual.) An **Inside/Outside Strategy** requires an honest assessment of power dynamics, intentional organizing, and a strategic approach to accomplishing goals. This document is merely the first step in a larger advocacy process. It provides an initial blueprint for the actions necessary to repair the decades of harm experienced by San Francisco’s Black communities, and it will be up to the community to create the momentum to ultimately get these recommendations officially codified into San Francisco law.

ongoing discriminatory impacts.

Lessons from Other Reparations Frameworks

What are Reparations?

The City and County of San Francisco is not the first institution to embark on a journey towards reparations for its African American citizenry. Beyond the individual petitions for reparations, documented as early as 1783, government entities have distributed compensation as redress for actions taken against specific demographics, including for Japanese Internment, victims of forced sterilization, victims of the CDC’s Tuskegee Syphilis Study, victims of the Rosewood Massacre and more. In 2020, California was the first state to seat a formal commission on Reparations, with Assembly Bill 3121 establishing the Task Force to Study and Develop Reparations Proposals for African Americans. In 2021, Evanston, Illinois was the first city to enact a municipal Reparations plan. There are currently dozens of institutions– including universities, religious institutions, nonprofit organizations and local government bodies– exploring reparations as remedies to historical harms and their continued impacts. Two major coalitions: the **National Coalition of Blacks for Reparations in America (N’COBRA)**, established in 1987, and **National African-American Reparations Commission (NAARC)**, established in 2015, have led advocacy efforts for reparations and built outreach campaigns and strategies to guide the national reparations movement. These organizations have defined reparations under the framework offered by the United Nations. In order to be considered reparations, five key components must be met:

1. *Cessation, Assurances and Guarantees of Non-Repetition*

Under international law, a state responsible for wrongfully injuring a people “is under obligation to a) cease the act if it is continuing, and, b) offer appropriate assurances and guarantees of non-repetition”

2. *Restitution and Repatriation*

Restitution means to “re-establish the situation which existed before the wrongful act was committed.” Changes traced to the wrongful act are reversed through restoration of freedom, recognition of humanity, identity, culture, repatriation, livelihood, citizenship, legal standing, and wealth to the extent that they can be, and if they cannot, restitution is completed by compensation.

3. *Compensation*

The injuring state, institution or individual is obligated to compensate for the damage, if damage is not made good by restitution. Compensation is required for “any financially accessible damage suffered...” to the extent “appropriate and proportional to the gravity of the violation and circumstances.”

4. *Satisfaction*

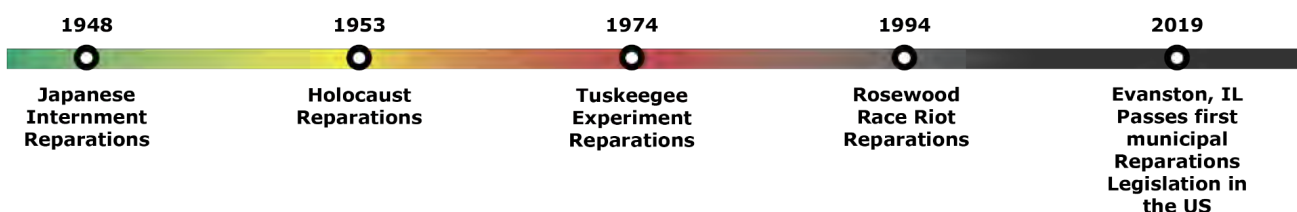
Satisfaction is part of full reparations under international law for moral damage, such as “emotional injury, mental suffering, and injury to reputation.” In some instances where cessation, restitution, and compensation do not bring full repair, satisfaction is also needed. Apology falls under the reparative category of satisfaction.

5. *Rehabilitation*

Rehabilitation shall be provided to include legal, medical, psychological, and other care and services.

[Source: Movement 4 Black Lives Reparations Now Toolkit, “Defining Reparations”
<https://m4bl.org/policy-platforms/reparations/>]

Short History of Past Successful Reparations Movements



I. California State Reparations Task Force

In September 2020, Assembly Bill 3121 (AB3121) was enacted in California to establish the Task Force to study and develop reparations proposals for African Americans. Authored by then-Assemblymember Dr. Shirley Weber, the bill sought to educate Californians about the history of slavery, its generational impact, and create a roadmap for how states may provide reparations to descendants of chattel slavery. This legislation is a significant shift in truth and reconciliation, as no state has provided reparations for the legal institution of slavery or its legacy of anti-Black discrimination. Even after slavery was abolished, the racial caste system of white supremacy that justified the American slave trade remained intact, and continued to relegate the Black community to the status of second-class citizens. As a result, African Americans continue to face disproportionate adversity in almost all sectors of life. As written in the CA state task force interim report “[w]ithout a remedy specifically targeted to dismantle our country’s racist foundations and heal the injuries inflicted by colonial and American governments, the ‘badges and incidents of slavery’ will continue to harm African Americans in almost all aspects of life” (Interim Report Executive Summary 6).

The California Reparations Task Force was formed in the effort to accomplish three specific goals:

1. To study and develop reparation proposals for African Americans
2. To recommend appropriate ways to educate the California public of the task force findings
3. To recommend appropriate remedies in consideration of the Task Force’s findings

The Task Force is projected to be in place through July 2023 to complete their phased process. In June 1, 2021, the panel approved that a report would be issued in two parts, including the following topics:

1. Part 1, published June 1st 2022:
 - a. Institution of Slavery
 - b. Racial Terror
 - c. Disenfranchisement
 - d. Housing Segregation
 - e. Education Inequality
 - f. Environmental Inequality
 - g. Arts and Culture
 - h. Family
 - i. Health
 - j. Discrimination in Labor
 - k. Criminal Justice
 - l. Gap in Wealth Accumulation
2. Part 2, to be published July 1st 2023:
 - a. Apology
 - b. International law Justification

- c. Economic Rationale
- d. Eligibility
- e. Summary of Existing Reparations Schemes
- f. Recommendations
- g. How to Educate the California Population

In June 2022, the Task Force produced an [Interim Report](#) that documents the institution of slavery, the creation and maintenance of a white supremacy racial caste system, its impact on African Americans, and begins to outline what is owed to Black descendants of chattel slavery. In order to educate the California public on both the national and statewide history of anti-Black racial discrimination, the report details white supremacist hatred, torture, lynching and other forms of extreme racial violence towards Black people. “The interim report focuses on anti-Black, racist federal, state, and local government actions and negligence throughout American history and into the modern day.”

Citing international law and the United Nations, the report emphasizes that when a government is responsible for wrongful actions or negligence that causes injustice to a specific group of people, it has a duty to remedy those actions. Within the American court system, it is well recognized that parties must provide redress for the harms caused by their actions or omissions where there was a duty to act. This report houses quantitative data and qualitative narratives of the harm done to Black communities, the impact of racially discriminatory policy, and provides preliminary reparations recommendations to seek acknowledgement, redress, and closure for the existing injustice.

In addition to listing harms that took place in the United States, the report focuses on California’s responsibility in anti-Black discrimination, and, in particular, documents the multiple tactics that the San Francisco Bay Area used to discriminate against African Americans, as well as the historic and current conditions of the city’s Black communities.

In the early days of California’s founding, Black Americans experienced crime without the ability to seek recourse through the legal justice system. The California Supreme Court categorically barred any testimony from Black people. Facing discrimination from both codified laws and vigilante white citizens, Black communities left en masse in the early days of California’s founding in search of peace and freedom. Between 1850 and 1860, nearly 200 Black families in San Francisco fled to the British colonies to avoid persecution within the state.

Racial terror was a primary method used to discourage Black citizens from exercising their rights. Shortly after the release of *Birth of a Nation* in the 1920’s, the Ku Klux Klan established a San Francisco chapter, becoming the first iteration of the group in California. Group members held rallies, initiation events, and public parades that were attended by thousands. The California KKK gained significant political influence during their resurgence through positions of power. Members exerted their authority as elected officials, district attorneys, and police officers. Law enforcement from nearly every California city had a KKK influence, including 25 San Francisco police officers.

Scare tactics like harassment, vandalism, and arson were common tools used against Black Americans. The prevalence of white supremacy ideology created an atmosphere of fear for both Black citizens and white sympathizers that saw the racial caste system as morally unjust. At the same time, those who benefitted from the racial hierarchy were able to maintain their role as bystanders and reap the benefits. “The violence and subsequent silence surrounding the crimes committed against Black Californians demonstrates how white Californians viewed Black presence and homeownership as a threat to white dominance” (Interim Report 186).

Since its conception, the police department has harassed, brutalized, and killed African Americans at disproportionate rates than any other race. The stereotypes created to support slavery have shaped the modern day implicit biases against the Black population in the American public and within the police force. In the Bay Area, police brutality became such a prevalent concern that the Black Panther Party for Self-Defense, later known as the Black Panther Party, formed to protect African Americans from the police in the 1960s. One study found that 27 percent of the people killed in the San Francisco Bay Area were Black residents, even though they only comprised seven percent of the total population at the time.

Most of the suburbs in San Francisco were known as “sundown towns,” where Black people were prohibited from living or being present after sunset. Racially-restrictive covenants were commonplace throughout the city, which stipulated that only allowed white residents were allowed to live on the property described within deeds. These redlining practices were enforced in California as late as the 1940’s. Even after the U.S. Supreme Court case *Shelley v. Kraemer* deemed racially restrictive covenants unconstitutional in 1948, housing discrimination continued. Twenty years later, in an attempt to eliminate discriminatory housing practices, the Fair Housing Act of 1968 was passed. Despite its intention, the act was largely ineffective. The Department of Housing and Urban Development (HUD) could not investigate complaints of discrimination, and lacked the enforcement authority to penalize the lawbreaker. Because of this, housing discrimination continued into the 1970s and 1980s. In 1988, an Amendment was passed to reinforce the policy. This allowed HUD to initiate and pursue complaints, with steeper penalties for cases of discrimination. Though this change corrected inefficiencies in the 1968 Fair Housing Act, it had little impact on the decades of discrimination that racially segregated San Francisco. The legacy created from redlining and other discriminatory housing policies has placed a higher energy burden on African Americans, more than any other racial group. Today, Black homeowners pay more for residential energy bills, which can be attributed to the older, energy-insufficient housing African Americans were relegated to for generations.

In 1945, California passed the Community Redevelopment Act, which allowed for the destruction and redevelopment of “blighted areas” in the community. Each of the conditions that legally defined blight were products of the harms of residential segregation. Buildings in the neighborhoods where Black San Franciscans were legally able to live were more likely to be overcrowded or in poorer conditions than the spaces restricted by racial covenants. Under the guise of urban development, the City of San Francisco declared the Western Addition blighted, which provided just cause to destroy a large portion of the Fillmore. Prior to its destruction, the Fillmore was known as the Harlem

of the West; an integrated neighborhood that was famous for its jazz venues and social clubs, and hosted artists from the likes of Ella Fitzgerald, Billie Holiday, Louis Armstrong, and more. In total, the demolition closed 883 businesses, displaced 4,729 households, destroyed 2,500 Victorian homes, and damaged the lives of nearly 20,000 people. In its aftermath, the city left the destroyed plots of land empty for years. Despite the efforts of civil rights advocates and the passage of progressive bills like the Civil Rights Act of 1964 and the Fair Housing Act, federal courts still found that San Francisco city housing authorities discriminated and maintained segregation.

To this day, Black-owned homes are valued significantly less than white-owned homes within the San Francisco metropolitan area. A study in 2020 found that Black-owned homes are devalued by 29 percent compared to their white-owned counterparts. This trend makes Black neighborhoods and homes particularly vulnerable to gentrification.

The urban renewal and gentrification that took place in San Francisco has created generational impact and decimated Black communities. One study from the National Community Reinvestment Coalition found that San Francisco was one of the most rapidly gentrifying cities from 2013-2017. Almost 90 percent of the currently gentrified areas in San Francisco were formerly redlined or deemed “definitely declining” by the Home Owners’ Loan Corporation. As a result of segregation, redevelopment, and rent spikes, the Black community has been forced to relocate from the city. In the 1970s, ten percent of San Francisco’s population identified as Black, compared to the five percent today.

Impact of Proposition 209

The destruction and disregard of Black owned business is prevalent to this day. In most major metro areas across the country, including San Francisco, businesses in majority-white areas receive federal loans at a greater rate than businesses in majority-African American areas. An ongoing hindrance in California to equitable access in government contracting for Black people, women, and other marginalized identities is Proposition 209, a 1996 constitutional amendment banning affirmative action. Initially passed by a margin of 10 points, the stated intention of Prop. 209 was to ban discrimination and preferential treatment based on race, sex, and national origin, among other things.

The passage of Proposition 209 undermines Black-owned businesses that seek to obtain public contracts with the State of California and local governments. The consequences of Prop. 209’s passage has been the systematic exclusion of people of color and women. After its passage in 1996, Prop. 209 caused state and local governments to end race-conscious contracting programs, which led to the loss of about \$1billion every year for minority and women-owned businesses. Prior to the bill passage in the fiscal year 1994-1995, \$519 million was allocated to minority and women owned-businesses. When California ended the program, only a few businesses got their contracts with the state back, and some never recovered. Additionally, Prop. 209 has had adverse impacts for Black and brown people seeking access to public employment and initiated a precipitous decline in enrollment in California’s University of California system. In the City and County of San Francisco, about \$200 million per year was lost in minority and women-owned contracts. This loss was

caused by both Prop 209 and the 2004 Coral Construction Case, which ended San Francisco's race-conscious procurement program.

Child Welfare System

The child welfare system in San Francisco continues to separate families. San Francisco has sent the majority of its foster kids to other California counties every year for the past decade. According to data from the UC Berkeley California Child Welfare Indicators Project, in July 2022 San Francisco placed 65 percent of its foster kids in a different county. This is almost double the state average of 33 percent. Understanding the racial demographics that exist within the child care system further demonstrates the racial disparity that remains prevalent across the Bay Area. In San Francisco, the percentage of Black children in foster care in 2018 was more than 25 times the rate of white children. The kids sent away are effectively separated from their support network of family and friends, and are dropped into a foreign environment with foster parents they often have not met before.

Health Outcomes

Discrimination in healthcare for Black Bay Area residents has negatively affected the community's access to basic services. As early as 1853, Black San Franciscans were banned from receiving treatment at medical facilities, like the U.S. Marine Hospital. African Americans were confined to segregated sections of state hospitals. In the 1970s The Black Panther Party provided free, community-based healthcare clinics, to administer basic amenities and address the lack of service and medical discrimination experienced by Black Californians. At the clinics, medical professionals helped train health workers to administer services to patients. However, local governments like the Oakland Police Department retaliated against this movement, and harassed the Black Panther Party for soliciting clinic funds without proper permits.

Healthcare discrimination against Black Californians is worsened by the fact that there are not enough Black physicians in California to meet the needs of the Black population. Black physicians represent less than three percent of the entire medical profession in California, despite the African American population representing six percent of the state's population. The passage of Proposition 209 in California further limited this number by prohibiting the consideration of race, ethnicity, or national origin in public education, employment, and contracting. As a result, within California's private medical schools, the proportion of Black students graduating fell from six percent in 1990 to five percent in 2019.

In California, Black women are more likely to experience health complications during pregnancy, have premature births, die in childbirth, and lose their babies than their white counterparts. In San Francisco, Black babies have died at almost five times the rate of white babies in the past decade. A study has found that when a Black doctor is the primary physician in these cases, the infant mortality rate is cut in half.

Black LGBTQ Americans also suffer from adverse health conditions at higher rates than other demographics. Within the American West, the Black queer community is more likely to be

uninsured, and are more likely to be diagnosed with depression, asthma, diabetes, high blood pressure, high cholesterol, heart disease, and cancer. Additionally, a study in 2021 found that Black transgender women in the San Francisco Bay Area are at higher risk of suffering from hate crimes, because of the intersectional effects of transphobia and racism. This demographic has a higher likelihood to be the victim of battery with a weapon, compared to white transgender women who participated in the study.

II. A Legacy of Institutional Harms to San Francisco's Black Communities

San Francisco's international reputation as a liberal destination for free thought and uninhibited opportunities is undermined by its legacy of mistreatment, violence towards, and targeted racism against Black Americans. Founded in 1776 under Spanish colonial rule and later established in the 1840s, San Francisco experienced its first notable boom as a port city providing an entry to miners who had discovered gold up the Alta California coast. Being a land of opportunity, innovation, and self-made wealth is part of the city's identity, and something that has driven its international acclaim and attraction. Despite the reputation of liberalism, San Francisco has consistently imposed limitations on who has access to the City's abundant wealth. Since its founding, Black people in San Francisco have faced significant barriers to full participation in its society and economy. Through efforts to control the physical movement and financial attainment of Black people, San Francisco, and California more broadly, imposed laws that enshrined white supremacy and ensured the racial subjugation of African American and other non-white citizens.

Despite now being nearly 160 years away from the Emancipation Proclamation, the vestiges of chattel slavery in the United States deeply and directly continue to have a harmful effect on the current era social, economic, health, academic, legal, and cultural experiences and outcomes of Black and African American people in San Francisco. California and its localities meaningfully enforced and upheld slavery by perpetuating the racial caste system of subjugating Black Americans from the freedoms assured to them by the Declaration of Independence. The state's founders were proslavery; 36% of American-born Californians in the 1850s were white southerners who strategically sought statehood for California as a "free state" to avoid controversy and expedite access to federal resources. California's first elected governor, Peter Burnett, was a renowned racist who had established Oregon as a whites-only state through its legislature in 1844 and attempted to do the same in California in 1849. His efforts failed because of the desire of pro-slavery settlers to utilize, and economically benefit from, slave labor across the state.

While neither San Francisco, nor California, formally adopted the institution of chattel slavery, the tenets of segregation, white supremacy and systematic repression and exclusion of Black people were codified through legal and extralegal social codes and judicial enforcement. Non-white people initially could not serve as witnesses in cases involving white defendants in California, in 1852 California passed a fugitive slave act "that was harsher than the federal fugitive slave law, [making] California a more proslavery state than most other free states," voting rights were not enacted for Black men until the late 1870s, and school segregation was ruled legal by the California Supreme Court in 1874.

Beyond the enforcement of slavery's interpersonal relationship management in California, both individuals and organizations in California economically benefited from slave labor. Since the first enslaved Africans were brought to its shores in 1619, the United States was wholly supportive of and dependent upon the enslavement of African people and their descendants as the vehicle that established and propelled the country's economy. In San Francisco, despite not technically enforcing slavery, slaveholders were allowed to enter and leave the state with their enslaved property, exploiting and further profiting from their unpaid labor within California's state lines across a broad spectrum of work, including but not limited to, housekeeping, childcare, food service, and mining

San Francisco's Slavery Era Disclosure Ordinance

Institutionally, today's financial wealth in San Francisco can be tied to profits procured during enslavement. In 2006, the San Francisco Board of Supervisors passed the [Slavery Era Disclosure Ordinance](#) (SEDO), authored by former District 10 Supervisor Sophie Maxwell. This ordinance enumerates the legacy of systemic harms that have disproportionately affected the Black community as a result of the practice of slavery in the United States, and requires that city contractors providing insurance or insurance services; financial services, or textiles to the city, must complete an affidavit verifying whether the contractor, its parent company, or subsidiary has participated in or received profits from chattel slavery. If the company uncovers records that connect the business to chattel slavery, they are required to submit an affidavit to the City Administrator that identifies: "(1) the names of each Person Subjected to Slavery, each Slaveholder, and each person or entity who Participated in the Slave Trade or derived Profits from the Slave Trade, mentioned in the records, (2) a description of the type of transactions, services, or other acts evidenced by the records; and (3) the extent and nature of any Profits from the Slave Trade evidenced by the records." These documents are then made available to the public and included in a report to the Mayor and the Board of Supervisors.

The SEDO offers precedent for the City and County of San Francisco to acknowledge its role in economically benefiting from those affected by this historical injustice. In compliance with the City and County of San Francisco's slavery disclosure ordinance (2006), the following companies have shared that their economic profits are historically tied to the institution of chattel slavery:

Bank of America

US Bank National Association

The ordinance also states that "the City will suffer actual damages due to contractors' failure to comply with this Ordinance". To date, no companies have provided any contributions to ameliorate the effects of slavery.

Strengthening the San Francisco Slavery Era Disclosure Ordinance

Fund Relies on Voluntary Contributions

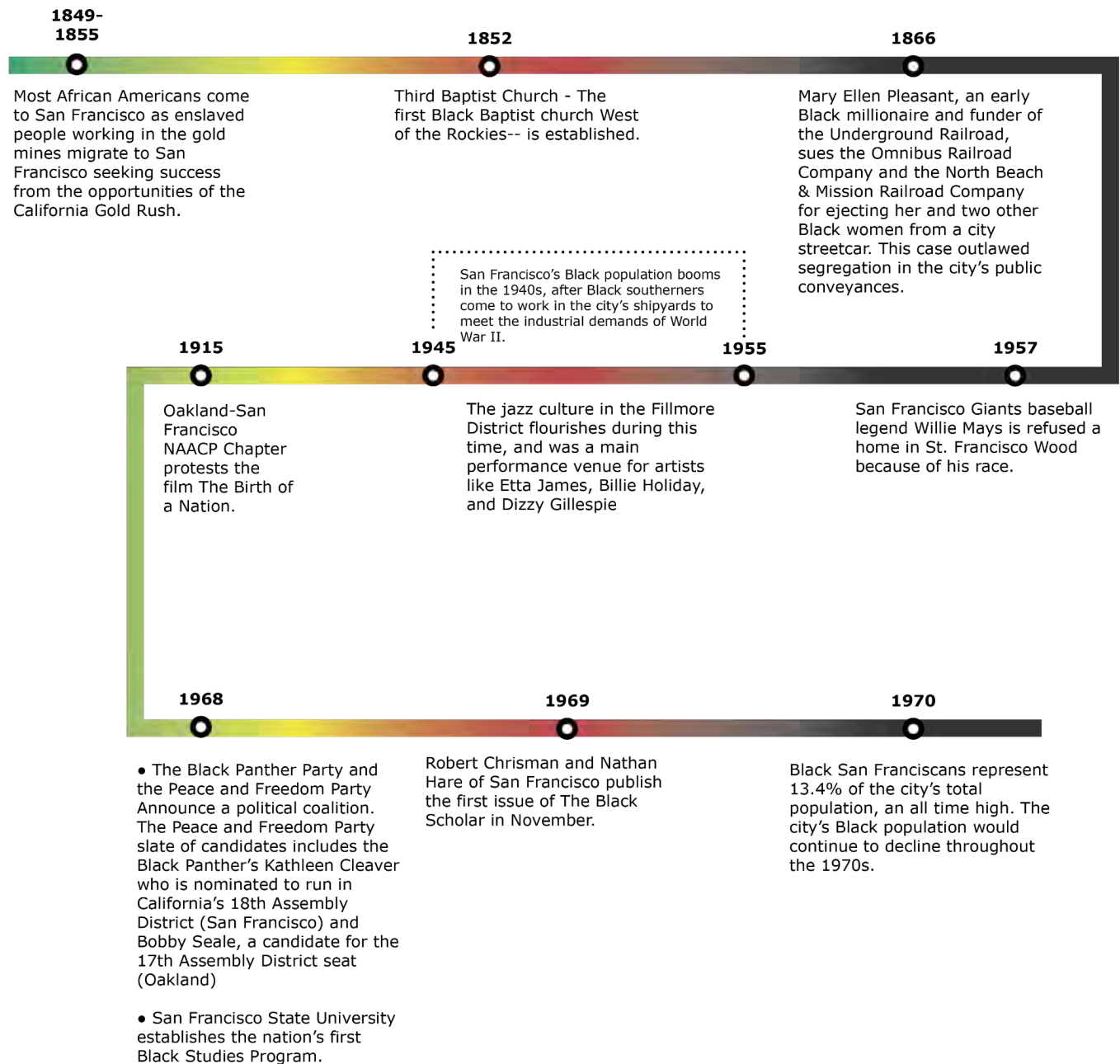
San Francisco's SEDO establishes a fund to “promote healing and assist in remedying depressed economic conditions, poverty, unequal educational opportunity and other legacies of slavery era among the population of the City” and encourages companies affected by the ordinance to contribute to the fund. However, contributions are voluntary; to date, there have been zero contributions to this fund. **The ordinance would have much more of an impact if contributions were mandatory.**

Considerable Exceptions Carved Out in Legislation

Contractors in a number of categories are exempted from this legislation, including companies that provide medical or dental insurance to City employees, and administrators of the City's Retirement fund. Holding these companies to different standards weakens the efficacy of the SEDO. **In order to have a greater impact, every company that has disclosed an economic benefit from slavery to the City and County of San Francisco should contribute a percentage of annual profits.**

Passive Enforcement Mechanism

The San Francisco SEDO includes language outlining an enforcement mechanism through the Office of the City Administrator; however the fines for noncompliance appear to be lenient, and the disclosures are voluntary. **To make this ordinance truly effective, there should be more strict enforcement and harsher financial penalties for noncompliance, which can be allocated to funding Reparations.**



III. Black Migration to San Francisco

One of San Francisco's founding fathers was a mixed-race Black and Jewish man named William A. Leidesdorff, Jr. A Caribbean immigrant, Leidesdorff first came to Yerba Buena (what became San Francisco) when the settlement had fewer than 100 inhabitants and helped to establish San Francisco as a growing coastal destination for investors and wealth seekers, alike. Leidesdorff was a savvy businessman and was extremely politically active, donating land to create the first public school (in San Francisco as well as California), was one of the city's first public school board

members, was elected City Treasurer, and was appointed US Vice Consul to Mexico, and is believed to be one of the first Black American millionaires due to his investments in steam boats and real estate.

A Growing Community

When the 1940 census was taken, San Francisco's Black population had reached 4,846, accounting for 0.8% of the city's total population. In 1941, the global course of history exploded those numbers. Between 1940-1950, nearly 350,000 Black people migrated to California during what became known as the second wave of the Great Migration. African Americans who were both fleeing racial terror in the south and seeking new job and life opportunities in the North and West traveled to San Francisco. Beyond seeking refuge and a piece of the American dream in the San Francisco Bay Area, African Americans were recruited to come West and fill labor shortages in factories and shipyards given the vacancy created by the number of white men who had gone off to war. African American men and women were needed to fulfill job duties that had previously been unavailable to them because of racial discrimination. Between the 1940 and 1950 Census, the African American population in San Francisco grew from 4,846 to 74,383 people. During this time, a broader contingent of Black artists, home caregivers, and children also migrated to San Francisco, joining a cadre of technically skilled job seekers and shifting the demographic landscape of the city.

Upon arrival in San Francisco, African Americans were met with hostile housing limitations imposed by the city's land use and planning codes, bank lending, and coordinated corporate business interests. Despite their limited new economic opportunities, the city government coordinated with local private entities and the federal government to restrict the physical and financial mobility of Black Americans across San Francisco. This was achieved through the enforcement of racially restrictive covenants, which were clauses written into property deeds that only allowed white/Caucasian people to dwell in a home; redlining, the banking practice of deeming Black and other communities of color blighted and thereby unworthy of bank lending due to the perceived risk of the investment; FHA lending discrimination, the discouragement of federal lending entities to extend lines of credit to nonwhite borrowers; and local zoning ordinances, which both added (e.g. highways) or divested (e.g. schools and grocers) construction in communities most populated by Black people. Various San Francisco entities perpetuated anti-Black racial discrimination and continue to operate today, including the San Francisco Planning and Urban Renewal Association (which later became the San Francisco Planning and Urban Research – SPUR), an organization that aggressively pushed for the redevelopment of the Fillmore and advocated for San Francisco to center white Anglo-Saxon Protestant values to the exclusion and displacement of other racial and identity groups.

As the growth of San Francisco's African American population accelerated between 1940 and 1963, public and private entities facilitated and coddled the conditions that created near-exclusive Black communities within the city, limited political participation and representation, disinvested from academic and cultural institutions, and intentionally displaced Black communities from San Francisco through targeted, sometimes violent actions.

Workforce Discrimination

African Americans in San Francisco were met with racial discrimination within the workforce. Before 1940, no Black worker was employed as a public school teacher, police officer, firefighter, streetcar conductor, bank teller, bus driver, cab driver. There were no Black streetcar workers until 1942. Within two years, the number of Black platform operators grew to 700, demonstrating that the lack of representation was not caused because there were no Black skilled workers. When the BART system was built in 1967, no Black workers were hired. The National Labor Relations Board-certified unions did not admit Black members, and BART refused to enforce non-discrimination policies for unions, despite the transit system being a government entity.

As thousands of Black migrants moved to San Francisco to find work in the shipyards during World War II, they were met with hostility and rejection. Large unions like the Boilermakers refused to admit African Americans. When President Roosevelt issued Executive Order 8802, which stated that no employer receiving federal funding for defense contracts could discriminate, the Boilermakers created segregated auxiliary branches. The members of these shunted groups had no right to vote for officers within the legitimate union branches.

In 1942, when the United States Navy demanded that the San Francisco Housing Authority segregate housing for the thousands of workers and their families at the Hunters Point Naval Shipyard. In response, San Francisco built five segregated projects, four of which were for whites only. Black workers and their families had to wait on application lists to receive housing while apartments earmarked for white workers sat empty. In 1952, the NAACP sued the San Francisco Housing Authority for continuing to only build housing units for white people, claiming that the city agency intended to localize the Black population to the Western Addition and away from white neighborhoods. Though the NAACP won the legal case, the city continued to build segregated housing.

Education Discrimination

Despite the anti-enslavement clause in California's constitution, Black enslaved people that were brought to California were generally denied the right to education. As early as 1855, state laws were established to prevent local governments from receiving extra funding when they taught a Black student. In 1863, a California law was passed that withheld state funds from schools that taught Black children. Although Black Californians were taxed to pay for the state's public schools, the money only paid for the education of white children. In 1874, the California Supreme Court upheld school segregation in San Francisco.

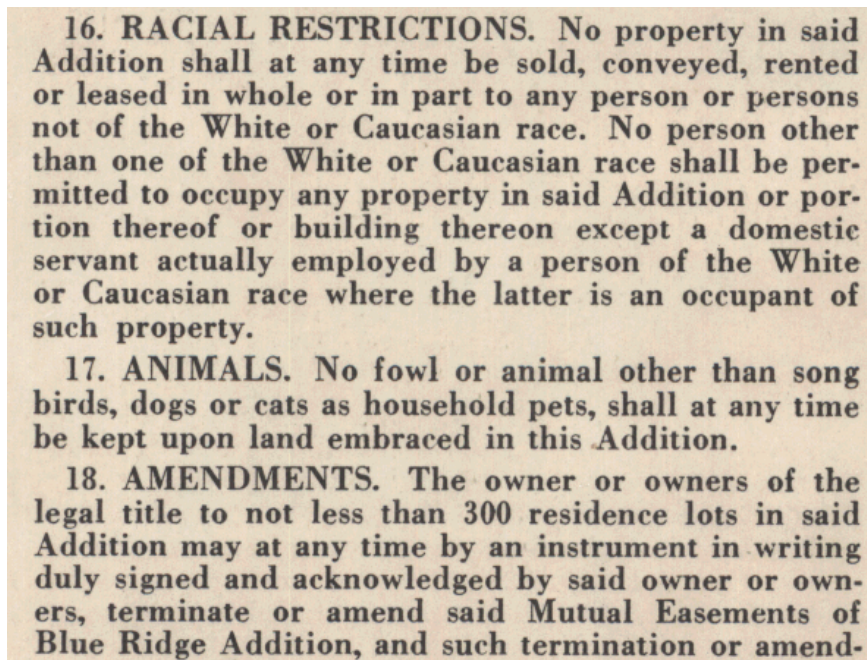
Schools that did provide education to Black students were generally provided less funding and resources compared to white schools, and were shamed for their quality. In San Francisco, the first all-Black school was established in the basement of a church. Six years after its creation, the San Francisco School Superintendent George Tait stated to his school board that "the room occupied by this school for the past few years is disgraceful to any civilized community" and was "squalid, dark, and, and, and unhealthy" (Interim Report 210). Even after segregated schools were deemed unconstitutional through *Brown v. Board of Education*, many school boards and districts refused to take the steps to integrate schools. As late as the 1970s, the San Francisco school district faced court desegregation orders from Black and Latino families.

At the same time, activists began organizing and protesting against the neglect and misrepresentation of people of color in California's public colleges and universities. The first Black Student Union on any campus in the United States was founded at San Francisco State University in 1966 by James Garrett and Jerry Varnado. The movement soon gained strong momentum. The creation of a BSU in San Francisco was propelled by national advocacy for the civil rights of Black people, as alive and fervent in the city by the Bay as it was in Selma, Alabama at the time.

In 1968, the Black Student Union, the Third World Liberation Front, faculty, campus staff, students, and other activists across the Bay Area all gathered at San Francisco State University and led a series of protests to define and shape their own educational experiences. After months of protests and negotiations around a list of student demands, the university agreed to establish a College of Ethnic Studies. This major geared toward communities of color was the first of its kind in the nation.

IV. Early Community Development

African Americans moving to San Francisco initially were legally limited to living in certain parts of the city due to exclusionary language in housing deeds called restrictive covenants, which only allowed white people to occupy the dwelling. Despite having residential development across the City of San Francisco, African Americans could only primarily live in Bayview Hunters Point and the Fillmore. In Hunters Point, many families lived in the small army barracks constructed for temporary shipyard workers. These were not intended for permanent inhabitation, but with limited resources and constraints on where they could live, Black families lived in these buildings until the 2000s, far longer than the initial timeline for their utilization.



16. RACIAL RESTRICTIONS. No property in said Addition shall at any time be sold, conveyed, rented or leased in whole or in part to any person or persons not of the White or Caucasian race. No person other than one of the White or Caucasian race shall be permitted to occupy any property in said Addition or portion thereof or building thereon except a domestic servant actually employed by a person of the White or Caucasian race where the latter is an occupant of such property.

17. ANIMALS. No fowl or animal other than song birds, dogs or cats as household pets, shall at any time be kept upon land embraced in this Addition.

18. AMENDMENTS. The owner or owners of the legal title to not less than 300 residence lots in said Addition may at any time by an instrument in writing duly signed and acknowledged by said owner or owners, terminate or amend said Mutual Easements of Blue Ridge Addition, and such termination or amend-

Figure 4a: Example of a restrictive racial covenant.

When the industrial boom subsided in 1945 following the end of World War II, job opportunities declined and Black San Franciscans faced employment discrimination, rising unemployment rates, and housing disparities through a coordinated effort to limit and control the places in which Black people could work, live, and be educated. By refusing bank loans for homes in areas that government and private entities did not want Black people living, it limited the parts of the supply of available housing in San Francisco to African Americans. The pressures of housing demands exceeded the limited supply of housing available for black people and much of the Black population was heavily concentrated in the Western Addition and Bayview-Hunters Point.

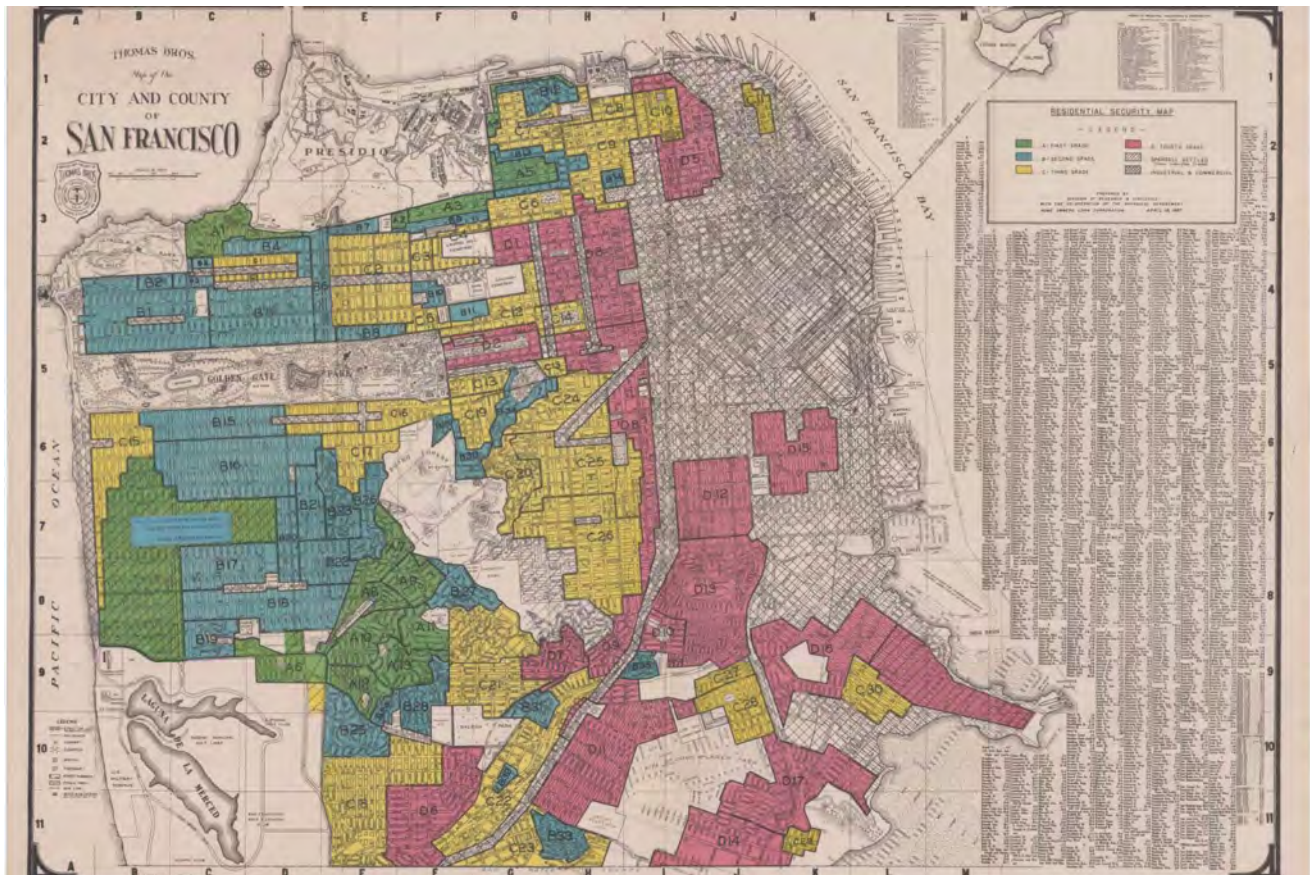


Fig 4b. A map created by the Home Owners Loan Corporation (HOLC) government surveyors in the 1930s grades San Francisco neighborhoods based on perceived risk to financial institutions. Green is 'Best' while red is 'Hazardous.' These maps were the foundation of what's now commonly known as 'redlining,' a federal government-sanctioned practice of denying home mortgages, business loans and other financial services to certain neighborhoods. The effects of this practice are still felt today.

V. Mid-1960s: Elevated Cultural Profile of African Americans in San Francisco

The exponential growth of the African American population in San Francisco during the wartime era proved influential in establishing the city's arts and cultural national profile. African American musicians and artists were increasingly attracted to and visiting the "Harlem of the West"-- a vibrant corridor in San Francisco's Fillmore district that became a gateway for Black jazz musicians thanks to the concentration of Black-owned and Black-serving venues and hotels. The Fillmore Corridor was a vibrant destination for the city's Black population, with restaurants, theaters, hotels, and other businesses that catered to a Black clientele when other businesses in San Francisco providing identical services refused entry to African American people. Business leader Charles Sullivan was foundational in establishing the Fillmore as the cultural epicenter of San Francisco and the region. Additionally, community building was happening in Bayview Hunters Point where there had been rapid housing construction and growing homeownership for African Americans.



Fig 6a. An original Certificate of Preference, issued by San Francisco Redevelopment Agency Executive Director Justin Herman to a Bayview Hunters Point resident in 1972.

Beyond these disparate housing conditions, the jobs economy for African Americans in San Francisco also began to retract with the return of soldiers, wherein new opportunities for skills building and economic prosperity were rescinded to prioritize access to white GIs. This consequently grew the unemployment rate for Black residents, whose desires for permanent placemaking were resented and unwelcome. As San Francisco enters the 1960s, the Summer of Love is also a preamble to years of targeted decision making that will aggressively displace tens of thousands Black citizens from San Francisco.

VI. Urban Renewal and Redevelopment Backlash

The California Community Redevelopment Act (CCRA) was enacted in 1945, and later expanded in 1951, allowing cities to create redevelopment agencies. (Governor's Redevelopment Proposal, 2011). Upon passage, the objective of redevelopment agencies was to allow cities and counties to confront identified blighted areas that created "physical and economic liabilities, requiring redevelopment in the interest of the health, safety, and general welfare of the people of these communities and of the state". (CA Health & Safety Code, 1945) Urban renewal was added to the Housing Act in 1954, initiating a national land redevelopment program marketed as an opportunity to revitalize economically depressed communities and bring economic development, growth, and private investments. The actual impact was catastrophic interruption and violent displacement of Black communities in major cities across the country, including San Francisco.

Redevelopment was a federally-funded program, enacted through local agencies in coordination with private capital, subsidizing community-development projects to bulldoze communities. The singular objective of urban renewal was economic development. By identifying target areas in cities where Black people, and other undesired communities, lived in clusters, redevelopment was sold as an opportunity to reduce crime rates, increase property value, spur job growth and beautify the city's landscape. While not all communities that were razed through urban renewal were African American, Black communities were always included in a city's urban renewal plan. In San Francisco, this manifested as the razing of 40-square blocks in the Fillmore, and the displacement of nearly 20,000 people who were given no legal protection and offered no moving costs, temporary housing, or other remedies. The impact of this expulsion of a community was not only limited to the Fillmore; in many ways Bayview Hunters Point shifted to receive and welcome people displaced by urban renewal across town. When Black community residents and businesses were displaced, they often moved to another historically Black San Francisco community.

Redevelopment was a menacing, devastating project executed with precision on primarily Black residents and business owners in an era of concentrated Black economic wealth in San Francisco. This action by the redevelopment agency had no accountability or recourse, since removal was framed as an action with a public purpose (eminent domain). Residents and businesses were given worthless promissory notes that they could one day return, but historically Certificates of Preference

have not been tracked and have rarely been honored.

The aftermath of the disruptive actions of redevelopment have been government manufactured inequities yielding stunted economic security, mobility, and opportunity of a specific ethnic group in San Francisco: African Americans. Throughout it all, Black residents have worked to maintain connectedness and a sense of community and belonging in a city that they helped to build, fighting for inclusion in the face of the racial exclusion written into the landscape through public policy decisions and private advocacy.

The contemporary landscape for San Francisco's diverse Black populations is shaped by persistent disinvestment in population stabilizing strategies and a lack of recourse for anti-Black discrimination. Federal and local policies since the 1990s have shaped San Francisco's landscape by continuing a practice of forcefully displacing communities through decisions driven by race. In 1996, the Clinton Administration announced the One Strike law, a public housing drug policy that evicted not only the violator, but their entire family, if they were caught using marijuana or any other drug in any quantity. Planning decisions, coupled with employment discrimination and disparities, accelerated housing development in ways that pushed low-income Black people out of their homes and further into the margins. The impacts are borne on San Francisco's streets where 70% of the unhoused population was previously housed in San Francisco and nearly 40% of the unhoused population is Black.

Black San Francisco residents have also been subject to environmental racism, due to limited access to housing options in ecologically hazardous locations. The historically Black neighborhood of Bayview Hunters Point has been contaminated by radioactive material from the nearby shipyards, houses the city's only waste water processing facility and, because of this proximity, the neighboring community experiences disproportionate rates of chronic conditions and cancers. This phenomena is not experienced by whiter, wealthier areas of the city. Oil production facilities are located in close proximity to Black neighborhoods as well.

The impact of environmental injustice, as well as the myriad of social determinants of health that affect Black San Franciscans has significantly shortened the lifespan of this racial group as compared with other San Franciscans. African Americans have the lowest life expectancy compared to any other group in San Francisco. In addition, Black Californians also have the highest mortality rate in nine out of the top ten causes of death in San Francisco. Predominantly Black communities have disproportionately higher rates of chronic disease, including asthma and lower birth weights. Black communities are more vulnerable to industrial and military-grade toxic, radioactive water exposure, and asbestos-contaminated dust.

While San Francisco's city government has emphasized its positions against slavery, discrimination, and anti-Black racism through hundreds of resolutions, ordinances, research papers, and hearings, including but not limited to the following (and also noted in the ADDENDUM at the end of this document):

Resolution declaring anti-Black racism as a human rights and public health crisis in San Francisco, August 21, 2020

Report of the San Francisco Mayor's Task Force on African-American Out-migration, 2009

The Unfinished Agenda – the Economic Status of African Americans in San Francisco 1964-1990, February 1993

Report of the Interim Committee on Human Relations, October 8, 1964

Mayor Breed Announces Spending Plan for Historic Reinvestment in San Francisco's African American Community (what later became the Dream Keeper Initiative), February 25, 2021

Mayor London Breed Issues Executive Directive to Encourage Recruitment and Retention of Diverse Workforce, September 20, 2018

San Francisco Office of Cannabis, Cannabis Equity Report, November 29, 2017

CAREN Act, an ordinance making it unlawful and providing damages for racially motivated calls to the police, October 27, 2020

Slavery Era Disclosure Ordinance requiring contractors providing insurance services, financial services or textiles to the City to disclose any participation in the slave trade, November 17, 2006

Resolution urging Recreation and Parks to remove the name of Justin Herman from the plaza located at the intersection of The Embarcadero and Market Street and condemning the target actions of Justin Herman as an actor of the city to remove African American and Japanese san Francisco residents, September 29, 2017

Resolution "AFFIRMING THE CITY AND COUNTY OF SAN FRANCISCO'S COMMITMENT TO MAKING THE FILLMORE JAZZ PRESERVATION DISTRICT," May 26, 2000

Ordinance creating the African American Arts and Cultural District, December 11, 2018

Ordinance Establishing the African American Reparations Advisory Committee, December 18, 2020

African American Citywide Historic Context Statement

Dozens of hearings on the state of African American employment and economic mobility in San Francisco

Creation of the Abundant Birth Project to address infant mortality and maternal morbidity in the African American community

Multiple hearings on the African American student achievement gap

Creating Malcolm X, Willie Brown, June Jordan Academy

VII. CONCLUSION

San Francisco's international reputation as a shining progressive gem in the west is undermined by its legacy of mistreatment, violence towards, and targeted racism against Black Americans. While neither San Francisco, nor California, formally adopted the institution of chattel slavery, the values of segregation, white supremacy and systematic repression and exclusion of Black people were legally codified and enforced. Still, the promise of social liberties for all through innovative governing is not elusive. Through every experience, Black people have found joy, built community, and continued to advocate for their human and civil rights in San Francisco. This San Francisco Reparations Plan is guided by quantitative data, the conclusions from previous reports on the status of African American communities in San Francisco, and extensive qualitative feedback shared by people with first-hand lived experience as Black citizens in San Francisco. The city's government has the opportunity to take steps that redress the discriminatory actions taken to violently displace, limit political participation, invisibilize, restrict the physical and financial mobility of, and otherwise harm Black people across San Francisco. Through a tailored plan, San Francisco can redress the public policies explicitly created to subjugate Black people in San Francisco by upholding and expanding the intent and legacy of chattel slavery, whose vestiges continue to have impacts today.

VIII. Eligibility for Reparations

Checklist for eligibility:

- ☐ **REQUIRED:**
 - ☐ An individual who has identified as 'Black/African American' on public documents for ***at least 10 years***
 - ☐ 18 years or older
- ☐ You must meet at least TWO (2) criteria from the following list (must have supporting documentation):
 - ☐ Born in San Francisco between 1940 and 1996 and has proof of residency in San Francisco for ***at least 13 years***
 - ☐ Migrated to San Francisco between 1940 and 1996 and has proof of residency in San Francisco for ***at least 13 years***
 - ☐ Personally, or the direct descendant of someone, incarcerated by the failed War on Drugs
 - ☐ Record of attendance in San Francisco public schools during the time of the consent decree to complete desegregation within the school system
 - ☐ Descendant of someone enslaved through US chattel slavery before 1865
 - ☐ Displaced, or the direct descendant of someone displaced, from San Francisco by Urban Renewal between 1954 and 1973
 - ☐ Listed, or the direct descendant of, a Certificate of Preference holder
 - ☐ 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

IX. Recommendations

The recommendations are presented by the subcommittee issue areas that led the process of procurement, informed by feedback from public meetings, outreach engagements and surveys, in addition to ongoing research conducted by the Subcommittees. Several recommendations emerged consistently across Subcommittee Areas. These are presented as ***Overall Recommendations***.

Overall Recommendations

- I. The City and County of San Francisco and its agencies should issue a formal apology for past harms, and commit to making substantial ongoing, systemic and programmatic investments in Black communities to address historical harms.
- II. Establish an independent Office of Reparations within the City to execute this plan. This agency must be charged with tracking and ensuring the continued success of programs that come out of these recommendations.
- III. Create and fund a committee of community stakeholders –such as a Reparations Stakeholder Authority or similar– to ensure equity and continuity in the implementation of relevant policy initiatives, independent of the City and County of San Francisco.

ECONOMIC EMPOWERMENT

FINANCIAL REPARATIONS

Objective 1: Create a comprehensive suite of financial reparations that is made immediately available to those who qualify under the eligibility parameters set forth by the Committee.

Actions

1.1 Provide a one-time, lump sum payment of \$5 million to each eligible person.

Rationale: A lump sum payment would compensate the affected population for the decades of harms that they have experienced, and will redress the economic and opportunity losses that Black San Franciscans have endured, collectively, as the result of both intentional decisions and unintended harms perpetuated by City policy.

1.2 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').

Rationale: Racial disparities across all metrics have led to a significant racial wealth gap in the City of San Francisco. By elevating income to match AMI, Black people can better afford housing and achieve a better quality of life.

1.3 Provide access to a spectrum of financial education, from beginning to advanced.

Rationale: While traditional financial education emphasizes basic financial literacy, there is a need to provide a 'ladder' of financial education that encompasses all levels of financial knowledge so that resources match the broad spectrum of financial levels that exist throughout the community.

1.4 Create public bank framework² to ensure that unbanked people have fair options and expanded access to credit, loans, financing and other tools for leveraging financial power.

Rationale: The ongoing quest for a public bank provides an opportunity for the City to offer options for populations that have historically been denied access to traditional financial institutions. Similar to credit unions, a public bank can be a safety net to ensure that those on the financial margins have access to competitive rates and can access traditional pathways to build financial resilience.

1.5 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.

While the public bank framework is targeted toward marginalized communities broadly, a *Black Owned Community Bank* or *Credit Union* must:

- Allocate [Community Reinvestment Act](#) funds from banks that are specifically earmarked to meet the credit needs of low- and moderate-income communities and invest them in the communities they are intended to benefit;
- Increase lending in Black business owners and homeowners in Black communities;

1. <https://sfmohcd.org/sites/default/files/Documents/MOH/BMR%20Ownership/2022%20AMI-IncomeLimits.pdf>

2. A public bank for San Francisco is moving forward, this week.
<https://48hills.org/2022/05/a-public-bank-for-san-francisco-is-moving-forward-this-week/>

- Offer additional grants to supporting Black people in historically redlined neighborhoods or who have been denied banking options from other financial institutions;
- Offer alternatives to traditional credit scores or other means of qualification including matching or augmenting community giving frameworks;
- Support fair and equitable appraisals for all types of transactions

1.6 Finance a comprehensive debt forgiveness program that clears all educational, personal, credit card, payday loans, etc.

***Rationale:** Black households are more likely to hold costlier, riskier debt, and are more likely to have outstanding student loan debt.³ When this is combined with lower household incomes, it can create an inescapable cycle of debt. Eliminating this debt gives Black households an opportunity to build wealth.*

1.7 Offer retirement planning services, and services available to augment current retirees' financial state, particularly for low-wage workers.

***Rationale:** Those who have already reached retirement age have undoubtedly endured racial discrimination*

1.8 Introduce tax credits for those who qualify for Reparations: Payroll tax, business tax, property tax, etc.

1.9 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:

- 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.

1.10 Create legal structures to protect those who receive Reparations from financial speculators or predators including court block accounts/trust accounts

***Rationale:** Given the history of financial institutions preying on underbanked communities– and especially given the vulnerability of subsets of this population such as seniors and youth– this body recommends putting legal parameters and structures in place to ensure access to funds and to mitigate speculative harm done by others.*

RENTAL HOUSING AND HOMEOWNERSHIP

3. <https://www.forbes.com/sites/christianweller/2021/12/28/households-of-color-owe-costlier-riskier-debt-hurting-their-chances-to-build-wealth/?sh=7a12f8e55600>

Objective 2: Ensure that all members of the affected community have access to affordable, quality housing options at all income levels.

Actions

Rental Housing

2.1 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.

Rationale: Housing is a human right, and increasingly, even BMR units are unattainable for renters because affordability thresholds are too high to be affordable to those with moderate or low

incomes. By removing these barriers and/or subsidizing rents for those who qualify, the City creates expanded opportunities for people to access rental housing.

Homeownership

2.2 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.

Rationale: Using the standards of a Special Purpose Credit Program (which allows you to use race as a factor in affirmatively furthering fair housing), we can improve the DK-DALP program. DK-DALP is an innovative program that builds on the City's standard DALP program and expands market-rate homeownership opportunities for Black San Franciscans. By eliminating the repayment requirements for this program and converting it from a 30 year no interest, no payment loan into a fully-forgivable grant, the City can make a meaningful investment in retaining and growing its African American population. It also represents a commitment to addressing the loss in homeownership and household wealth that occurred as a result of displacement caused by Urban Renewal in the 1960s and 1970s.

2.3 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

Rationale: Many available homeownership opportunities are in condominiums or tenancy-in-common (TIC) buildings that incur additional monthly costs in addition to the standard Principle, Interest, Taxes and Insurance costs. Homeownership Association (HOA) fees can add hundreds of dollars to monthly costs and act as an affordability barrier for property ownership. This recommendation would allow more people to access these housing opportunities by minimizing financial barriers.

2.4 The City and County of San Francisco should underwrite costs associated with refinancing existing mortgage loans.

Rationale: Mortgage refinancing allows homeowners to lower their monthly mortgage costs. Assuming the costs associated with this expands this opportunity to a larger pool.

2.5 The City and County of San Francisco and MOHCD should offer grants for home maintenance and repair costs.

Rationale: The existing [Senior Home Repair Program](#) offers a model for maintenance and repair grants. This program can be expanded for all homeowners who qualify for Reparations.

2.6 MOHCD should address and remove barriers built into the BMR program that limits wealth-building potential

Rationale: Currently, MOHCD's guidelines prevent BMR inhabitants from building wealth through homeownership. BMR owners do not realize the full appreciation of their home's value if/when they choose to sell, are barred from renting their property to both short- and long-term tenants, and should a lease holder pass away, the property cannot be inherited by their descendant. While the AARAC acknowledges that these stipulations were presumably put in place to mitigate the potential for using subsidized housing for profit and to maintain a pool of affordable properties, the impact is that this effectively creates a tiered system that further perpetuates the racial wealth gap. Therefore, MOHCD should amend these practices to offer BMR owners opportunities to realize capital benefits from their property.

2.7 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.

2.8 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.

2.9 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

Existing Black-Led Housing Cooperatives

1) Midtown Park Apartments Ownership
• 1415 Scott Street

2) Robert B. Pitts Apartment Homes
• 1150 Scott Street

3) Martin Luther King and Marcus
Garvey Cooperative Apartments
• 1680 Eddy Street

4) Lauren Gardens
• 1555 Turk Street

5) Fillmore Marketplace
• 1223 Webster

6) Saint Francis Square Cooperative
• 10 Bertie Minor Lane

7) Plaza East
• 1398 Eddy Street

8) Buchanan Park
• 1150 Webster

9) Thomas Paine Square
• 1086 Golden Gate Ave

10) Frederick Douglas Haynes
Apartments
• 1049 Golden Gate Ave

11) Freedom West Homes
• 820 McAllister Street

12) Loren Miller Homes, A Cooperative
Housing Community
• 937 McAllister Street

13) Friendship Village Apartments
• 40 Friendship Court

14) Banneker Homes
• 725 Fulton Street

15) Ammel Park Cooperative Homes
• 656 Grove Street

16) Banneker Homes, Inc.
• 725 Fulton Street

17) Prince Hall Apartments
• 1170 McAllister Street

18) Westside Courts
• 2501 Sutter Street

19) Hayes Valley North
• 705 Hayes Street

20) Hayes Valley South
• 409 Page Street

Existing Black-Led Housing Cooperatives

Accompanying Map will go here in final version

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.

2.10 Section 8 voucher holders.

Apply the entirety of Action 2.9 to Section 8 voucher holders.

2.11 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.

2.12 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.

Rationale: According to [a 2022 report](#) from the Office of the Budget and Legislative Analyst, there are 61,000 vacant housing units in San Francisco– the highest number of vacancies since 2010. These vacant units should be offered immediately to unhoused residents and then offered to COP recipients, Section 8 voucher holders or Reparations recipients.

SPATIAL JUSTICE, COOPERATIVES AND COMMUNITY SPACE OWNERSHIP

Objective 3: Support and promote collective ownership models and “nontraditional” pathways to ownership.

Actions

3.1 Promote the development of new and continued growth of existing Black-led housing cooperatives by taking actions to expand available opportunities including:

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.

3.2 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.

Objective 4: Create and sustain thriving, complete neighborhoods that include commercial activity, open spaces, safe streets and affordable housing for Black San Franciscans, in order to address the impact and legacy of displacement in the Redevelopment Era.

Objective 5: Create vibrant community hubs and support cultural institutions centered on the Black community (e.g. *1550 Evans, Fillmore Heritage center, African American Arts and Culture Complex, SF African American Arts and Culture District, others identified through community outreach*)

Actions

5.1 Purchase and run Black historical/focused community centers and cultural institutions or expand city departments (such as the public library) to provide these services.

Rationale: Civic investments in cultural institutions play an important role in formally solidifying a community's permanence in the city. For example, the Schomburg Center for Research in Black Culture in Harlem is a world-renowned research institution affiliated with the New York Public Library. In addition to maintaining archives and other traditional library services, the Schomburg Center acts as a cultural hub in the community and hosts public programs, events and exhibitions. The Schomburg attracts scholars, researchers and community members alike thanks to its notable collection and storied history in the neighborhood. Currently, there is no similar public institution in San Francisco dedicated to the Black community. The AARAC imagines a future where the City makes a transformational investment in a cultural institution that addresses the needs of its diverse Black communities, honors their legacies and offers space for celebrating joy.

5.2 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.

JOB CREATION AND SUCCESSION

Objective 6: Prioritize Black San Franciscans in local growth industries. Align educational, professional and economic development pathways to ensure successful outcomes across all employment levels in these industries.

Actions

6.1 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.

6.2 Improve the City and County of San Francisco's Department of Human Resources to ensure

accountability and consequences for racial discrimination.

6.3 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.

6.4 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, mid-career and entry-level candidates.

BLACK BUSINESS OWNERSHIP AND ENTREPRENEURSHIP

Objective 7: To support Black entrepreneurs and ensure that Black-owned businesses thrive in San Francisco.

Actions

7.1 Invest in direct payments and training programs.

7.2 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.

7.3 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.

7.4 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

Rationale: A campus with real-estate owned by the trust(s) to create industry incubators that will train, provide jobs, and provide space and investment for Black people getting into emerging industries or already practicing.

7.5 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.

Objective 8: Fill funding gaps for Black entrepreneurs and expand opportunities to access capital.

Actions

8.1 Bolster foundation support and San Francisco government-financed grant programs for entrepreneurs and business owners.

8.2 Use the City's existing Legacy Business Rent Stabilization Grant program⁴ as a model for creating a grant/loan program for Black business owners to purchase commercial real estate.

8.3 Leverage the Community Reinvestment Act to offer 0%/low interest rate loans (convertible to grants) to qualifying business owners.

EDUCATION

FORMAL RECOGNITION OF INSTITUTIONAL HARMS

Objective 1: Acknowledge the harm done to past generations of Black students in San Francisco and take steps to prevent future harms.

Actions

1.1 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.

1.2 Ensure funding to African American Student Achievement, including the continued funding of the African American Achievement and Leadership Initiative.

1.3 Identify and distribute local, state and federal funding available for school infrastructure to update school buildings that are outdated, unhealthy, and in disrepair.

1.4 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.

1.5 Ensure that schools across San Francisco have adequate funding that prioritizes neighborhoods that have had a legacy of educational disinvestment.

1.6 Establish benchmarks and goals related to Black student retention at SFUSD and Department of Early Childhood.

⁴ <https://sf.gov/information/rent-stabilization-grant>

1.7 Offer financial compensation for families affected by the education harms that the SFUSD has perpetuated throughout the years on Black students.

Objective 2: Make meaningful financial investments in Students and Communities to Address Past Structural Harms

Actions

2.1 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.

2.2 Offer scholarships for other educational options beyond SFUSD (boarding schools, private schools, parochial schools, etc.)

2.3 Fund tuition assistance for 2-4 year college institutions, trade school and other post-secondary school options.

2.4 Invest in pathways for Black SFUSD graduates who return to San Francisco to work at SFUSD. The city will provide funding to eligible returning professionals to offset the cost of housing, student loans, etc.

2.5 Eliminate student loan debt for Black people in San Francisco who went through SFUSD

Objective 3: Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources.

Actions

3.1 Establish an Afrocentric K-12 school in San Francisco, similar to existing culturally specific schools in SFUSD. 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.

3.2 Equip all SFUSD students with technology that equips them to be competitive in the 21st century, including access to laptops and internet/wifi access supplemented for students.

3.3 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.

CREATING BLACK-CENTERED EDUCATIONAL PATHWAYS

Objective 4: Introduce curriculum that elevates and promotes Black history and culture, and offers students a foundation of culturally competent skills.

Actions

4.1 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.

4.2 Offer culturally-competent after school programs and weekend cultural enrichment opportunities.

4.3 Offer culturally-competent early childhood education programs for students ages 0-5 that prioritize fundamentals to prepare students for kindergarten.

4.4 Incorporate meditation, yoga and other mindfulness principles into the classroom and afterschool programs.

4.5 Teach and model healthy coping skills, anger management, navigating gender relations, empowerment and anti-bullying in schools.

4.6 Introduce a comprehensive nutrition curriculum that incorporates gardening and agriculture at all grade levels.

4.7 Commit to funding and hosting nonpartisan voter education events to supplement civic education curriculum with practical resources about voting and the electoral process.

Objective 5: Create pathways for African-American students to pursue both traditional and non-traditional educational opportunities.

Actions

5.1 Reinstate trade pathways and vocational opportunities into the SFUSD curriculum including culinary, woodshop, electrical engineering, automotive and other vocational programs.

5.2 Invest in the Arts Program, 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.

5.3 Increase funding for existing programs that support college readiness and completion. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.

5.4 Increase funding for existing programs that support 1:1 tutoring. Programs must have a proven track record and be monitored by a Reparations Oversight Committee.

5.5 Collaborate with local employers to create a secondary school curriculum that prepares students for careers and internships in emerging industries.

5.6 Provide scholarship funding for students to pursue supplemental educational opportunities inside and outside of San Francisco. Include a requirement for students to bring their talents back to San Francisco to prevent further regional brain drain.

5.7 Fund after school programs that include media literacy/analysis skills and cultural empowerment to counteract the harmful images of Black youth in mainstream media.

RECRUITING, RETAINING AND SUPPORTING AFRICAN-AMERICAN EDUCATORS

Objective 6: Invest in recruiting Black educators.

Actions

6.1 SFUSD should recruit Black teachers from HBCUs and throughout the community and region.

Objective 7: Develop incentives for retaining Black educators in the SFUSD.

Actions

7.1 Provide housing stipends for Black educators commensurate with market-rate housing needs.

7.2 Create a grant program to improve teacher preparation, recruitment, and ongoing professional development that fully incorporates culturally responsive pedagogy.

7.3 Provide funding for teacher pathway programs and continuing education opportunities.

7.4 Provide stipends for books, materials, etc Provide scholarships for San Francisco-based students attending public and private universities pursuing careers in education.

Objective 8: Building and sustaining a pipeline of Black educators.

Actions

8.1 Provide funding and other resources for new teachers to pursue tutors of their own choice for teaching certification tests.

8.2 Using the [Urban Ed Academy](#) model, expand the program to include Black women and build

professional pipelines to attract and retain Black woman educators

8.3 Compensate Black educators for the harm they experience teaching a white supremacy curriculum.

INTERRUPTING THE SCHOOL-TO-PRISON PIPELINE

Objective 9: Offer creative, community-informed options to support students who are most at risk of becoming involved in the criminal justice system.

Actions

9.1 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 to those who are at risk of being justice-involved for achieving educational benchmarks like degree completion.

9.2 Introduce City College programs designed to provide access to degree programs while incarcerated and to ease the transition into educational pathways upon release.

9.3 Partner with the California State Department of Corrections and Rehabilitation and the San Francisco County jail to provide alternative pathways to college degrees while incarcerated through nontraditional instruction programs (i.e. mail-in packets, tablets, correspondence training programs, etc.)

Objective 10: Invest in holistic, comprehensive wraparound services for SFUSD youth and their families.

Actions

10.1 Supporting 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).

10.2 Offer rehabilitation and substance abuse counseling for youth that is easily accessible with culturally competent staff.

10.3 Offer tutoring, mentoring and counseling through nonprofit and community-based organizations that are already engaged in this work.

10.4 Increase 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.

Objective 11: Implement educational pathways to degree programs for unhoused residents and Transitional Aged Youth (TAY).

Actions

11.1 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.

11.2 Develop a partnership with City College to ease transition into learning programs for unhoused residents and TAY.

Objective 12: Establish independent oversight of educational programs related to Reparations.

Actions

12.1 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.

HEALTH

Objective 1: Acknowledge the insult, assault and intergenerational harm caused by the City and County of San Francisco as it relates to the mental, physical and environmental health of Black San Franciscans.

Actions

1.1 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.

1.2 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.

1.3 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.

1.4 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

Objective 2: Address and reduce health disparities by investing in structural, long-term solutions to the social determinants to health.

Actions

2.1 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.

2.2 Build and/or adequately resource neighborhood-based clinics in communities with high concentrations of African Americans.

2.3 Equip practitioners with mandatory training and engagement with culturally responsive approaches, hiring, practices and systems of care.

2.4 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.

2.5 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.

Objective 3: Create safer public spaces through improvements to the built environment.

Actions

3.1 Create, improve and allocate culturally specific Black spaces that rebuild and revitalize:

- Social relationships
- Social networks
- Infrastructure of social support

3.2 Revitalize San Francisco public housing sites to ensure safe, updated, liveable housing conditions for all residents.

3.3 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.

Objective 4: Address persistent issues in environmental and community health.

4.1 Declare community violence as a public health crisis and fund resources for effective interventions.

4.2 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:

- 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.

4.3 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.

Objective 5: Reduce the ongoing burden of stress disparately endured by Black San Franciscans.

Actions

5.1 Provide reparations direct payments to Black San Franciscans to alleviate the stress and anxiety caused by financial insecurity.

5.2 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.

5.3 Provide free testing for residents near environmentally toxic environments and financial compensation for those testing positive for illness due to exposure.

POLICY

Objective 1: Address the historical and existing state policies that have disproportionately harmed San Francisco’s African-American communities.

Actions

1.1 Generate local political support to repeal Proposition 209⁵, which, through eliminating government funded affirmative action programs, has been attributed to significant decreases in African-American participation across higher education⁶, public employment⁷, government procurement⁸, etc.

Rationale: Proposition 209 has created a dynamic that prevents legislators from crafting policy that directly addresses issues that specifically affect certain racial groups.

1.2 In alignment with the [AB 3121 Interim Report](#), repeal Article 34⁹ of the California Constitution.

Rationale: Article 34 is a state constitutional provision that requires cities to get voter approval before building housing with public funds. It has been attributed to slowing down efforts to integrate suburbs across the state. California is the only state whose constitution explicitly prevents public housing.

1.3 Address potential remedies to Proposition 13, which has frozen commercial and residential property tax assessments

Rationale: Though framed as an incentive to California property owners, the loss of tax revenue spurred by Proposition 13 has contributed significantly to the growing racial wealth gap and the housing shortage across the state– both of which disproportionately affect African-American communities.¹⁰

1.4 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

5. Full Text of Prop 209: <https://vigarchive.sos.ca.gov/1996/general/pamphlet/209text.htm>

6. https://www.ucop.edu/institutional-research-academic-planning/_files/uc-affirmative-action.pdf

7. <https://www.law.berkeley.edu/wp-content/uploads/2016/07/Proposition-209-and-Public-Employment-Workforce-Diversity.pdf>

8. <https://equaljusticesociety.org/wp-content/uploads/2019/10/ejs-impact-prop-209-mwbes.pdf>

9. [Why it's been so hard to kill Article 34, California's 'racist' barrier to affordable housing](#)

10. [Unjust Legacy: How Proposition 13 Has Contributed to Intergenerational, Economic, and Racial Inequities in Schools and Communities](#)

Objective 2: Enforce existing local policies that are ostensibly designed to address historical harms.

Actions

2.1 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.

Rationale: Though the City requires annual disclosures from companies who participated in the slave trade, contributions to the Special Fund are currently voluntary. A mandatory contribution, proportional to the company's size and revenue, could be used to offset the costs of implementing a comprehensive African American Reparations effort.

2.2 Enforce all existing and future [Development Agreements](#) and Community Benefits Agreements that developers have proposed as a condition of project approval.

Rationale: Development/Community Benefits Agreements often make lofty promises to neighborhoods to address stakeholder concerns and impacts during the approval process, but are rarely fully realized after development is completed. These commitments need to be enforced by city agencies to mitigate the negative impacts that new development can impose on the community, and developers should face fines and other penalties if they are not upheld.

The Office of Community Investment and Infrastructure (OCII) will be conducting an audit of all agreements made since 1948 to determine if they have been upheld. The results of this study should be made public, and the private actors who run afoul of it should be held accountable for their unfulfilled promises to communities.

2.3 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.

Objective 3: Work with the full African American Reparations Advisory Committee to develop a suite of prioritized, actionable policy recommendations to advocate for immediately.

Objective 4: Create a nonpartisan body and/or a new City agency to ensure the successful implementation of Reparations policy recommendations after this body sunsets in June 2023.

4.1 Introduce a 'Reparations Tax' to partially offset additional costs necessary to fund this infrastructure

Recommendations At a Glance

[SFAARAC Recommendations - At a Glance](#)

ADDENDUM

A History of Broken Promises: Past City Commissions and Reports on San Francisco's Black Communities Highlight Systemic Issues But Inspire Little Government Action

Multiple reports have been created over the past decades to examine the socio economic wellbeing of San Francisco's Black communities. These reports each provide policy recommendations that offer a number of pathways to better outcomes across a range of indicators . These studies that have been released since 1993 have been met with varying degrees of success, but often received lackluster political attention and funding. Because of this, the racial disparities that were documented through quantitative data and qualitative experiences continue to negatively impact the livelihood of thousands of San Francisco residents.

Within [*The Unfinished Agenda: The Economic Status of African Americans in San Francisco*](#), the Committee on African American Parity (CAAP) of the Human Rights Commission of San Francisco created a report that analyzes the economic well being of the Black San Franciscans through the collection of quantitative data and personal narratives. This study intended to take a detailed look at "the comparative social, economic, health, and educational status of African Americans in San Francisco." To create a thorough and comprehensive investigation, the CAAP focused their research on the following eight issue areas:

1. Employment and Entrepreneurship
2. Education
3. Criminal Justice
4. Housing
5. Health Services
6. Media Relations
7. Political Empowerment
8. African American families

In its methodology, the CAAP used data from the US Census between 1960 and 1990. The committee also utilized special studies of minority owned businesses developed by the US Department of Commerce, Association of Bay Area Government (ABAG) data, CAAP research papers on housing issues, reports on the state of race relations issued by the San Francisco Conference of Religion, Race, and Social Concerns of the Catholic Diocese in 1968, local and national newspapers, magazine articles, information from the Joint Center for Political And Economic Studies, annual reports from the National Urban League on the state of Black America, and data from SF Department of City Planning; the SF Redevelopment Agency; the Human Rights Commission; the California Department of Social Services, the SF Police Department, the SF Fire Department. In addition, multiple interviews were conducted with African American leaders and historical figures in the Black community to understand the human impact of programs and initiatives in the San Francisco

community.

The committee faced difficulty in obtaining some data, experienced delays in receiving data, and at times questioned whether data from the same sources like the US census were comparable. Because terminology and definitions changed over time, the group attempted to identify data gaps and use the information to the best of their ability.

From this pool of information, the CAAP made a series of observations:

1. The African American population has decreased in size. The number of AA in San Francisco reached a Peak of 88,343, or 13.4%, of the city's population in 1970. Since that time the African-American community has declined absolutely and proportionately Dash so that by 1990 there were 76,343 African-American residents, or 10.9% of the overall population.
2. The African-American population is getting older and there are fewer children under 18 years of age.
3. The African-American population which used to be the second largest ethnic group in San Francisco after whites, or are now the fourth largest group. Asians comprise the second largest group and Latinos the third.
4. The shift in San Francisco economy from manufacturing to services displaced African-American workers beginning soon after the end of World War II and continuing to the present.
5. The income of African-Americans compared to that of white San Franciscans has declined since 1970 from a high of 60.1% to 45.1% in 1990.
6. The income of African-Americans compared to that of other non-white ethnic groups in the city indicates that Asian Americans have higher per capita in household income than African-Americans and Latinos have slightly lower per capita incomes but higher household incomes than African-Americans.
7. African Americans suffer higher rates of poverty and unemployment and have higher levels of dependency.
8. African Americans are greatly underrepresented in many job titles in the private sector.
9. African-Americans have benefited from the consent decrees addressing the hiring and promotional policies of the fire department and police department even though they have not fully met the goals.
10. Many African Americans have been pushed out of the city by a combination of governmental programs like urban renewal and the high cost of housing. At one point rental costs which had been reasonable until 1979 or 1980 escalated until they reached almost 90% of the per capita income of African-Americans in 1985.
11. Traditionally Black communities —like Bayview Hunters Point – are becoming more integrated as a result of the net outmigration of African-Americans, greater desegregation in the housing market for African-Americans, and increase competition for housing in those communities.
12. The African-American community is become increasingly bifurcated as working class moderate income blacks are migrating out of San Francisco leaving behind one group of

higher income more educated African-Americans who are dispersed throughout the city and another group of lower income more dependent and less economically competitive African-Americans who are concentrated in public housing and other federally subsidized housing.

13. The average level of education of African-Americans is increasing. The percentage of African American residents of San Francisco reporting that they had completed four more years of college was twice as large in 1990 as in 1980.
14. The urban renewal program in the Western Addition destroyed the economic base of black on small businesses in that part of the city.
15. The number and size of Black owned businesses in San Francisco continued to decrease between 1982 to 1987.
16. San Francisco's public agencies are not meeting the minority business enterprise and women's business enterprise contracting goals established by the Human Rights Commission. A study commissioned by the city, subsequent to *Richard v. Croson*, indicates that the extent of undercontracting is indicative of discrimination in a number of instances.

Based on these observations, the committee created 12 goals and 5 policy initiatives to guide the development of the Black community over the next decade. The goals are as follows:

1. To halt, and/or, reverse the decline in the size of the African American population in San Francisco.
2. To increase per capita and/or household income in the African American community.
3. To raise the income of African American individuals and families with the lowest incomes above the poverty level
4. To create jobs and job opportunities that fit the full range of skills within the African American community from entry level to those requiring technical skills and professional training
5. To increase the employability and employment of African American males.
6. To increase the number and economic viability of African American entrepreneurs and businesses.
7. To increase the level of "human capital" in the African American community.
8. To increase access to capital for entrepreneurs.
9. To provide access to "protected" or "captive" markets for goods and services provided by African Americans.
10. To preserve and/or increase the level of capital and wealth in the African American community.
11. To increase community cohesion and strengthen identity.
12. To increase the community's political power and influence on public policy.

Based on these goals, the following policy initiatives were created:

1. A commitment to setting racial equity goals and establishing benchmarks to ensure that goals are being met.
2. Use placemaking as a principle to establish and invest in an African American Cultural

District in the city.

3. Establish an African American development foundation and fund it through tax revenue; seek matching funds from banks and local corporations.
4. Promote alternatives to incarceration and oppose construction of additional jails and prisons.
5. Establish vocational programs in jails and in conjunction with programs offering alternatives to incarcerations.

In addition to these initiatives, the CAAP created recommendations for employment and training and housing:

1. Employment and Training Recommendations

- a. Negotiate training and hiring goals and subcontracting goals in conjunction with nonprofit and for-profit developments in the city (UCSF, Mission Bay, SFO, Navy Yard, Presidio, Port, etc)
- b. Aggressive recruitment and increased affirmative action hiring in targeted areas of municipal employment – especially in executive levels of municipal agencies
- c. Seek improvements in the scope and effectiveness of vocational training programs in public schools and link training to job placement
- d. Establish training programs for African American entrepreneurs

1. Housing Recommendations

- a. Negotiate a commitment to increased lending to African American homebuyers and entrepreneurs on the part of banks and other lending institutions
- b. Preserve and enhance African American equity in real estate through purchase of rights of first refusal and/or reverse annuity mortgages with African American homeowners.
- c. Analyze benefits and liabilities of public housing privatization and/or tenant management programs
- d. Encourage development of affordable housing with land write downs and sweat equity participation

This report heavily focused on quantitative data, compared to a more human-centered narrative approach. While this strategy is effective to diagnose existing problems within the community, it fails to engage with culturally relevant solutions that are in line with community values. Though some community insight was gained through conversations with Black leaders of San Francisco, the perspective of residents most proximally affected by the phenomena studied by the CAAP was largely absent.

In addition, this report saw limited action because of a lack of support from political leadership, funding sources, and enforcement agencies. As a result, the status quo remained largely unchanged. This directly affected the quantity of Black residents that had the ability to remain in the city, and the quality of life for Black residents that stayed.

In 2009, another report was conducted to examine and provide recourse for the continual displacement of African Americans from San Francisco, known as the [*Report of the San Francisco Mayor's Task Force on African-American Out-Migration*](#). Mayor Gavin Newsom along with Supervisor Sophie Maxwell created a special committee in order to find solutions for Black out-migration and preserve city diversity. The report was intended to be used by city departments, community based organizations, and advisory groups to improve the quality of life for African Americans in San Francisco. Mayor Newsom cited that “hundreds of disparity reports have been created in the past”, and that this task force would be different in identifying viable solutions to reverse the three-decade trend of Black displacement. With a focus on housing, education, jobs and economic development, public safety and quality life, and art and cultural life, the committee created its recommendations for action.

In the data collection process, task force members worked with a San Francisco State University research team and the San Francisco Community Development and Redevelopment agencies to examine and analyze trends. In addition, the team interviewed African Americans who both left and remained in San Francisco. Lastly, the task force identified trends and policy strategies in cities that saw increases in the Black population while the Black demographic in San Francisco declined.

From the collection of qualitative and quantitative data, the task force members distilled six key findings from the period of 1990 to 2005:

1. There was a disproportionate decline in the number of African American families compared to non African American families.
2. As the number of middle and upper-middle income household decreased since 1990, the percentage of very low-income households increased from over one half of African American households in 1990 to over two-thirds in 2005.
3. In 2000, one quarter of African Americans lived in poverty , more than twice the number of non African Americans
4. The unemployment rate among African Americans in the labor force from 1990 to 2005 was consistently over twice that of non African Americans.
5. From 1997 to 2002, African American owned businesses declined by nearly one quarter and African American business receipts fell by 60.7% although the number of people employed by African American businesses increased.
6. The proportion of homeowners among African Americans increased slightly since 1990, perhaps due to a greater rate of out-migration among renters than among homeowners. This would be consistent with other findings that highlighted housing as a primary reason for moving among African-Americans in California.

These findings highlight the fact that homeownership is fundamental. African American out-migration is precipitated by lack of housing stability. Guaranteeing pathways and investment in ownership is key to stemming the loss of African American population in San Francisco.

Based on the key findings, the task force created policy recommendations to help stem the outflow

of Black San Franciscans and entice more of the Black community to make a home within the city. These policies are categorized across five focus areas: housing, education, jobs and economic development, culture and social life, and public safety and quality of life.

Housing

1. Expand Homeownership opportunities for existing and potential African American residents
2. Stabilize and improve conditions in San Francisco's public housing
3. Promote public policies that support retention and attraction strategies
4. Preserve and improve existing housing stock and produce new affordable housing

Education

1. Strengthen infrastructure to improve Pre-K through college achievement
2. Establish direct and effective linkages to community colleges & universities
3. Continue to support and expand programs for youth engagement

Jobs & Economic Development

1. Implement strategies that increase employment opportunities for African American residents
2. Promote business development opportunities for African American owned businesses
3. Strengthen economic development activities focused on historically African American communities

Cultural & Social Life

1. Increase support to institutions that highlight African-American art and culture
2. Increase profile of African Americans in San Francisco's tourism industry
3. Increase support to efforts that focus on creating a sense of place for African Americans within the city

Public Safety & Quality of Life

1. Maintain funding and political support for violence prevention and stabilization programs
2. Expand support for victims of violence
3. Actively monitor and facilitate better relationships between communities, the Police Departments, and the Criminal Justice System
4. Develop community supports for the re-entry population to actively lower the recidivism rate

Though the plan had the political support of the current mayor and members of the Board of Supervisors, it still failed to retain Black Black San Francisco residents. The trend of outmigration continued from 2000 to 2010 to 2020, from 7.8% to 6.1% to 5.7%. In this study as well, the Black residents of the city played no significant role in the process to determine what recommendations should be made.

The next report was issued in August of 2020, during a summer of civil unrest triggered by the murder of George Floyd. Millions of people across the world took to the streets to protest against the injustice of police brutality and systemic racism towards African Americans. To address the structural inequity that exists within San Francisco, Mayor London Breed and Supervisor Shammon

Walton announced that a portion of the budget from the San Francisco Police Department would be reallocated to support the African American community, a program now known as the Dream Keeper Initiative (DKI).

This initiative was announced at a time of reckoning where the nation was deeply fractured over its racial divide. In 2020, as the world endured the crisis of the COVID-19 pandemic, members of the Black community continued to endure harassment, abuse, and violence at the hands of police. The demand for justice and accountability after the deaths of Breonna Taylor, George Floyd, Ahmaud Arbery, Elijah McClain, and more victims sparked outrage, protests, and policy conversations to end the perpetual discrimination. The Dream Keeper Initiative was designed to repair the negative impact of racially disparate policies in San Francisco through the promotion of community-led change.

Housed and facilitated by the Human Rights Commission, the DKI began with community members sharing their ideas through virtual meetings and email commentary on what should receive focus and funding in this reinvestment process. The [Investment of Funds to Support the Black Community in San Francisco](#) provides details regarding the existing research on the wellbeing of African Americans in San Francisco, a description of the outreach and engagement effort, a comprehensive list of community recommendations, critical themes and missing elements, a commitment to invest, and a recommended timeline.

A major change in this brief compared to past reports is the inclusion of explicit funding and timeline. With these elements, the intention and action ability of this draft heavily outweighs the plans proposed in prior studies. Recommendations were paired with an actual dollar amount, shifting the conversation from possibility to feasibility. Unlike previous reports that sought to highlight wellbeing disparity for Black San Franciscans, this initiative goes further to disperse funding and financial support to organizations and programs recommended through community input. Combining the qualitative data of the lived experiences of the community with quantitative data from past reports on the Black San Francisco population, the HRC informs its recommendations.

Between June 23rd and July 16th of 2020, the commission used social media, email comments, community sessions, and surveys to collect the input of over 600 participants. From the feedback received, over 400 recommendations were recorded and spread across 16 themes, with an emphasis on the intersectional nature of the Black community.

In order to ensure that funding was supported and held accountable for the Dream Keeper Initiative, the Human Rights Commission established tools to use in the allocation process, and used community input to reaffirm and edit their utilization. These suggestions ranged from defining intended results and how the DKI funding should be allocated to fulfill goals, to using data sheets to house logistics for government expenditures, to creating a citizen jury to make sure that organizations that receive funding are actually supporting the Black community. Since the program officially launched in 2021, it has supported over 90 organizations, and has provided over \$60 million

in funding to Black led and Black serving organizations.

There is a direct shift from prior initiatives that sought to provide redress for the Black community and the Dream Keeper initiative. One of the factors that made the Dream Keeper process possible was the mobilization of Black leadership within the San Francisco government. Mayor London Breed, Supervisor Shammon Walton, and Human Rights Commission Director Sheryl Davis all played significant roles in moving this program through the bureaucratic process. In tandem with the political support and state of race relations within America during the summer of 2020, the community played a direct role in demanding policy change and overseeing the process to build out what this program would look like. A common theme expressed within the community recommendation period was a feeling of distrust in public administration; residents and community-based organizations voiced their frustration that the City and County of San Francisco (CCSF) underfunds Black organizations, undervalues the contributions of Black programs, and creates policy that is out of touch with the needs of the community.

The Dream Keeper Initiative created a new standard for support in communities of color, and had ripple effects across the City. Other city leaders saw the work being done through the DKI program, and were encouraged to establish ongoing funds for marginalized communities. Since the DKI was announced in 2020, millions of dollars have been set aside from the city's general fund to support infrastructure and anti-hate prevention programs within the Asian, Latinx and Indigenous communities. The Dream Keeper Initiative demonstrates that operating from an abundance mindset to redress harms does not necessitate competition across communities. Advancing a reparations plan would uplift multiple demographics through a process that catalogs historical harms, stimulates the economy, and facilitates generational wealth among underserved populations.

This process is an active shift from the model of centralized power making decisions with limited community oversight. Black residents were able to contribute meaningfully to the conversation and determine how the Dream Keeper Initiative would run. The direct lines of communication between the CCSF and the community in turn established a foundation of trust, and increased the overall support and effectiveness of the program. Black-led and Black-serving institutions were prioritized in the funding process. DKI is a promising blueprint for how we can build a more comprehensive and equitable system of reparations in the future.

SAN FRANCISCO AARAC

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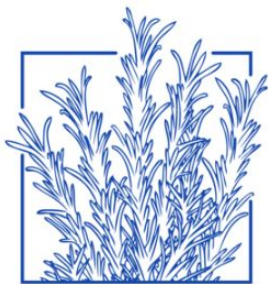
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**DREAM
KEEPER**

Dream Keeper Initiative

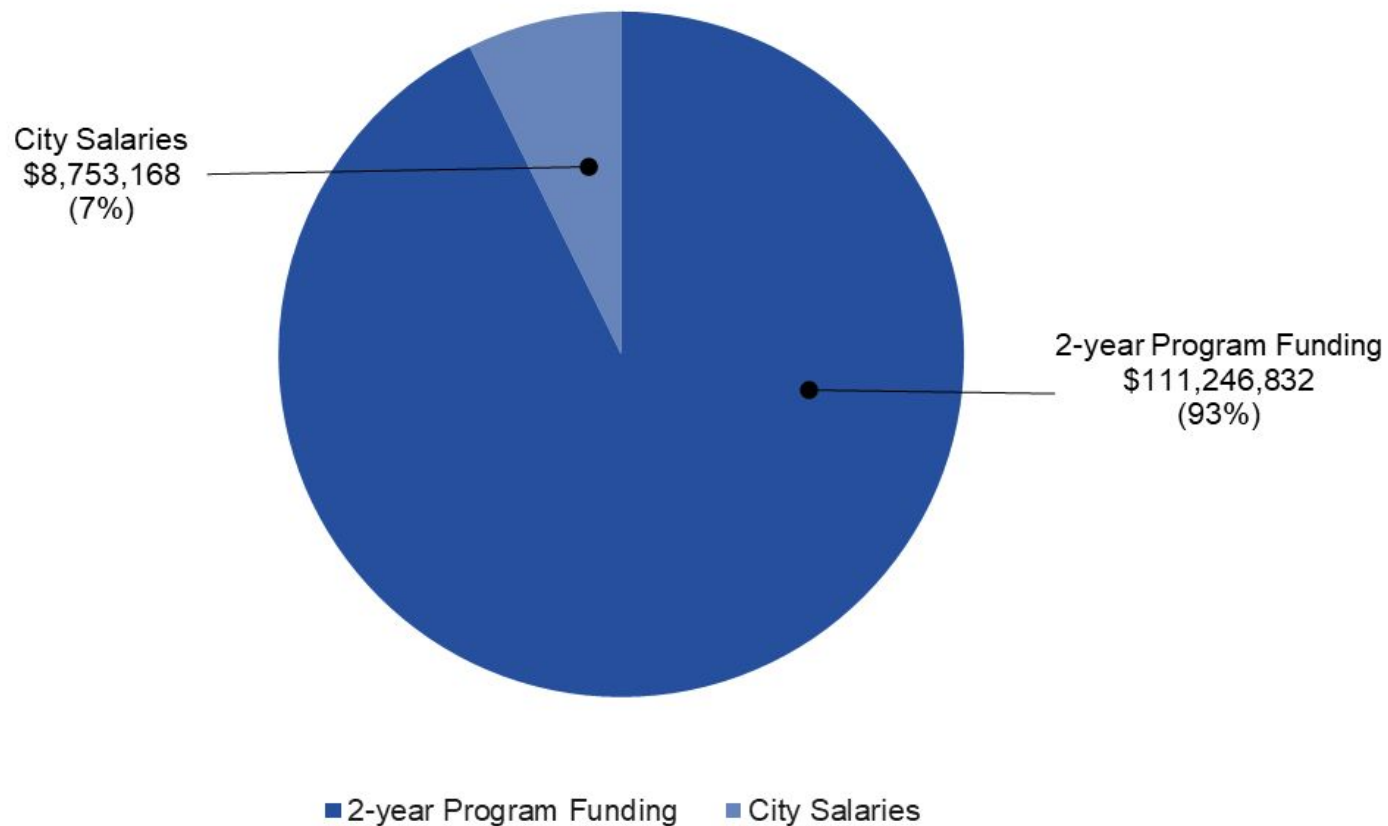
**Presentation Prepared for:
San Francisco Board of Supervisors**

March 14, 2023

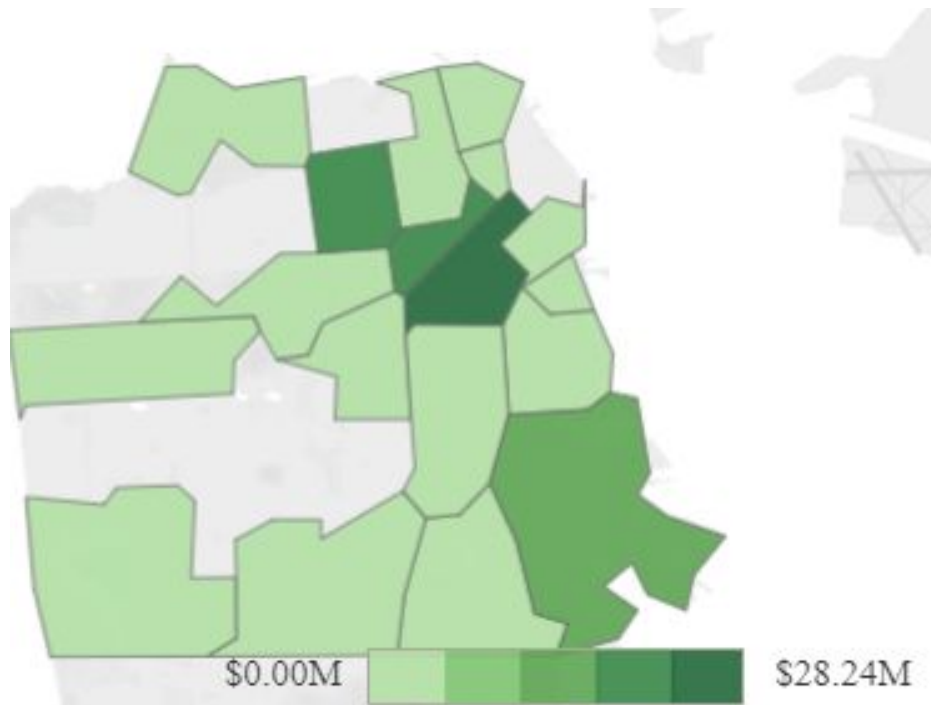


The Dream Keeper Initiative envisions an environment where San Francisco's diverse Black communities experience prosperity, liberation, and can imagine a future in San Francisco.

Dream Keeper Initiative 2-year Funding Distribution



Funding by Neighborhood



The Human Rights Commission asked independent researchers to explore **the impact of the Dream Keeper Initiative in its first two years** and develop a series of recommendations to strengthen and sustain this initiative in the years to come

RESEARCHERS

Jumuiya Research Institute – community researchers from San Francisco committed to decolonizing research + using an Afro-centric lens

+

HR&A Advisors – mission-driven, employee-owned consulting firm committed to centering racial equity and economic justice in policy and planning

**COMMUNITY
IMPACT**



**GOVERNMENT
CHANGE**

COMMUNITY IMPACT - FINDINGS



90%

of grantees surveyed agreed:

“DKI funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide.”



100%

of grantees surveyed agreed:

“I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations”

COMMUNITY IMPACT - FINDINGS

To assess the impact of DKI on San Francisco's diverse Black communities, researchers conducted focus groups with grantees and community members focusing on six specific DKI program areas:



**ARTS &
CULTURE**

**BRIGHTER
FUTURES**
(Holistic family
services)

**ECONOMIC
(UPWARD)
MOBILITY**

**HEALTH &
WELLNESS**

**MINI
GRANTS**

**HOME-
OWNERSHIP**

COMMUNITY IMPACT - FINDINGS

ARTS & CULTURE

DKI expanded space for arts organizations to expand their capacity and helped realize performances and experiences that center Black voices and share Black culture.

Funding has helped produced **126** events and performances, hire **130** artists, engage **over 15,500 participants**, and release a **studio album** in events that highlight Black culture and preserve Black art.

“Since receiving [DKI funding], so many other doors and opportunities became available... the funds allowed us to take part in conversation that we were never aware of previously because of the lack of funding and resources.” - DKI grantee

“Without the structure that the Creator's Lab provided I don't believe I would have been able to produce the pages I wrote during the course of the program. And thanks to the showcase I was able to hear my work read in front of an audience for the first time where I received my most important feedback.” - Community Member



DKI Arts Commission Grantee, San Francisco Theatre Bay Company, launched their first annual New Roots Theater Festival – a two-day cultural festival dedicated to the stories of marginalized identities in the Bay Area (Photo: SFBATCO).

COMMUNITY IMPACT - FINDINGS

BRIGHTER FUTURES

DKI funding has enhanced the critical services to children and youth and create dedicated community spaces for Black families, and it has amplified Black youth voices to change narratives of historic inequity through targeted and specialized programming.

Nearly 1,000 children, youth, transitional age youth, and their families receive holistic services that span education, health and mental health, leadership and career development, case management, financial resources, housing, community building and more.

“This money gave people a reason to live again. To believe that someone actually gave a damn.” - Grantee

“For many decades Black children failed year after year and no one raised an eyebrow. For the first time in the history of San Francisco, we are providing an equitable framework to support our Black community and disrupt generations of disinvestments.” - Grantee



DKI DCYF Grantee MyPath supported 18 youth in its 2021-2022 Advocates and Innovators cohort, a year-long leadership development and advocacy program that helps high school youth build financial empowerment and mobility (Photo: MyPath).

COMMUNITY IMPACT - FINDINGS

ECONOMIC MOBILITY

Funding has allowed service providers to train **over 280 entrepreneurs, launch 201 businesses, and open 34 new storefronts to date, including 17 businesses within In the Black Marketplace.** Additionally, **more than \$2,765,000**, was granted to entrepreneurs in start-up capital.

More than half of the individuals trained in workforce programming have obtained employment earning, on average, **\$27.36 per hour.** Funding also grew the early educator career pipeline, adding **9 new licensed Black-led Family Child Cares and 22 Black educators working to obtain their license.**

“Sell Black has boosted my hope to have a thriving business with beautiful pictures of my products and an easy website to navigate, which is crucial during the pandemic when customer interface is so challenging.” –

Community member / program beneficiary



DKI OEWD grantee En2action is a Black and women-led nonprofit supporting Black-owned businesses with digital marketing skills and other technical assistance to promote equitable growth. (Photo: En2action)

COMMUNITY IMPACT - FINDINGS

HEALTH & WELLNESS

Hundreds of families received services that span chronic physical and mental health, and have helped to coordinate leadership, resource referrals, preventative care, case management, increased access and awareness, community building and more.

"Participating in the DKI training reestablished a sense of community and broadened the network of more incredible Black birth workers in the Bay Area, bridging gaps in accessibility to experienced trainers who can develop personalized professionals in the field who support and propel program participants forward in this broad range of healing work." - Community Member



Through DKI, Bayview Hunters Point Community Advocates and the Food as Medicine Collaborative partnered to provide Black/African American participants of Food Pharmacy programs in San Francisco with the highest quality, culturally relevant food. (Photo: BHPCA)

COMMUNITY IMPACT - FINDINGS

HOME OWNERSHIP

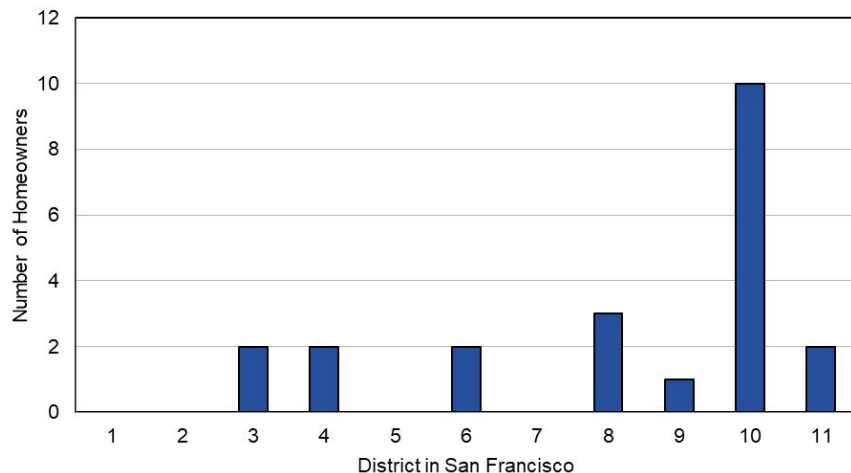
DKI is making homeownership dreams real for a growing number of Black people in San Francisco.

22 families have successfully purchased their own home. 3 families are in process of purchasing a home.

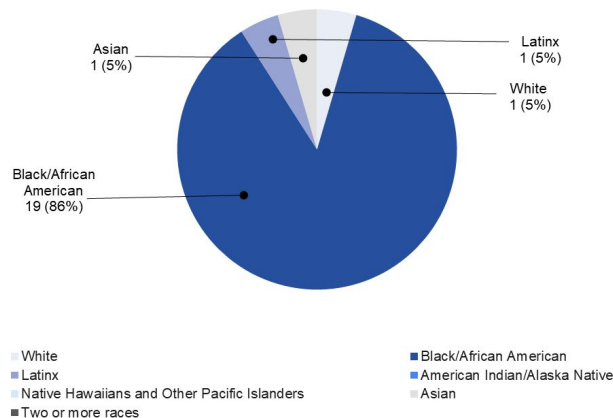
4 senior homeowners are in the process of receiving repairs through the Senior Home Repair Program.

“I actually didn’t believe that I could ever own a home in San Francisco due to the prices... So, this is a huge plus in my life. You don’t always have the opportunity to own a home in the City.” – Recent homeowner, supported by the DKI DALP

DK-DALP 2022 Homeowners by District



DK-DALP 2022 Race/Ethnicity of Homeowners



COMMUNITY IMPACT - FINDINGS

MINI GRANTS

Over half-million dollars in mini-grants focused on Community Innovations invested in grassroots organizations and civic-minded community members to community-centered and community-driven events for San Franciscans..

“Unlike other programs, the mini-grant program was unapologetically Black, uplifted the community, and trusted community leaders.” - Community member/program beneficiary

“This program honored my intelligence and Blackness, and didn’t limit me in terms of where I could go.” Community member/program beneficiary



Mini Grant recipient hosting a financial empowerment brunch, educating community members on real estate and retirement planning. (Photo: Mini Grant Recipient)

GOVERNMENT CHANGE - FINDINGS

1 From conception to implementation, DKI has a significant through-line of community accountability and partnership

- **96% of grantee respondents and 100% of city employee respondents agreed** that “I think it is important that DKI programs were shaped in response to community engagement, and would like this approach to be more widely used by City government”
- **“Being part of the Dream Keeper Initiative truly takes the For Us, By Us (FUBU) approach, which is both empowering and allows us to speak for ourselves.”** - DKI grantee

2 DKI is providing dedicated funding that City employees and grantees view as rectifying long-unmet needs and historical underinvestment in San Francisco’s diverse Black populations

- **100% of grantee respondents and city employee respondents agreed** that “I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations”
- **90% of grantee respondents agreed** that “Dream Keeper Initiative funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide.”

3 DKI grantees believe that DKI funding is being disbursed with trust, an important element of beginning to repair the relationship between government and the communities it has marginalized

- **Nearly all (93%) of the grantees we surveyed agreed** that the City employees who manage their Dream Keeper Initiative grants defer to their organization on the best way to serve their community.
- **“While we had received City funding in the past, one of the key differences is that DKI has changed or enhanced our ability to provide long-lasting and impactful programming.”** - DKI grantee

GOVERNMENT CHANGE - FINDINGS

4 Bolder investment is needed to address the scope and severity of structural racism

- **Nearly all (96%) of grantees and 100% of city employees surveyed agreed** that the Dream Keeper Initiative is addressing long-unmet needs and underinvestment in the city's diverse Black populations
- However the scale of investment is still not enough: **"You are in the desert, and you get a glass of water: sure, tastes good, but damn, I could use some more."** - DKI grantee

5 DKI is building opportunity for Black-led and Black-serving organizations

- **90% of grantee respondents and 91% of city employee respondents agreed** that reported that the Dream Keeper Initiative is making it easier for Black-led and Black-serving organizations to access City resources, as compared to other City programs.
- For **29%** of grantee respondents, **DKI is the first time that their organization has received funding from City government.**

6 DKI has the potential to influence other government practices

- **85% of city employee respondents agreed** that DKI's programs and approach are strengthening other work within their departments and **91% agreed** that it has been helpful to be part of a cross-agency initiative
- There is high interest for more cross-agency collaboration: "[I hope HRC's DKI will continue to offer] support with **sharing of best practices** and continuing to lead efforts on evaluating impact through non-traditional City means." - City Employee

Recommendations

RECOMMENDATIONS TO STRENGTHEN AND SUSTAIN DKI

Expand Programmatic Investments

1. Prioritizing investments in DKI programs and services to support **family-sustaining wages for grantee staff**
2. Promote economic rights for all through **bolder investment in (1) guaranteed income; (2) homeownership; and (3) entrepreneurship**

Strengthen Cross-Departmental Collaboration

3. Build **deeper community among City employees** supporting the DKI to replicate effective approaches
4. Offer **confidential support for employees** implementing the DKI outside of their departments given the heavy toll of changemaking work
5. Implement **trust-based, consistent, and simplified data and impact reporting** with all DKI grantees
6. Create a unified set of **10-year impact goals** for the DKI to reinforce community and commitment among the departments implementing DKI programs

Integrate DKI Approaches Across All of City Government

7. **Leverage departmental Racial Equity Plans** to encourage departments to absorb programs and approaches that have been incubated by the DKI
8. Develop and deliver a **skills-building series of anti-racist local government practices** for all programmatic, procurement, and grantee support staff within City government

Optional - Detailed Gov't Change Findings

GOVERNMENT CHANGE - FINDINGS

1

DKI is enacting ongoing, real community accountability and partnership

From conception to implementation, the research team found a significant through-line of community accountability and partnership running throughout DKI.

“Being part of the Dream Keeper Initiative truly takes the For Us, By Us (FUBU) approach, which is both empowering and allows us to speak for ourselves.” - DKI grantee

96% of grantee respondents and 100% of City employees surveyed agreed that “it is important that DKI programs were shaped in response to community engagement, and would like this approach to be more widely used by City government”

GOVERNMENT CHANGE - FINDINGS

2

DKI provides dedicated funding and programming that is reparative and proactive

The research team found that both grantees and the City employees supporting this initiative shared with us that they see DKI as a reparative effort that addresses the challenges that San Francisco's diverse Black populations have faced over the past fifty years.

90% of grantees surveyed agreed that “Dream Keeper Initiative funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide.”

100% of grantee respondents and city employee respondents agreed that “I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations”

GOVERNMENT CHANGE - FINDINGS

3

City employees are making an effort to disburse DKI funding and programming with trust

In interviews with City employees, the research team heard about intentional efforts to work within existing City systems to shift the experiences that grantees have contracting with the City.

This approach contrasts with the status quo in local government contracts in San Francisco and across the country; usually, local government contracts prescribe exactly how they want vendors to spend public funds to deliver programs and services.

“While we had received City funding in the past, one of the key differences is that DKI has changed or enhanced our ability to provide long-lasting and impactful programming.” - DKI grantee

Nearly all (93%) of the grantees we surveyed agreed that the City employees who manage their Dream Keeper Initiative grants defer to their organization on the best way to serve their community.

GOVERNMENT CHANGE - FINDINGS

4

Bolder investment is needed to address the scope and severity of structural racism

The research team heard resounding agreement that DKJ funding and programs are addressing the impact of structural racism among San Francisco's diverse Black populations. However the scale of investment is still not enough: "You are in the desert, and you get a glass of water: sure, tastes good, but damn, I could use some more." - *DKJ grantee*

"For many decades Black children were failed year after year and no one raised an eyebrow. For the first time in the history of San Francisco, we are providing an equitable framework to support our Black community and disrupt generations of disinvestments." -Community member/program beneficiary

Nearly all (96%) of grantees and 100% of city employees surveyed agreed that the Dream Keeper Initiative is addressing long-unmet needs and underinvestment in the city's diverse Black populations

GOVERNMENT CHANGE - FINDINGS

5

DKI is building opportunity for Black-led and Black-serving organizations

The research team found that DKI is beginning to create new opportunities for Black-led and Black-serving organizations to secure public funding.

90% of grantee respondents and 91% of City employee respondents agreed that DKI is making it easier for Black-led and Black-serving organizations to access City resources, as compared to other City programs.

For 29% of grantee respondents, DKI is the first time that their organization has received funding from City government

GOVERNMENT CHANGE - FINDINGS

6

DKI has the potential to influence other government practices

The research team found a strong foundation for integrating DKI's approach into how other parts of City government work to improve how these other parts of government partner with and prioritize the communities they have marginalized.

There is high interest for more cross-agency collaboration: “[I hope HRC’s DKI will continue to offer] support with sharing of best practices and continuing to lead efforts on evaluating impact through non-traditional City means.” - City Employee

85% of City employee respondents agreed that DKI’s programs and approach are strengthening other work within their departments and 91% agreed that it has been helpful to be part of a cross-agency initiative



SAN FRANCISCO REPARATIONS

SF Human Rights Commission
Eric McDonnell, AARAC Chair
Tinisch Hollins, AARAC Vice Chair

Presentation to SF Board of Supervisors | March 14, 2023

ANCESTRAL ACKNOWLEDGEMENT

We honor the gifts, resilience, and sacrifices of our Black ancestors, particularly those who toiled the land and built the institutions that established this city's wealth and freedom, despite never being compensated nor fully realizing their own sovereignty. We acknowledge this exploitation of not only labor, but of our humanity and through this process are working to repair some of the harms done by public and private actors. Because of their work, we are here and will invest in the descendants of their legacy.

United Nations' Conditions of Reparations



“...measures to redress violations of human rights by providing a range of material and symbolic benefits to victims or their families as well as affected communities.”

Compensation

Provide for any economically assessable damage, loss of earnings, loss of property, loss of economic opportunities, moral damages.

Rehabilitation

Medical and psychological care, legal and social services.

Restitution

Restore the victim to their original situation before the violation occurred, return property, reinstate employment, etc.

Satisfaction

Public apologies, commemorations, truth-seeking, guarantees of non-repetition; institutional reform

Source: United Nations, Office of the High Commissioner for Human Rights

Background of Work

- **SF NAACP first advocated for Reparations locally; Sup. Walton crafted the legislation to establish this Committee and create a Reparations Plan**
- **The HRC was designated the city agency to provide support staff to the AARAC**
- **Focus of AARAC is both public and private sectors**
- **DKI vs. Reparations**

AARAC Members



DR. JAMES LANCE TAYLOR

SEAT 1

An individual who works for a media outlet that principally serves the African American community, is a storyteller of African American stories, or is a historian with expertise in African American history



NIKCOLE CUNNINGHAM

Seat 6

An individual who has experienced discrimination in the workplace



ANJETIE EKANEM

Seat 11

A person who works in the technology industry with experience in the field of technological equity



**TINISCH HOLLINS
(Vice Chair)**

SEAT 2

An individual who has been displaced from San Francisco due to gentrification



GLORIA BERRY

Seat 7

An individual who has experienced or is experiencing homelessness



STARR WILLIAMS

Seat 12

A person who is between the ages of 14 and 24, inclusive, with experience working with community groups serving the African American community



ERIC McDONNELL (Chair)

SEAT 3

An individual with expertise in private equity, venture capital, or fundraising in the financial industry



DANIEL LANDRY

Seat 8

An individual with expertise in the impact of redevelopment activities in the Fillmore District and the Western Addition on Black communities



SHAKEYLA O'CAIN

Seat 13

A person representing the sectors served by the Office of Economic and Workforce Development (construction, building and trades, hospitality, and medical sectors) with experience working in predominantly African American communities



REV. DR. AMOS BROWN

Seat 4

An individual who is 65 years of age or older and who has lived in a predominantly African American community



TIFFANY CARTER

Seat 9

An individual with experience as a small business owner principally serving the African American community



LATICIA ERVING

Seat 14

An individual with experience as a parent or caregiver of a child or children experiencing barriers to or disparate treatment in education



OMEREDE 'RICO' HAMILTON

Seat 5

An individual who has been incarcerated



GWENDOLYN BROWN

Seat 10

A person who is employed by or in a leadership position in a charitable, social service, or religious organization principally serving the African-American community



(Vacant)

Seat 15

An individual who has lived or is currently living in public housing

AARAC Subcommittees



**ECONOMIC
EMPOWERMENT**



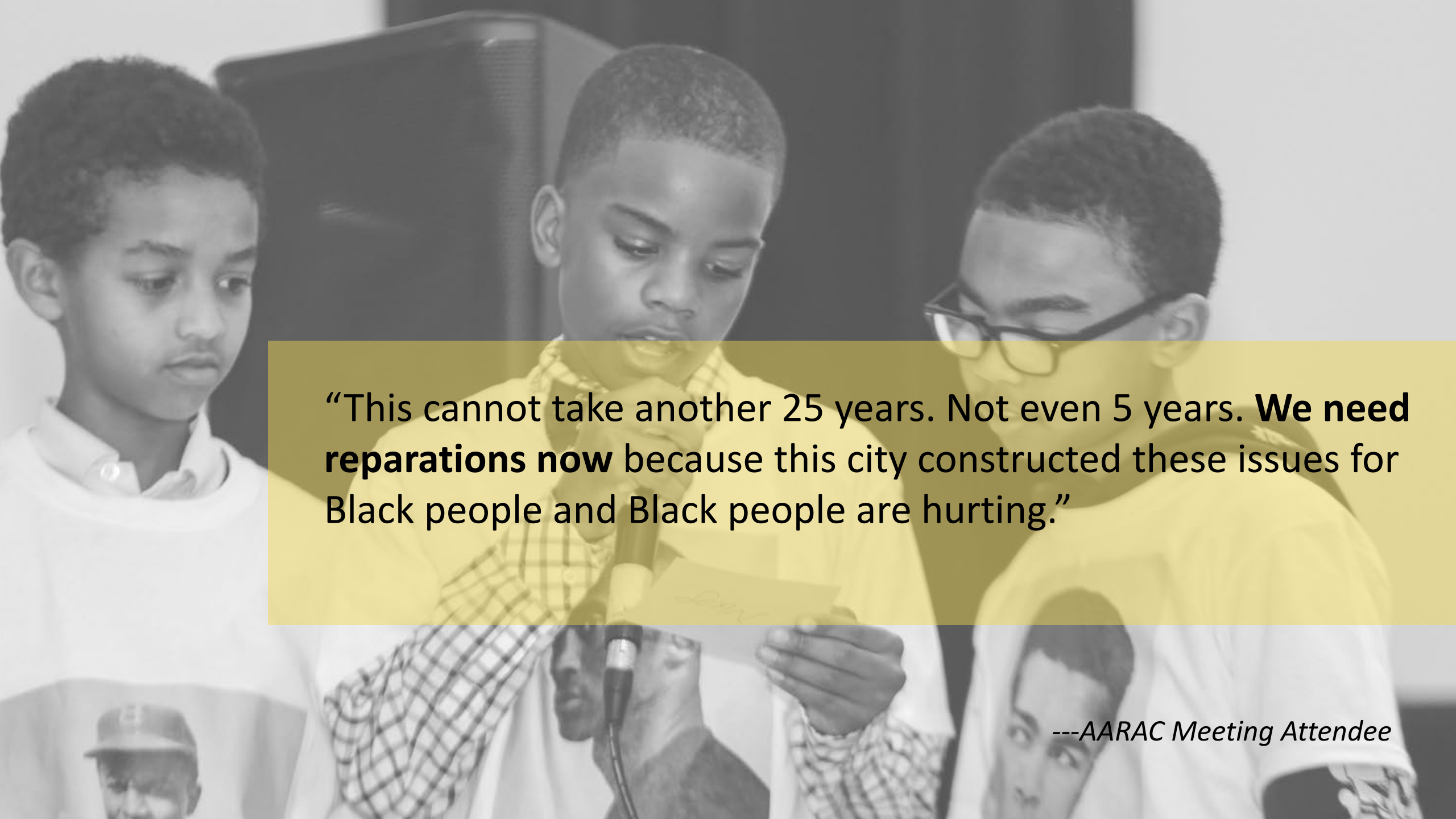
EDUCATION



HEALTH



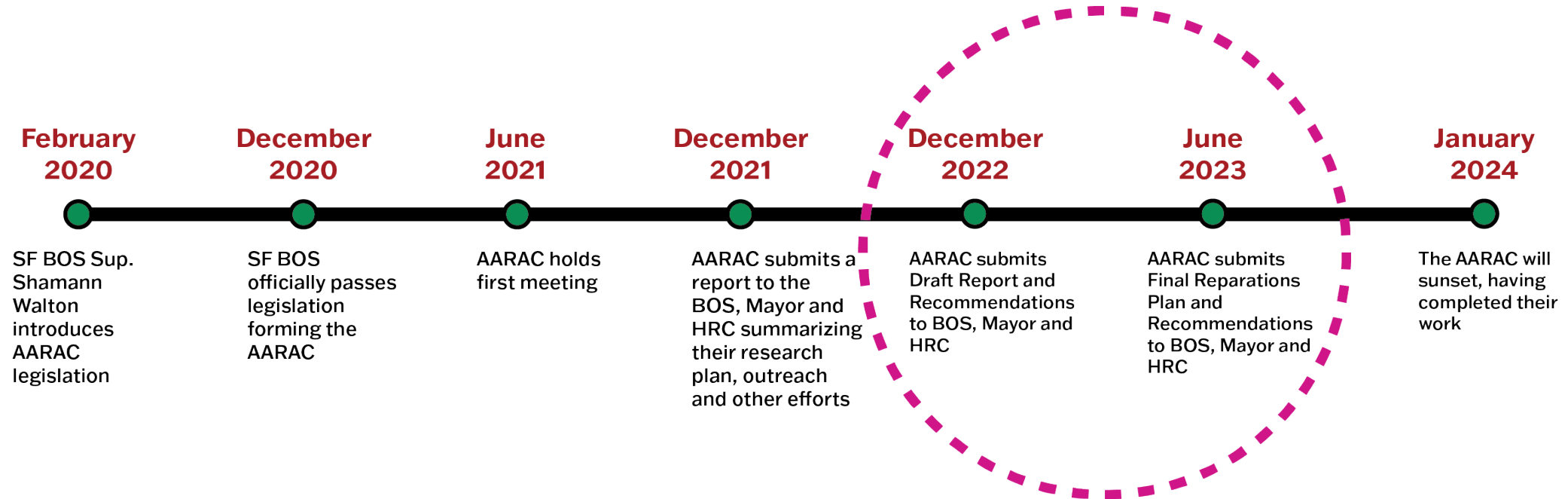
POLICY

A black and white photograph of three young Black boys looking intently at a computer monitor. The boy on the left is looking down and to the right. The boy in the center is looking at the screen. The boy on the right is wearing glasses and looking at the screen. A semi-transparent yellow rectangular box is overlaid on the image, containing a quote in black text. The quote reads: "This cannot take another 25 years. Not even 5 years. **We need reparations now** because this city constructed these issues for Black people and Black people are hurting." The background is a blurred indoor setting.

“This cannot take another 25 years. Not even 5 years. **We need reparations now** because this city constructed these issues for Black people and Black people are hurting.”

---AARAC Meeting Attendee

Where Are We in the Process?



Since June 2021, this community-driven process has yielded:

- **22** monthly meetings + dozens Subcommittee meetings with ~500 unique attendees
- **>11K** unique website visits; **>18k** page views
- **200+** survey respondents
- **8** community engagements
- **38** international media publications
- **1** public hearing

“We need better **access to data from the health department and the police department.**”

“Policies were created for other communities to make sure they have economic stability and were able to make their own **commercial districts**, but there aren’t comparable policies for our communities.”

“Our communities were ineligible to get mortgages while white and other communities got land for pennies on the dollar because of **restrictive covenants**”

“We’ve told our stories so much and people are like ‘enough already.’ **We need to see some movement now!**”

“The information with the harm is readily available and documented. **When do we get on with it?**”

“I’ve owned a business, I’ve paid my taxes, **I’ve been displaced from San Francisco.**”

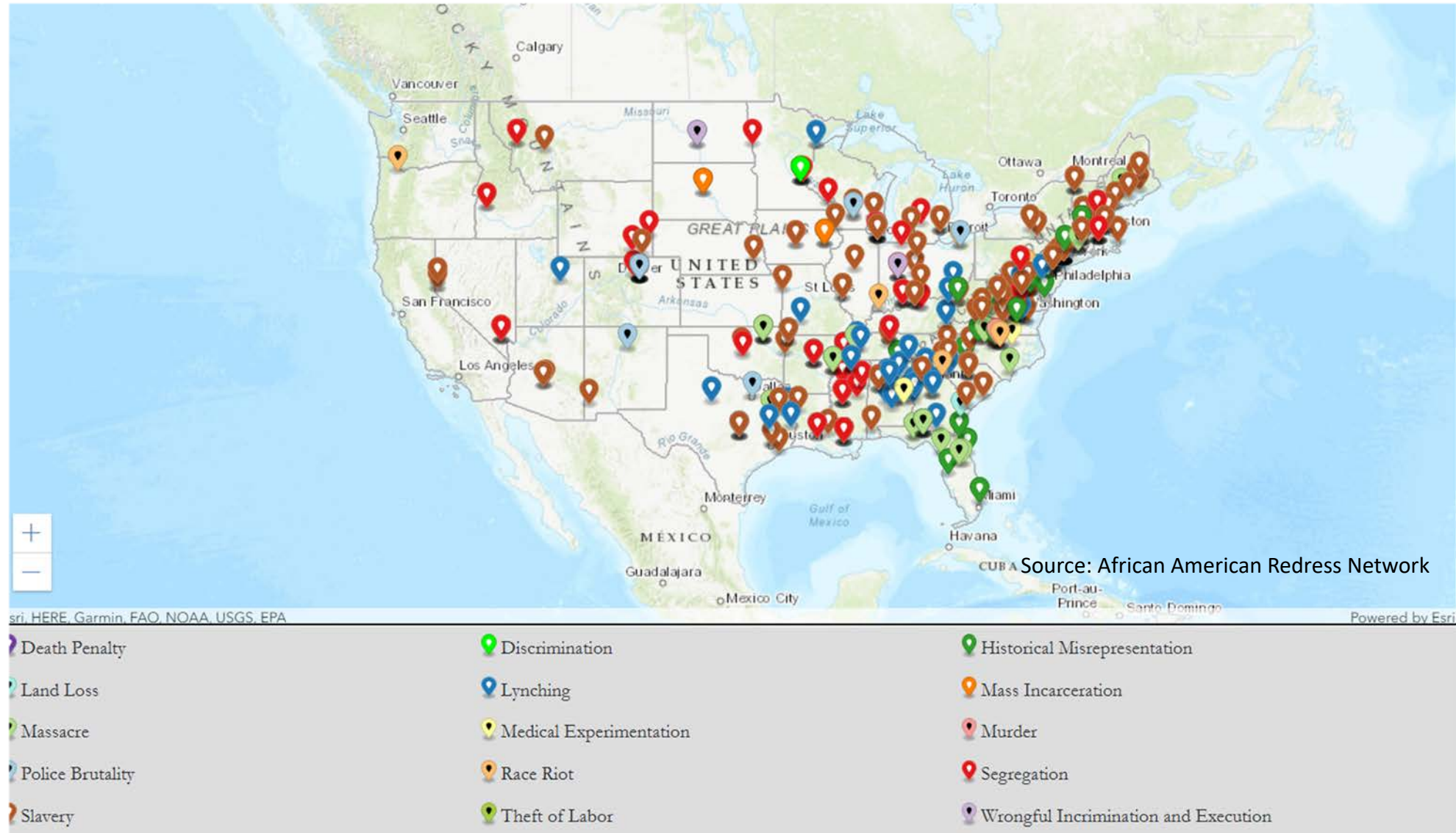
“Black families in San Francisco have been destroyed by the foster care system and [victims] **deserve compensation.**”

“**San Francisco has been a sanctuary city for everyone except for us.**”


Selected Community Feedback



Current US Reparations Landscape



*Note: CA efforts in Los Angeles, Palm Springs, Sacramento, San Francisco, Vallejo and statewide are not reflected on this map

A black and white photograph of two Black women standing on a grassy field, possibly a sports field, with bleachers and trees in the background. The woman on the left is wearing a patterned face mask and a jacket. The woman on the right is wearing sunglasses, a beanie, and a jacket with a large 'Z' on it. They are both holding large black signs with yellow text. The sign on the left says 'IT'S BLACK HISTORY MONTH BEYOND28'. The sign on the right says 'BLACK HISTORY MONTH BEYOND28'. A yellow semi-transparent box is overlaid on the image, containing a quote.

“Black people were not only displaced [from San Francisco], they were stripped of resources. They paid taxes for public benefits they couldn’t even access. **We need an accounting for the stripping of Black wealth.**”

---AARAC Meeting Attendee

Black Migration to San Francisco

- **Explosive population growth from 1940-1950 with WWII**
- **Black American migrants fled racial white terrorism for the West**
 - Response? First CA Ku Klux Klan was established in SF
- **Coordinated exclusion from home/business ownership or socializing in “desirable” areas**
- **Strategic and aggressive land dispossession through eminent domain**

THOMAS BROS.
Map of the
CITY AND COUNTY
OF
SAN FRANCISCO



SAN FRANCISCO
REPARATIONS

RESIDENTIAL SECURITY MAP

— LEGEND —
A - FIRST GRADE
B - SECOND GRADE
C - THIRD GRADE
D - FOURTH GRADE
SPARSELY SETTLED
INDUSTRIAL & COMMERCIAL

Why Reparations in San Francisco?

Targeted repair
for targeted
actions led by
San Francisco
government

Redress for
hostile anti-
Black policies
with ongoing
harm

Moral
imperative to
right historical
wrongs

Closing racial
wealth gap for
Black San
Franciscans will
help all
marginalized
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Redlining, restrictive
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**SAN FRANCISCO
REPARATIONS**

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Govt actions and
inactions created
conditions that led to
Black population's
consistent decline since
1970 census

Closing racial
wealth gap for
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help all
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groups

Why Reparations in San Francisco?

Targeted repair for targeted actions led by San Francisco government

Redevelopment intentionally targeted >12k residents for displacement. 98% were Black.

Redress for hostile anti-Black policies with ongoing harm


Redlining, restrictive covenants, and Urban Renewal targeted Black people to limit housing choices and wealth opportunities

Moral imperative to right historical wrongs

Govt actions and inactions created conditions that led to Black population's consistent decline since 1970 census

Closing racial wealth gap for Black San Franciscans will help all marginalized groups

SF has systemically prevented Black people from accumulating, sustaining, or passing down wealth and has actively destroyed Black wealth



“We are a great people who know how to make a way out of no way. **We are going to keep fighting in spite of the hell that’s been thrown at us.”**

---AARAC Member

OUR PROCESS

- 1. Community Outreach + Engagement**
- 2. Research + Draft Report/Recommendations Development**
- 3. Fact Witnesses + Other Issue Experts**
- 4. Refining Recommendations**

COMMUNITY OUTREACH AND ENGAGEMENT

- Sup. Walton led community meetings and crafted the legislation to establish this Committee
- Surveys, focus groups, listening sessions, community meetings
- Ongoing efforts with HRC and local faith-based, academic, and arts institutions and others to share work of AARAC
- Ensure that Black San Franciscans know about this work and have an opportunity to give input

Committee members defined and led recommendations development. HRC captured, catalogued, and researched what AARAC members and community shared in meetings + listening sessions

RESEARCH AND DRAFT REPORT AND RECOMMENDATION DEVELOPMENT

FACT WITNESSES + OTHER ISSUE EXPERTS



- **Listening to lived experience**
 - Current residents, new and long-term
 - Displaced community members + descendants
 - Individuals with no connection to SF
- **Data analysts**
 - Capture economic theft through parcel analysis
 - Map displacement, land acquisition by CCSF
- **Academic Institutions**
 - USF
 - Stanford
- **Economics experts**
- **Legal experts**

- Tailor redress to the nature of the initial harm
- Continue to work with experts to define and quantify harm
- Authentically address San Francisco's history of broken promises for Black people
- City emphasizes its positions against slavery, discrimination, and anti-Black racism through hundreds of resolutions, ordinances, research papers, and hearings without action

REFINING RECOMMENDATIONS

POLICY DRIVEN DISCRIMINATION

1. Hostile housing policies

- Planning code was/is used to target Black communities for exclusion, marginalization, disruption and displacement. Housing element 2022 acknowledges this history and the need for repair
- MOHCD programs underserve Black residents

2. Workforce discrimination

- Police and fire department consent decrees (1979 and 1988, respectively)
- 8 hearings on CCSF Black employee disparities with limited change
- Ongoing contracting disparities

3. Education discrimination

- 1983 consent decree to desegregate SFUSD led by NAACP
- SPED and IEP overrepresentation

4. Over-policing

- Arrest disparities
- Pretext stops
- Failed War on Drugs

DRAFT SAN FRANCISCO REPARATIONS PLAN



“[The City] should feel very lucky that this is all we’re asking for.”

– AARAC meeting attendee

111 Recommendations that cover the UN Conditions for Reparations, including:

- Issue a formal apology for past harms
- Tailor redress to eligible individuals directly harmed by San Francisco government’s documented targeted, racist actions against Black community members
- Commit to making substantial ongoing investments in Black communities to address historical harms
- Establish an independent Office of Reparations to execute the Reparations plan
- Create and fund a committee of community stakeholders to provide oversight and ensure continuity in the implementation of relevant policies

Economic Empowerment



- Create a comprehensive suite of financial reparations that is made immediately available to those who qualify
- Ensure that all members of the affected community have access to affordable, quality housing options at all income levels
- Prioritize Black San Franciscans in local growth industries
- Support Black entrepreneurs and ensure that Black-owned businesses thrive in San Francisco

"Our communities were ineligible to get mortgages while white and other communities got land for pennies on the dollar because of restrictive covenants." –AARAC meeting attendee

Education

- Acknowledge the harm done to past generations of Black students in SF and take steps to prevent future harms
- Invest in educational infrastructure to ensure that all SFUSD students have equitable access to quality school buildings and resources
- Create an Afrocentric school that elevates and promotes Black history and culture, offering students a foundation of joy, excellence, and knowledge of self
- Create pathways for Black students to pursue both traditional and non-traditional educational opportunities and develop relevant skills for San Francisco's market



"We need restitution, rehabilitation and compensation for [Black students] who have endured San Francisco's education system." – AARAC Member

Health



"We're still the sickest. We're still dying earlier [than other communities]. We need holistic health centers." –AARAC member



- Acknowledge the insult, assault and intergenerational harm caused by the City and County of San Francisco as it relates to the mental, physical and environmental health of Black San Franciscans
- Address and reduce health disparities by investing in structural, long-term solutions to the social determinants of health
- Create safer public spaces through improvements to the built environment
- Address persistent disparities in environmental and community health
- Reduce the ongoing burden of stress disparately endured by Black San Franciscans
- Free mental health for Black people

Policy

- Address the historical and existing state policies that have disproportionately harmed San Francisco's African American communities (*i.e. Proposition 209*)
- Enforce existing local policies that are ostensibly designed to address historical harms (*i.e. the Slavery Era Disclosure Ordinance*)
- Create a nonpartisan body and/or a new City agency to ensure the successful implementation of Reparations policy recommendations after the AARAC sunsets in 2024



**SAN FRANCISCO
REPARATIONS**



**ECONOMIC
EMPOWERMENT**



EDUCATION



HEALTH



POLICY

Read the Draft Recommendations!

bit.ly/AARAC-2022Report

Our Ask of the Board of Supervisors

- **Accept** the draft San Francisco Reparations Plan through the resolution before you
- **Attend** Monthly AARAC Meetings
 - Every second Monday, City Hall Room 400 at 5:30p or online via Zoom
- **Support** our demands for investments **this budget season**
- **Stop undermining our work**, directly, through the press, or through your staff, by making comments that pit communities against one another
- **Take** radical actions towards accountability, redress, and repair

Questions or feedback?

reparations@sfgov.org

Stay Connected

sfreparations.org | IG: @sfreparations

From: [Lew, Lisa \(BOS\)](#)
To: [BOS Legislation \(BOS\)](#)
Subject: FW: I changed my mind, I'm in favor of reparations
Date: Thursday, March 23, 2023 2:15:18 PM

From: Frances P. Rice <francespresleyrice@gmail.com>

Sent: Thursday, March 23, 2023 11:33 AM

To: Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; ChanStaff (BOS) <chanstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; EngardioStaff (BOS) <EngardioStaff@sfgov.org>; PrestonStaff (BOS) <prestonstaff@sfgov.org>; DorseyStaff (BOS) <DorseyStaff@sfgov.org>; MelgarStaff (BOS) <melgarstaff@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Waltonstaff (BOS) <waltonstaff@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>

Cc: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; Somera, Alisa (BOS) <alisa.somera@sfgov.org>; Ng, Wilson (BOS) <wilson.l.ng@sfgov.org>; De Asis, Edward (BOS) <edward.deasis@sfgov.org>; Entezari, Mehran (BOS) <Mehran.Entezari@sfgov.org>; Young, Victor (BOS) <victor.young@sfgov.org>; Major, Erica (BOS) <erica.major@sfgov.org>; Carroll, John (BOS) <john.carroll@sfgov.org>; Jalipa, Brent (BOS) <brent.jalipa@sfgov.org>; Cabrera, Stephanie (BOS) <stephanie.cabrera@sfgov.org>; Leger, Cheryl (BOS) <cheryl.leger@sfgov.org>; Lew, Lisa (BOS) <lisa.lew@sfgov.org>; Wong, Jocelyn (BOS) <jocelyn.wong@sfgov.org>; Khoo, Arthur (BOS) <arthur.khoo@sfgov.org>

Subject: RE: I changed my mind, I'm in favor of reparations

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Mr. Peskin,

As an African American woman and former San Francisco resident, I wish to thank you for your service to the current citizens of San Francisco.

Please see the below information that may be of assistance to you and the other members of the San Francisco Board of Supervisors.

Thank you for your time and attention to this information.

Regards,

Frances Rice

I changed my mind, I'm in favor of reparations

By [Jean Patrick Grumberg](#) | The Geller Report



Photo credit: Shutterstock

Reparations has been moving toward the mainstream of the Democratic Party, thanks to my colleagues in the media who want to repair society (as my friend and best-seller author Tuvia Tenenbom put it: “I say to my colleagues, you don’t have to be a journalist to preach to people. You want to preach the people? Do what all the preachers do: get a job as a preacher. I mean, if this is what you like to do, why do you have to schlep? Have a little church, invite the people and collect money from them.)

With the other conservative people, I was against reparation. I was stupid, I was wrong. I want reparations for the harm that was done to the Black people. The perpetrators must pay!

- **On April 16, 1862,**
President Lincoln signed bill abolishing slavery in the District of Columbia; in Congress, 99% of Republicans vote yes, 83% of Democrats vote no. The Democrats didn’t want the slaves to be free. The Dems tried to block the bill and keep blacks chained up.
- **July 17, 1862,**
Over unanimous Democrat opposition, Republican Congress passes *Confiscation Act* stating that slaves of the Confederacy “shall be forever free.” The Democrats, every one of them, voted against the freedom of slaves.
- **January 31, 1865,**
13th Amendment banning slavery passed by the U.S. House with unanimous Republican support, intense Democrat opposition. Every

Republican wanted the slaves freed and made equal, almost all the Democrats voted against.

- **April 8, 1865,**

13th Amendment banning slavery passed by U.S. Senate with 100% Republican support, 63% Democrat opposition.

- **February 5, 1866,**

U.S. Rep. Thaddeus Stevens (Republican-PA) introduces legislation, successfully opposed by Democrat President Andrew Johnson, to implement “40 acres and a mule” reparation by distributing land to former slaves. The famous “40 acres and a mule” program was proposed by the Republicans and taken away by the Democrats.

- **April 9, 1866,**

Republican Congress overrides Democrat President Johnson’s veto; Civil Rights Act of 1866, conferring rights of citizenship on African-Americans, becomes law. Once again the Republicans coming to the aid of the blacks after the Democrat President vetoed giving black citizenship. The Democrats fought hard to keep the black man down...

- **May 10, 1866,**

U.S. House passes the Republicans’ 14th Amendment guaranteeing due process and equal protection of the laws to all black citizens; One hundred percent of Democrats voted no. Not a single Democrat wanted to let blacks have rights as citizens of America.

- **June 8, 1866,**

U.S. Senate passes Republicans’ 14th Amendment guaranteeing due process and equal protection of the law to all citizens. Ninety-four percent of Republicans vote yes and 100% of Democrats voted no. The Democrats wanted to go back to the days of slavery...

- **July 19, 1867,**

Republican Congress overrides Democrat President Andrew Johnson’s veto of legislation protecting voting rights of African-Americans. The Democrats fought hard to not allow blacks to legally vote.

- **October 7, 1868,**

Republicans denounce the Democratic Party’s national campaign theme: “This is a white man’s country: Let white men rule”...

- And more recently, Republicans condemn the 14-hour filibuster against the 1964 Civil Rights Act by U.S. Senator and former Ku Klux Klansman Robert Byrd (Democrat-WV). The Democrats did everything in their power to deny blacks equal rights. If it wasn’t for the Republicans fighting for black rights, the Democrats would still have them using separate bathrooms or picking cotton...

So I say yes, all registered Democrats, all and each of them, should pay

reparation to the Black people. They have done them too much harm.

[HTTPS://WWW.NATIONALREVIEW.COM/2012/05/PARTY-CIVIL-
RIGHTS-KEVIN-D-WILLIAMSON/](https://www.nationalreview.com/2012/05/party-civil-rights-kevin-d-williamson/)

[POLITICS & POLICY](#)

The Party of Civil Rights

By [KEVIN D. WILLIAMSON](#)

•

From the May 28, 2012, issue of *NR*.

This magazine has long specialized in debunking pernicious political myths, and Jonah Goldberg has

now provided an illuminating catalogue of tyrannical clichés, but worse than the myth and the cliché is the outright lie, the utter fabrication with malice aforethought, and my nominee for the worst of them is the popular but indefensible belief that the two major U.S. political parties somehow “switched places” vis-à-vis protecting the rights of black Americans, a development believed to be roughly concurrent with the passage of the 1964 Civil Rights Act and the rise of Richard Nixon. That Republicans have let Democrats get away with this mountebankery is a symptom of their political fecklessness, and in letting them get away with it the GOP has allowed itself to be cut off rhetorically from a pantheon of Republican political heroes, from Abraham Lincoln and Frederick Douglass to Susan B. Anthony, who represent an expression of conservative ideals as true and relevant today as it was in the 19th century. Perhaps even worse, the Democrats have been allowed to rhetorically bury their Bull Connors, their longstanding affiliation with the Ku Klux Klan, and their pitiless opposition to practically every major piece of civil-rights legislation for a century. Republicans may not be able to make significant inroads among black voters in the coming elections, but they would do well to demolish this myth nonetheless.

Even if the Republicans’ rise in the South had happened suddenly in the 1960s (it didn’t) and even if there were no competing explanation (there is), racism — or, more precisely, white southern resentment over the political successes of the civil-rights movement — would be an implausible explanation for the dissolution of the Democratic bloc in the old Confederacy and the emergence of a Republican stronghold there. That is because those southerners who defected from the Democratic party in the 1960s and thereafter did so to join

a Republican party that was far more enlightened on racial issues than were the Democrats of the era, and had been for a century. There is no radical break in the Republicans' civil-rights history: From abolition to Reconstruction to the anti-lynching laws, from the Fourteenth and Fifteenth Amendments to the Civil Rights Act of 1875 to the Civil Rights Acts of 1957, 1960, and 1964, there exists a line that is by no means perfectly straight or unwavering but that nonetheless connects the politics of Lincoln with those of Dwight D. Eisenhower. And from slavery and secession to remorseless opposition to everything from Reconstruction to the anti-lynching laws, the Fourteenth and Fifteenth Amendments, the Civil Rights Act of 1875, and the Civil Rights Acts of 1957 and 1960, there exists a similarly identifiable line connecting John Calhoun and Lyndon Baines Johnson. Supporting civil-rights reform was not a radical turnaround for congressional Republicans in 1964, but it was a radical turnaround for Johnson and the Democrats.

The depth of Johnson's prior opposition to civil-rights reform must be digested in some detail to be properly appreciated. In the House, he did not represent a particularly segregationist constituency (it "made up for being less intensely segregationist than the rest of the South by being more intensely anti-Communist," as the *New York Times* put it), but Johnson was practically antebellum in his views. Never mind civil rights or voting rights: In Congress, Johnson had consistently and repeatedly voted against legislation to protect black Americans from *lynching*. As a leader in the Senate, Johnson did his best to cripple the Civil Rights Act of 1957; not having votes sufficient to stop it, he managed to reduce it to an act of mere symbolism by excising the enforcement provisions before sending it to the desk of President Eisenhower. Johnson's Democratic colleague Strom Thurmond nonetheless went to the trouble of staging the longest filibuster in history up to that point, speaking for 24 hours in a futile attempt to block the bill. The reformers came back in 1960 with an act to remedy the deficiencies of the 1957 act, and Johnson's Senate Democrats again staged a record-setting filibuster. In both cases, the "master of the Senate" petitioned the northeastern Kennedy liberals to credit him for having seen to the law's passage while at the same time boasting to southern Democrats that he had taken the teeth out of the legislation. Johnson would later explain his thinking thus: "These Negroes, they're getting pretty uppity these days, and that's a problem for us, since they've got something now they never had before: the political pull to back up their uppityness. Now we've got to do something about this — we've got to give them a little something, just enough to quiet them down, not enough to make a difference."

Johnson did not spring up from the Democratic soil *ex nihilo*. Not one Democrat in Congress voted for the Fourteenth Amendment. Not one Democrat in Congress voted for the Fifteenth Amendment. Not one voted for the Civil Rights Act of 1875. Eisenhower as a general began the process of desegregating the military, and Truman as president formalized it, but the main reason either had to act was that President Wilson, the personification of Democratic progressivism, had resegregated previously integrated federal facilities. ("If the colored people made a mistake in voting for me, they ought to correct it," he declared.) Klansmen from Senator Robert Byrd to Justice Hugo Black held prominent positions in the Democratic party — and President Wilson chose the Klan epic *Birth of a Nation* to be the first film ever shown at the White House.

Johnson himself denounced an earlier attempt at civil-rights reform as the "nigger bill." So what happened in 1964 to change Democrats' minds? In fact, nothing.

President Johnson was nothing if not shrewd, and he knew something that very few popular political commentators appreciate today: The Democrats began losing the "solid South" in the late 1930s — at the same time as they were picking up votes from northern blacks. The Civil War and the sting of Reconstruction had indeed produced a political monopoly for southern Democrats that lasted for decades, but the New Deal had been polarizing. It was very popular in much of the country, including much of the South — Johnson owed his election to the House to his New Deal platform and Roosevelt connections — but there was a conservative backlash against it, and that backlash eventually drove New Deal critics to the Republican party. Likewise, adherents of the isolationist tendency in American politics, which is never very far from the surface, looked askance at what Bob Dole would later famously call "Democrat wars" (a factor that would become especially relevant when the Democrats under Kennedy and Johnson committed the United States to a very divisive war in Vietnam). The tiniest cracks in the Democrats' southern bloc began to appear with the backlash to FDR's court-packing scheme and the recession of 1937. Republicans would pick up 81 House seats in the 1938 election, with West Virginia's all-Democrat delegation ceasing to be so with the acquisition of its first Republican. Kentucky elected a Republican House member in 1934, as did Missouri, while Tennessee's first Republican House member, elected in 1918, was joined by another in 1932. Throughout the 1940s and 1950s, the Republican party, though marginal, began to take hold in the South — but not very quickly: Dixie would not send its first Republican to the Senate until 1961, with Texas's election of John Tower.

At the same time, Republicans went through a long dry spell on civil-rights progress. Many of them believed, wrongly, that the issue had been more or less resolved by the constitutional amendments that had been enacted to ensure the full citizenship of black Americans after the Civil War, and that the enduring marginalization of black citizens, particularly in the Democratic states, was a problem that would be healed by time, economic development, and organic social change rather than through a second political confrontation between North and South. (As late as 1964, the Republican platform argued that “the elimination of any such discrimination is a matter of heart, conscience, and education, as well as of equal rights under law.”) The conventional Republican wisdom of the day held that the South was backward because it was poor rather than poor because it was backward. And their strongest piece of evidence for that belief was that Republican support in the South was not among poor whites or the old elites — the two groups that tended to hold the most retrograde beliefs on race — but among the emerging southern middle class, a fact recently documented by professors Byron Shafer and Richard Johnston in *The End of Southern Exceptionalism: Class, Race, and Partisan Change in the Postwar South* (Harvard University Press, 2006). Which is to say: The Republican rise in the South was contemporaneous with the decline of race as the most important political question and tracked the rise of middle-class voters moved mainly by economic considerations and anti-Communism.

The South had been in effect a Third World country within the United States, and that changed with the post-war economic boom. As Clay Risen put it in the *New York Times*: “The South transformed itself from a backward region to an engine of the national economy, giving rise to a sizable new wealthy suburban class. This class, not surprisingly, began to vote for the party that best represented its economic interests: the GOP. Working-class whites, however — and here’s the surprise — even those in areas with large black populations, stayed loyal to the Democrats. This was true until the 90s, when the nation as a whole turned rightward in Congressional voting.” The mythmakers would have you believe that it was the opposite: that your white-hooded hillbilly trailer-dwelling tornado-bait voters jumped ship because LBJ signed a civil-rights bill (passed on the strength of disproportionately Republican support in Congress). The facts suggest otherwise.

There is no question that Republicans in the 1960s and thereafter hoped to pick up the angry populists who had delivered several states to Wallace. That was Patrick J. Buchanan’s portfolio in the Nixon campaign. But in the main they did not do so by appeal to racial resentment, direct or indirect. The conservative ascendancy of 1964 saw the nomination of Barry Goldwater, a western libertarian who had never been strongly identified with racial issues one way or the other, but who was a principled critic of the 1964 act and its extension of federal power. Goldwater had supported the 1957 and 1960 acts but believed that Title II and Title VII of the 1964 bill were unconstitutional, based in part on a 75-page brief from Robert Bork. But far from extending a welcoming hand to southern segregationists, he named as his running mate a New York representative, William E. Miller, who had been the co-author of Republican civil-rights legislation in the 1950s. The Republican platform in 1964 was hardly catnip for Klansmen: It spoke of the Johnson administration’s failure to help further the “just aspirations of the minority groups” and blasted the president for his refusal “to apply Republican-initiated retraining programs where most needed, particularly where they could afford new economic opportunities to Negro citizens.” Other planks in the platform included: “improvements of civil rights statutes adequate to changing needs of our times; such additional administrative or legislative actions as may be required to end the denial, for whatever unlawful reason, of the right to vote; continued opposition to discrimination based on race, creed, national origin or sex.” And Goldwater’s fellow Republicans ran on a 1964 platform demanding “full implementation and faithful execution of the Civil Rights Act of 1964, and all other civil rights statutes, to assure equal rights and opportunities guaranteed by the Constitution to every citizen.” Some do whistle.

Of course there were racists in the Republican party. There were racists in the Democratic party. The case of Johnson is well documented, while Nixon had his fantastical panoply of racial obsessions, touching blacks, Jews, Italians (“Don’t have their heads screwed on”), Irish (“They get mean when they drink”), and the Ivy League WASPs he hated so passionately (“Did one of those dirty bastards ever invite me to his f***ing men’s club or goddamn country club? Not once”). But the legislative record, the evolution of the electorate, the party platforms, the keynote speeches — none of them suggests a party-wide Republican about-face on civil rights.

Neither does the history of the black vote. While Republican affiliation was beginning to grow in the South in the late 1930s, the GOP also lost its lock on black voters in the North, among whom the New Deal was extraordinarily popular. By 1940, Democrats for the first time won a majority of black votes in the North. This development was not lost on Lyndon Johnson, who crafted his Great Society with the goal of exploiting

widespread dependency for the benefit of the Democratic party. Unlike the New Deal, a flawed program that at least had the excuse of relying upon ideas that were at the time largely untested and enacted in the face of a worldwide economic emergency, Johnson's Great Society was pure politics. Johnson's War on Poverty was declared at a time when poverty had been declining for decades, and the first Job Corps office opened when the unemployment rate was less than 5 percent. Congressional Republicans had long supported a program to assist the indigent elderly, but the Democrats insisted that the program cover all of the elderly — even though they were, then as now, the most affluent demographic, with 85 percent of them in households of above-average wealth. Democrats such as Secretary of Health, Education, and Welfare Anthony J. Celebrezze argued that the Great Society would end “dependency” among the elderly and the poor, but the programs were transparently designed merely to transfer dependency from private and local sources of support to federal agencies created and overseen by Johnson and his political heirs. In the context of the rest of his program, Johnson's unexpected civil-rights conversion looks less like an attempt to empower blacks and more like an attempt to make clients of them.

If the parties had in some meaningful way flipped on civil rights, one would expect that to show up in the electoral results in the years following the Democrats' 1964 about-face on the issue. Nothing of the sort happened: Of the 21 Democratic senators who opposed the 1964 act, only one would ever change parties. Nor did the segregationist constituencies that elected these Democrats throw them out in favor of Republicans: The remaining 20 continued to be elected as Democrats or were replaced by Democrats. It was, on average, nearly a quarter of a century before those seats went Republican. If southern rednecks ditched the Democrats because of a civil-rights law passed in 1964, it is strange that they waited until the late 1980s and early 1990s to do so. They say things move slower in the South — but not that slow.

Republicans did begin to win some southern House seats, and in many cases segregationist Democrats were thrown out by southern voters in favor of civil-rights Republicans. One of the loudest Democratic segregationists in the House was Texas's John Dowdy, a bitter and buffoonish opponent of the 1964 reforms, which he declared “would set up a despot in the attorney general's office with a large corps of enforcers under him; and his will and his oppressive action would be brought to bear upon citizens, just as Hitler's minions coerced and subjugated the German people. I would say this — I believe this would be agreed to by most people: that, if we had a Hitler in the United States, the first thing he would want would be a bill of this nature.” (Who says political rhetoric has been debased in the past 40 years?) Dowdy was thrown out in 1966 in favor of a Republican with a very respectable record on civil rights, a little-known figure by the name of George H. W. Bush.

It was in fact not until 1995 that Republicans represented a majority of the southern congressional delegation — and they had hardly spent the Reagan years campaigning on the resurrection of Jim Crow.

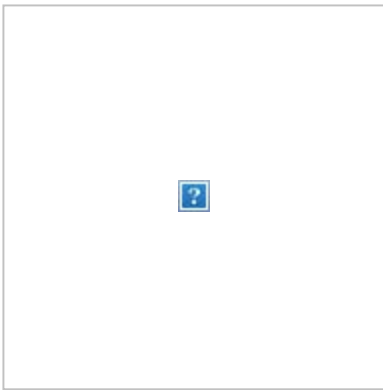
It was not the Civil War but the Cold War that shaped midcentury partisan politics. Eisenhower warned the country against the “military-industrial complex,” but in truth Ike's ascent had represented the decisive victory of the interventionist, hawkish wing of the Republican party over what remained of the America First/Charles Lindbergh/Robert Taft tendency. The Republican party had long been staunchly anti-Communist, but the post-war era saw that anti-Communism energized and looking for monsters to slay, both abroad — in the form of the Soviet Union and its satellites — and at home, in the form of the growing welfare state, the “creeping socialism” conservatives dreaded. By the middle 1960s, the semi-revolutionary Left was the liveliest current in U.S. politics, and Republicans' unapologetic anti-Communism — especially conservatives' rhetoric connecting international socialism abroad with the welfare state at home — left the Left with nowhere to go but the Democratic party. Vietnam was Johnson's war, but by 1968 the Democratic party was not his alone.

The schizophrenic presidential election of that year set the stage for the subsequent transformation of southern politics: Segregationist Democrat George Wallace, running as an independent, made a last stand in the old Confederacy but carried only five states, while Republican Richard Nixon, who had helped shepherd the 1957 Civil Rights Act through Congress, counted a number of Confederate states (North Carolina, South Carolina, Florida, and Tennessee) among the 32 he carried. Democrat Hubert Humphrey was reduced to a northern fringe plus Texas. Mindful of the long-term realignment already under way in the South, Johnson informed Democrats worried about losing it after the 1964 act that “those states may be lost anyway.” Subsequent presidential elections bore him out: Nixon won a 49-state sweep in 1972, and, with the exception of the post-Watergate election of 1976, Republicans in the following presidential elections would more or less occupy the South like Sherman. Bill Clinton would pick up a handful of southern states in his two contests,

and Barack Obama had some success in the post-southern South, notably Virginia and Florida.

The Republican ascendancy in Dixie is associated with the rise of the southern middle class, the increasingly trenchant conservative critique of Communism and the welfare state, the Vietnam controversy and the rise of the counterculture, law-and-order concerns rooted in the urban chaos that ran rampant from the late 1960s to the late 1980s, and the incorporation of the radical Left into the Democratic party. Individual events, especially the freak show that was the 1968 Democratic convention, helped solidify conservatives' affiliation with the Republican party. Democrats might argue that some of these concerns — especially welfare and crime — are “dog whistles” or “code” for race and racism, but this criticism is shallow in light of the evidence and the real saliency of those issues among U.S. voters of all backgrounds and both parties for decades. Indeed, Democrats who argue that the best policies for black Americans are those that are soft on crime and generous with welfare are engaged in much the same sort of cynical racial calculation President Johnson was practicing when he informed skeptical southern governors that his plan for the Great Society was “to have them niggers voting Democratic for the next two hundred years.” Johnson’s crude racism is, happily, largely a relic of the past, but his strategy endures.

— Kevin D. Williamson is a roving correspondent for National Review and the author of [The Dependency Agenda](#), which will be published by Encounter Books on May 29. This article appears in the May 28, 2012, issue of National Review.



[KEVIN D. WILLIAMSON](#) — Kevin D. Williamson is the roving correspondent of *National Review*. [@kevinnr](#)



Clerk_of_the_Board_Information_Request

Your Tracking Number is: 16544081

Thank you for your submission.

You will receive an email confirmation with a link to follow the progress of your submission.

If you have any additional requests or questions, you can call us 7 days a week, 24 hours a day at 311 (for calls outside of San Francisco please dial 415-701-2311).

Date: 03/15/2023

Print

First Name: jesse
Last Name: tucker
Phone: 9297164339
Email: jessetuckerjr@urexposed.net

File No.:
Resolution No.:
Ordinance No.:
Motion No.:

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2023 MAR 15 AM 8:15
BY [Signature] BOS-11

Request from City Department

I want to see the file. (Files stored off site are ordered on Friday and delivered on Monday)

I will return to see the file on:

I want a copy of: (all copies will be double-sided)

☒ Resolution
☐ Ordinance
☐ Motion
☐ Audio Recording
☐ Entire File

Need certified copy?

No
(Additional \$2.00 per document per Administrative Code, Section 8.37)

I will pick up the information on:

Mail information to: n/a

If less than 10 pages, fax information to: n/a

If available electronically, email information to: n/a

Subject/Brief Description/Additional Information *

Keep in mind that Joe Biden is a WHITE-white privilege person and must pay reparations for slavery.

Copies are 10 cents per page and CDs and audio tapes are \$1.00 each, plus postage. Make check payable to: City and County of San Francisco.

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Calvillo, Angela \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#)
Subject: FW: March 14. 2023 Dream Keepers, Black Owned Business, Funding for Our Communities
Date: Thursday, March 16, 2023 10:17:00 AM

John Bullock
Office of the Clerk of the Board
San Francisco Board of Supervisor
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102
(415) 554-5184
BOS@sfgov.org | www.sfbos.org

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

From: Lisa Ferdinand <lisa3848@att.net>
Sent: Tuesday, March 14, 2023 12:55 PM
To: Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>
Subject: Re: March 14. 2023 Dream Keepers, Black Owned Business, Funding for Our Communities

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You need you to keep your promises. We are tax payers who are struggling to keep our in home Childcares open to support black/brown children and low income families. Grants for education is needed for childcare providers to help educate ourselves, children and families we serve in our programs. This also helps with books, materials and supplies to help facuiltate, field trips and their/our education. Training and workshops need to continue so that we all can provide quality care and keep serving our communities. etc. Thank you, Lisa Ferdinand - Family Child Care Provider.

[Sent from AT&T Yahoo Mail on Android](#)

From: [Board of Supervisors \(BOS\)](#) on behalf of [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [BOS Legislation, \(BOS\)](#)
Subject: FW: Support SF Reparations Plan and Dream Keeper Initiative
Date: Tuesday, March 14, 2023 7:15:00 PM

From: Anna W Yohannes <annawyohannes@gmail.com>
Sent: Tuesday, March 14, 2023 6:07 PM
Subject: Support SF Reparations Plan and Dream Keeper Initiative

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To the SF Board of Supervisors,

As a Black San Francisco resident, preschool teacher, and child care advocate, I write to you unequivocally support the San Francisco Reparations Plan and Dream Keeper Initiative and ask you to fund them permanently.

As a member of the African American Early Childhood Education Policy Council which has received funding via the Dream Keeper Initiative's grant process, I can attest to the importance of this allocation directly to Black-serving education nonprofits. It is crucial that Black-serving and Black-led community-based organizations are able to access City resources. Almost a third of respondents surveyed by DKI indicated that this funding cycle was the first time they had secured City funds for their programming – that is a significant impact and should continue.

The Dream Keeper Initiative is enacting real and ongoing community accountability and authentic partnership across the City's diverse Black communities. This throughline of what easily falls into a 'For Us, By Us' model has been embraced by and large because it is **empowering and engaging Black San Franciscans in ways that have not been previously seen and supported.**

Thank you for taking the time to consider this matter. **I feel confident that you will do the right thing.**

Sincerely,
Anna Wolde-Yohannes
District 5

From: [Ena Ferdinand](#)
To: DRAMOSCBROWN@thirdbapist.org
Cc: [Board of Supervisors \(BOS\)](#)
Subject: Reparations Payment Proposal
Date: Thursday, March 16, 2023 10:05:16 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good Day,

As a SF native and life member of the NAACP (purchased by my late grandfather Esau Ferdinand) I am very disappointed and ashamed of your recent email sent to the SF Board. This has nothing to do with the city itself as your letter clearly insinuates. This has more to do with an attempt to provide a small monetary compensation for a larger systemic problem that disproportionately robbed us of civil liberties, life sustainability. Took away billions from our communities and created generational problems. Your ideas are specific to the city's responsibility not in line with what this proposal is truly for.

You do not speak for me as a direct descendant of slavery. My grandfather was lucky to have had the stamina and mindset of owning and prospering against all odds which allowed him to purchase multiple properties in SF despite the redlining and racial inequities he faced. Imagine if he was able to freely dream and build based on HIS needs and wants instead of that of which is left.

He even had the mindset that purchasing his ENTIRE family NAACP memberships could (possibly / hopefully) ensure representation and leadership for his future generations.

I am ashamed of you. I am saddened by you. Jesus came and died so that we may have life and live it abundantly. You should ask members of the community near and far what THEY would prefer or want in the compensation strategies instead of retraumatizing and muddying the process with non relevant opposition options which have no direct benefit to the people that would stand to be included in the proposal. Take your political antics out of this and truly represent yourself as an ally!

Ena Ferdinand

510-480-6685

From: [steve.marks](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Thursday, March 16, 2023 10:20:07 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You people are idiots.....

Sent from my iPhone

From: [Ena Ferdinand](#)
To: [HRC-Reparations](#); [Board of Supervisors \(BOS\)](#); dramoscbrown@thirdbaptist.org
Subject: Reparations Payment Proposal
Date: Thursday, March 16, 2023 11:59:26 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good Day Rev. Dr. Amos Brown,

As a SF native and life member of the NAACP (purchased by my late grandfather Esau Ferdinand) I am very disappointed and ashamed of your recent email sent to the SF Board. This has nothing to do with the city itself as your letter clearly insinuates. This has more to do with an attempt to provide a small monetary compensation for a larger systemic problem that disproportionately robbed us of civil liberties, life sustainability. Took away billions from our communities and created generational problems. Your ideas are specific to the city's responsibility not in line with what this proposal is truly for.

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Ena Ferdinand

510-480-6685

From: [Bernal Heights Democratic Club San Francisco](#)
To: [Board of Supervisors \(BOS\)](#); [Walton, Shamann \(BOS\)](#)
Subject: March 14 BOS agenda Item 14: Draft SF Reparations Plan
Date: Friday, March 10, 2023 11:21:32 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

We, the Executive Committee of the Bernal Heights Democratic Club, write to you in support of the draft report and recommendations of the African American Reparations Advisory Committee.

We commend Supervisor Walton for his leadership in crafting the legislation to create the AARAC and you and former members of the Board for unanimously passing that legislation and appointing a stellar group of leaders to serve on the Committee.

The work the AARAC has produced is profound and thoughtfully responds to the many years of economic, geographic, and social discrimination against Black San Franciscans, which drove a devastating migration of valued members of our community to other destinations in search of jobs, affordable housing, healthcare, and services.

While the San Francisco Redevelopment Agency eviscerated Black communities in the Western Addition and Fillmore in the 1950s and 1960s under the vicious and false policies of "urban renewal," the City implemented policies that eliminated working class industries and promoted downtown to be the financial center of the West. That history created the circumstances to solidify the racial disparities that define our city today.

The list of recommended actions in the AARAC draft report is extensive and deserves deep and thoughtful consideration, new and innovative ideas for revenue where necessary, and a clear timeline for implementation.

This is an opportunity to make amends for past and present harms and to repair and move toward the promise of Dr. King's Beloved Community. We urge you to do the right thing and to direct the AARAC to continue their work to refine the draft plan, so that a Reparations Plan can be adopted from the AARAC final report due this summer.

With thanks.

Sincerely,

BERNAL HEIGHTS DEMOCRATIC CLUB EXECUTIVE COMMITTEE

From: [Joyce Nakamura](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Support for Draft SF Reparations Plan
Date: Monday, March 13, 2023 6:17:48 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors:

I support reparations for San Francisco African Americans to repair the harms of chattel slavery and repair to the legacy of harms to African American San Franciscans. As someone who fought redevelopment of the San Francisco Japantown community, I especially want to point out how urban renewal and redevelopment has wiped out middle class families in San Francisco and thousands of units of housing making it impossible for African Americans to live in San Francisco, also due to other discriminatory practices.

I urge the Board of Supervisors to accept the Draft Reparations Plan proposed by the San Francisco African American Reparations Advisory Committee and commit to making the recommendations in the Plan to be made law by Ordinance or Executive Order of the Mayor.

Thank you for your consideration.

Joyce Nakamura
District 3 resident

From: [Joyce Chartock](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Black American Reparations Plan
Date: Tuesday, March 14, 2023 8:15:24 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

I read the article in the SF Chronicle about what the reparations to Black Americans might look like.

I wondered if anyone has proposed a plan to create a trust that would pay for any Black American student to go to college and have his/her college expenses paid? Of course there would be contingencies like maintaining a B average etc;. A Black American student coming out of college with no debt would be huge for the future of Black Americans. Those students will become doctors, teachers, start-up entrepreneurs, nurses, and open up businesses which will support their upward mobility in our society.

In my opinion, just giving some people money won't help the situation for all future Black Americans which I assume is the intent of this plan. Yes, offering Black Americans support in buying a home will help some. Yes, mental health services for Black Americans will help some. All of the proposed plans I read offer support for some Black Americans.

How about adding a plan that provides support for all future Black Americans?

Just my opinion.

Thank you.

Joyce Chartock

Sent from [Mail](#) for Windows

From: [Bailey Radian](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Tuesday, March 14, 2023 12:27:32 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Vote NO
Bailey Radian

From: [Sonya Brunswick](#)
To: [Breed, Mayor London \(MYR\)](#); [ChanStaff \(BOS\)](#); [DorseyStaff \(BOS\)](#); [EngardioStaff \(BOS\)](#); [MandelmanStaff, \(BOS\)](#); [MeigarStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Stefani, Catherine \(BOS\)](#)
Cc: [Board of Supervisors \(BOS\)](#)
Subject: San Francisco Reparations Plan
Date: Tuesday, March 14, 2023 1:22:41 PM
Attachments: [Outlook-t5jkc5y1.png](#)
[Outlook-pq2mtfsc.png](#)
Importance: High

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To All Our San Franciscan City Officials & Leaders,

We are grateful for your leadership and the progress being made to move San Francisco forward and lead in all areas of social justice and economic empowerment and prosperity for all.

I support the reparations for San Francisco African Americans. I ask the supervisors to accept the Draft Reparations Plan and commit to making the 111 recommendations in the Plan to be made law by Ordinance or Executive Order by the Mayor.

Sincerely,


FOURSQUARE CHAPLAINS
Reverend Sonya Brunswick, Senior Pastor
San Francisco Police Department Chaplain
Greater Life Foursquare Church
San Francisco, CA 94134
Brunswick@sbcglobal.net
www.greaterlife4u.org



“The purpose of life is not to be happy – but to matter, to be productive, to be useful, to have it make some difference that you have lived at all.”

Leo Rosten

From: [Tonya Strickling](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations 4 SF Blacks
Date: Tuesday, March 14, 2023 1:40:29 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello, my name is Tonya and I was born and raised in San Francisco. I am here to demand your support for the recommendations in the Draft San Francisco Reparations Plan.

The Board of Supervisors must take action NOW.

If you support these recommendations, then it is YOUR job to determine how you fund them. You don't ask the people you've hurt to do your homework and figure out how to pay for the damage you caused. It's on this body to provide redress for the very specific actions taken to cause harm to Black San Franciscans

We want student loan debt to be eliminated for Black students that suffered through the San Francisco school district that did not prepare us for jobs that could pay those loans back.

We want a school that focuses on Black-centered curriculum where Black students Pre-K through 12th grade can receive high-quality, culturally-affirming education.

Warm regards,
Tonya Strickling

Sent from my iPhone

From: [HARRY SHORT](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: 5M\$ Black Person Reparations
Date: Tuesday, March 14, 2023 2:03:12 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You people are simply fucking crazy. I don't believe you know what planet you live on. Liberal elitist assholes, all of you.

Sent from my iPhone

From: [Rhonda C~](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: AA Reparations
Date: Tuesday, March 14, 2023 2:07:32 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it may concern,

My name is Rhonda Collins. I grew up in San Francisco before my family relocated to Napa Valley. My parents chose to move because raising 5 children had become unsafe in Hunter's Point and The Bayview areas and they wanted us to have better education, resources and safety. My talking point is EDUCATION. As a child, I was bussed from the Bayview to the Excelsior District in the 4th grade. This became an extra expense and worry for my parents as NO BUSSES WERE PROVIDED and I had to take Muni. I was 9 at that time and my parents were unable to take me to school. No parent should have to worry about their children's safety, extensive travel before and after school or their receiving sub-par education which is why we were bussed. I write this letter on behalf of my brothers Tyrone Moore, Phillip Moore, Jermaine Moore, mother Dorothy Moore and myself.

Thank you

Rhonda Collins

From: [Rhonda C~](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: AA Reparations
Date: Tuesday, March 14, 2023 2:10:32 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it may concern,

My name is Bruce Collins. I both lived in San Francisco and was an instructor for the SF City College for more than 30 years, working on the main campus, Southeast Campus, Evans Campus, Mission Campus and Gough Street. My talking point is EDUCATION. I saw firsthand the disparity in educational opportunities and resources available to people of color, particularly at the Southeast Campus. I personally witnessed the dwindling resources in the Black community and lack of effort given to recruit Blacks to fill available courses. Many of the classes were removed and offered only at other campuses which were difficult to travel and enroll. Education must remain available and affordable for all.

Thank You

Bruce Collins

From: [Crista](#)
To: crista42@yahoo.com
Subject: San Francisco Reparations
Date: Tuesday, March 14, 2023 2:17:17 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I support the reparations for San Francisco African Americans being presented at the Board of Supervisors special hearing today (3/14/23). I ask the supervisors to accept the Draft Reparations Plan and commit to making the 111 recommendations in the Plan law by Ordinance or Executive Order by the Mayor.

Thank you,
Crista Underwood

From: [Sarita Mason](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: San Francisco Reparations
Date: Tuesday, March 14, 2023 2:21:29 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

My name is Sarita Mason and I along with my older sister and younger brother grew up in the San Francisco, Potrero Hill Public Housing Projects.

I am asking for the Board of Supervisors and/or Mayor to make Reparations for African Americans an executive order or an ordinance to make reparations a law in San Francisco.

We (the African American community & other supporters of reparations for African American descendants of forced labor practices, unequal social & racial practices resulting in the inequitable distribution of wealth, resources & opportunities) do not want this draft to sit and collect dust like the others, we need the Board of Supervisors to take ACTION since they unanimously voted that Black people in San Francisco deserve Reparations!

Respectfully,
Sarita M. Mason
Saritammason@gmail.com
5104792406

From: [alicia.st.andrews](#)
To: [Peskin, Aaron \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [ChanStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Ronen, Hillary](#); [MandelmanStaff, \[BOS\]](#); [Breed, Mayor London \(MYR\)](#); [MelgarStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#)
Subject: Accept draft reparations plan and commit to 111 recommendations
Date: Tuesday, March 14, 2023 2:21:55 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

I support the reparations for San Francisco African Americans. I ask the supervisors to accept the Draft Reparations Plan and commit to making the 111 recommendations in the Plan to be made law by Ordinance or Executive Order by the Mayor.

Sincerely,

Alicia St. Andrews
SF City and County employee

--

Alicia St. Andrews

Pronouns: [she/her/hers](#) | Race: [white](#) | Land: [Ohlone](#)

From: [Sandra Hall](#)
To: [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Ronen, Hillary](#); [Preston, Dean \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff, \[BOS\]](#); [EngardioStaff \(BOS\)](#); [DorseyStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [Breed, Mayor London \(MYR\)](#); [Board of Supervisors \(BOS\)](#)
Subject: Support of Reparations
Date: Tuesday, March 14, 2023 2:44:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I support the reparations for San Francisco African Americans. I ask the supervisors to accept the Draft Reparations Plan and commit to making the 111 recommendations in the Plan to be made law by Ordinance or Executive Order by the Mayor.

Thank you,

Sandra Hall
SF native

From: [Dr. Carolyn Ransom-Scott](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Fwd: Larry Ransom A Voice for Reparations
Date: Tuesday, March 14, 2023 2:54:44 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

From: Larry Ransom <Grace43sts@yahoo.com>
Date: March 14, 2023 at 5:37:21 AM PDT
To: boardofsupervisors@sfgov.org
Subject: Re: Reparations

[Sent from Yahoo Mail for iPhone](#)

On Monday, March 13, 2023, 11:55 PM, Larry Ransom
<grace43sts@yahoo.com> wrote:

[<boardofsupervisors@sfgov.org](mailto:boardofsupervisors@sfgov.org)

[Sent from Yahoo Mail for
iPhone](#)

On Monday, March
13, 2023, 10:36 PM,

From:
grace43sts@yahoo.com

Subject:
Reparation

Date:

March

13,

2023

at

9:12:52

PM

PDT

To:

Larry

Ransom

<grace43sts@yahoo.com>

Cc:

Hello,

my

Larry

C.

Ransom,

I

am

native

that

was

born

and

raised

in

San Francisco

until

the

age

of

25.

I

moved

out

of

state

in

1979,

and

returned

in

1986.

The
struggle
to
reside
was
even
harder
economically.

I
was
unable
to
provide
a comfortable
living
environment
for
my
family
in
San Francisco.

I
am writing
to
demand
your
support
for
the recommendation
in
the
Draft
San Francisco
Plan.

The
Board
of Supervisors
must
take
action
now.

Telling the
Black
people
to
give

the
context
and balance
your
budget,
just
simply
adds
insult
to
injury.
Expecting
the communities
that have
been harmed
by
a
legacy
of
disinvestment
and
racially
biased
policy
is
unfair
and unprecedented.

Under
the
education,
part
of
the
reason
we
should
be compensated
is
due to
the
harm
of
the San Francisco
Education
system
had

brought
upon
us.
Yet,
from
the
1700's,
into
the
21st century
we
have
not ceased contributing
to
the
world
around
us,
through
Black African
American
innovators,
and
inventors
through science
and
social technology
making
life
easier,
safer,
and
more comfortable
individuals, communities
and
us
advancing
science
and technology.
We
want
a
school
that
will
focus
on
Black
centered curriculum
where

Black
students
pre-
K through
12th
grade
receive
a
high
quality
culturally affirming education.
Thank
you
in advance
for
your consideration.

Hotel hospitality
now
retired
Mr.
Larry
C.
Ransom

From: [john.smith](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: COMMENTS
Date: Tuesday, March 14, 2023 3:03:27 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

YOU RATS ARE JUST FUCKING MORONS, HOW THE FUCK DO YOU JUSTIFY GIVING \$\$\$ OUR \$\$\$ TO PEOPLE THAT WERE NEVER SLAVES FROM PEOPLE WHO NEVER OWNED SLAVES ??? YOU FUCKING IDIOTS ??? THIS CITY IS A FUCKING MESS. WHY NOT DEAL WITH THAT ??? HEY IDIOTS THE HOMELESS ARE FUCKING EVERYWHERE GIVE THEM A ROOM & A JOB ??? A TAX PAYER IS WAY MORE VALUABLE THAN A \$\$\$ TAKER YOU MORONIC FUCKS YOU ARE A ROOM OF IDIOTS !!! ALSO, YOU EVER THINK ABOUT BRINGING IN LE GUILLOTINE ??? IT WORKS REALLY WELL & VERY CHEAP TOO. WE CAN USE IT TO DEAL WITH THE YOU KNOW WHOS WHAT DO YOU THINK ???

VIVA LA LIBERTE !!!

OH WELL YOU ALL

TAKE CARE

ALL THE BEST

BE WELL

From: [Richard Tokeshi](#)
To: [Breed, Mayor London \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [DorseyStaff \(BOS\)](#); [EngardioStaff \(BOS\)](#); [MandelmanStaff, \[BOS\]](#); [MelgarStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Stefani, Catherine \(BOS\)](#)
Subject: Reparations Plan
Date: Tuesday, March 14, 2023 3:09:26 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I fully support the Plan for Reparations for SF African-Americans. I ask that the Board of Supervisors adopt into law the 111 recommendations in the plan. Thank you.

Richard Tokeshi
San Francisco, CA

From: [Mrs. Nikcole Cunningham](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Pls accept the SF Reparations draft
Date: Tuesday, March 14, 2023 3:40:09 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello Board of Supervisors,

My name is Nikcole Cunningham and I'm a native San Franciscan from "Filmoe" aka The Filmore. I am part of the San Francisco African American Reparations Advisory Committee seat 6 (someone who has been discriminated in the workplace) and I'm asking that you fully accept our San Francisco Reparations Draft from December 2022 and sign in all 111 recommendations into LAW. We need/want/desire to have the recommendations signed in as an executive order, ordinance or any means necessary to make these recommendations law. Please do **NOT** send any of these recommendations to the people of San Francisco to vote on as I am positive that most Americans in San Francisco and throughout this country do not want Black people to receive reparations of any kind. A vote from the people will fail and Black people will continue to be harmed. We need all of you to sign these recommendations into law so that Black folks can receive our due, these are not gifts, they're debts owed for life long suffering. Before you all say, "there's no money," I want to recommend some ideas and ways to find money:

Create taxes on anything and everything that people MUST/WILL use like:

PG&E tax
Internet tax
CRV tax (soda/water)
marijuana tax
bag tax
water bill tax
garbage bill tax
alcohol tax
cigarette tax
\$1 for every parking ticket in San Francisco

Gas tax is good, but would end in 2035 based on Gavin Gavin Newsom's electric cars only bill.

President Joe Biden didn't ask me to send BILLIONS of dollars to Ukraine, but he found the money to send it abroad to "others" when Black folks at home in the US are suffering daily.

Here's some of the things I'm passionate about and would like you to pay special attention to. All 111 recommendations are all equally important and necessary.

Economic

1) getting Black people to the median income for the next 250 years... currently, \$97K (annual income for white folks is \$130K, Black folks is \$35K)

- 2) debt forgiveness, payday loans, school loans, etc.
- 3) tax credits, home, payroll, business, no taxes at all for 250 years
- 4) BMRs are trash and not helpful. Allowing people with certificate of preference, low income, Section 8 folks to use/own those BMRs (Below Market Rate)

Education

- 1) early childhood education, early start in SFUSD
- 2) all schools have adequate funding
- 3) financial benefits to families negatively impacted by racial barriers in SFUSD
- 4) build a K-12 school for Black children with Black teachers and therapists who live in San Francisco
- 5) culturally competent school professionals and curriculum for all children in public schools and hospitals

Health

- 1) hospital or clinic that is geared to serve Black people, Black doctor's and other staff
- 2) compensation to the families who have been impacted by the pollution from the Navy shipyard
- 3) provide funding for schools, churches etc to increase culturally appropriate wellness for Black people
- 4) reduce the number of liquor stores, dispensaries, and fast food restaurants in Black communities, this is killing us. Clean up the Bayview Hunter's Point Shipyard and fund families injured and harmed by the toxins of the Shipyard.
- 5) Declare community violence as a public health crisis and fund resources for effective interventions.

Policy

- 1) reword current laws that negatively impact Black people to no longer negatively impact us. White people over 400 years ago implement laws that are currently negatively impacted Black people and we need to change that

Respectfully,
A Proud, Black Native San Franciscan ,
Member Nikcole Cunningham

Racist status: Not-Racist, You?

Preferred Pronouns: She/Her I support LGBTQA+

"You have to find the blessings within the hell you're in!" Nikcole

From: [Robert Sauls](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Tuesday, March 14, 2023 3:54:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You people are a board of idiots! Bunch of lunatics and fanatics.

From: [Delia Fitzpatrick](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Dream Keeper Initiative and Reparations support
Date: Tuesday, March 14, 2023 3:59:57 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

There are two separate conversations:

1. We are demanding that they make the Reparations a statute by executive order. If this goes to vote, it will not pass. The publicity around \$5 million per person may not be the final number because it's more about providing African Americans access to resources that have been intentionally denied by the city through a just and transparent process.

2. We want to keep the DreamKeeper Dollars that were removed from the police to stay in the community. These dollars have been leveraged in so many different ways and it has benefited the resource lack area of Lakeview in District 11.

Ways dream keeper support that have been added to community: (just to name a few)

1. Opening of the Novation Lab, Community Computer Lab
2. Stipends for attending Early Educator Workshop classes
3. Science Workshops/Field Trips
4. Various community events/festivals for families (Stem Frenzy)
5. Expanded Resources
6. Job Readiness Training
7. Computer help
8. Pre-ELS Supports
10. Grants and Loans for Early Childhood Educators
11. Ask A Bookkeeper Series
12. Expanded Summer Programming/Stipends
13. Additionally Cultural books
14. Mental Health Supports
15. Supplies
16. Kindergartener Kits
17. Educational Pipelines

This has truly widen the door for conversations on how the city should do better and appreciate your time and listening
Delia Fitzpatrick

From: [Jesse W](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: San Francisco reparations idea input
Date: Tuesday, March 14, 2023 4:06:56 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I believe from what I read the San Francisco board of supervisors will be discussing giving each black person \$5 million dollars.

I think you would be fools. I grew up in northern California with all white kids, and at least half of them didn't graduate from high school because they thought black people and their hip hop/ partying culture was cool.

Black people might have once been slaves, but their influence in society over the last 30 years has destroyed a lot of lives of white people. I don't ever hear a black person say they don't like rap music and I can't believe the garbage that is in their songs. I don't know why you would want to give those kinds of people money. Most of them are bad influences on society.

From: [Christina Tai](#)
To: [Board of Supervisors \(BOS\)](#)
Cc: [Christina Tai](#)
Subject: Board of Supervisor"s Meeting - Tuesday, March 14, 2023 - Public Comment - Dream Keepers Initiative
Date: Tuesday, March 14, 2023 4:16:25 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Topic: Dream Keepers Initiative
Date: Tuesday, March 14, 2023
Name: Christina Tai, Senior Salesforce Administrator/Business Anal
Organization: Code Tenderloin
Address: 55 Taylor Street, San Francisco, CA
Phone Number: 650-888-9015
Email: christina@codetenderloin.org

As a native-born San Franciscan and now working in Downtown San Francisco, I want the San Francisco Board of Supervisors to continue supporting and have Dream Keepers Initiative. Dream Keepers Initiative helps improve the program participants' lives and the larger San Francisco community as a whole. I see firsthand from the stories participants and others tell me often.

From: [Ggumbold](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Five Million? Not enough!
Date: Tuesday, March 14, 2023 4:23:46 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Five million to blacks? You can do better, 1 Billion per black individual, if SF residences are so stupid to allow the board of supervisors to even joke about it then to hell with them all, they deserve the screwing they get.

From: [Erin McAuliff](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Support for Draft SF Reparations Plan
Date: Tuesday, March 14, 2023 4:49:28 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

President Peskin and Board of Supervisors:

I am a San Francisco resident of Bernal Heights and employee of the City and County of San Francisco, writing in support of the draft SF Reparations Plan presented today. I urge you to accept the draft through the resolution before you. This resolution is just one step in towards taking the appropriately radical actions towards accountability, redress and repair.

I also urge you to respond affirmatively to the asks presented to you by AARAC representatives today, including attending monthly AARAC meetings and supporting their demands for investments in ***this budget season.***

I also echo Sup. Engardio's request to **fully staff the HRC Office of Racial Equity**. As a City employee involved in my Department's (MTA) Racial Equity Action Plan efforts, I have witnessed firsthand the effects of this office being understaffed. As a result, there has been stagnation in our efforts and many missed opportunities to address some of the most pressing racial equity challenges internally and externally.

Finally, I was disheartened to hear from the AARAC representatives during today's hearing that actions and statements of the BOS to the press and the public are undermining their important work, whether intentionally or unintentionally. The Board has the responsibility to fully acknowledge and consider *all* of the facts and recommendations in the Reparations Plan. If there are any board members whose words or actions are actively thwarting or impairing the City's ability to do so, they should be formally censured.

Sincerely,
Erin McAuliff

From: [Solitarie One](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: How About Me?
Date: Tuesday, March 14, 2023 5:42:28 PM
Attachments: [image.png](#)
[image.png](#)
[image.png](#)
[image.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I am an Irish American, living in San Francisco, whose ancestors (from County Clare) were routinely discriminated against and treated as "sub humans" and "beasts" during the 1800s in the United States. Including San Francisco. See below.

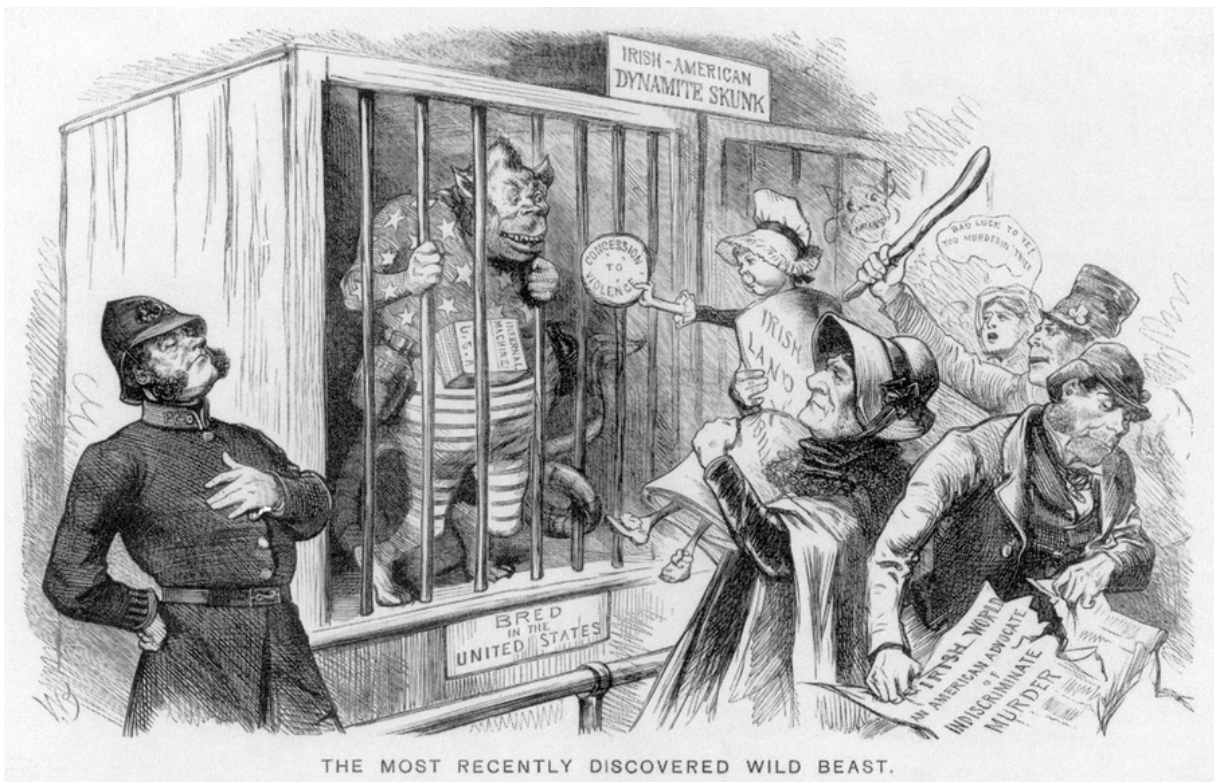
When can I expect my \$5 million reparation payment for

"...decades of harms experienced, and will redress the economic and opportunity losses that IRISH San Franciscans have endured, collectively, as the result of both intentional decisions and unintended harms perpetuated by city policy"?

C. Brady



The Iberians are believed to have been originally an African race, who thousands of years ago spread themselves through Spain over Western Europe. Their remains are found in the barrows, or burying places, in sundry parts of these countries. The skulls are of low, prognathous type. They came to Ireland, and mixed with the natives of the South and West, who themselves are supposed to have been of low type and descendants of savages of the Stone Age, who, in consequence of isolation from the rest of the world, had never been out-competed in the healthy struggle of life, and thus made way, according to the laws of nature, for superior races.



THE MOST RECENTLY DISCOVERED WILD BEAST.

Source: *Judy, or London Serio-Comic Journal*, August 3, 1881

GROCERY CART AND HARNESS FOR SALE
G—In good order, and one chestnut horse, 8 years old excellent saddle horse; can be ridden by a lady. Also, young man wanted, from 16 to 18 years of age, able to work. No Irish need apply. **CLUFF & TUNIS, No. 270 Washington-st., corner of Myrtle-av., Brooklyn.**



NO IRISH NEED APPLY

Is proclaimed by some, but DICKSON. The Tailor, of 65 Fifth ave., cor. Wood street, second floor, wants it understood that all are heartily welcome who have old clothes to be cleaned and repaired. Telephone 1558.

se29-su

From: [Kim-Shree Maufas](#)
To: [Board of Supervisors \(BOS\)](#); [Mayor London Breed](#)
Cc: [Walton, Shamann \(BOS\)](#); [Ronen, Hillary](#); [Peskin, Aaron \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Preston, Dean \(BOS\)](#)
Subject: Thank you for your full support of the 111 Reparations Commendations!
Date: Tuesday, March 14, 2023 6:33:45 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear President of the Board and Supervisors, as you sit in the Committee of the Whole and including Mayor London Breed.

Although, I could not be at the hearing today for Item 230078, I have been watching and listening-LIVE.

I have heard all of you pronounce your support for San Francisco Reparations Plan Draft and its 111 Recommendations. Thank you for speaking out against the fear-mongering narratives against Reparations that are being lauded in public and private spaces. Thank you for following through with your affirmative vote.

Please support the work of the African American Reparations Advisory Committee that has taken up the arduous task of providing you, the Mayor, the City, the State, the Nation, and the World with the critical information you need to understand some semblance of all the harms that black people have experienced in San Francisco. I include my family in that my mother and granddaughter both born at SF General Hospital, sixty-six (66) years apart, as we are still experiencing harms of structural and embedded racism **TODAY** in the City and County of San Francisco.

Please support the HRC's Dr. Sheryl Davis and the amazingly successful Dream Keeper Initiative under her leadership. As well as the other well researched programs, initiatives, and sections of the Human Rights Commission/Department.

I thank you for your time and sincere attention.

Dr. Kim-Shree Maufas,
District 9 Resident/
ENCAC Committee Member/
Former President of SFUSD Board of Education/
Sierra Club SF Executive Committee Member

Sent from my iPhone

From: [Gallardo, Tracy \(BOS\)](#)
To: [Board of Supervisors \(BOS\)](#)
Cc: [BOS-Supervisors](#); [BOS-Legislative Aides](#); [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [BOS Legislation, \(BOS\)](#)
Subject: Re: Support SF Reparations Plan and Dream Keeper Initiative
Date: Tuesday, March 14, 2023 8:03:12 PM

Thank you for your email!

Tracy

Sent from my iPhone

On Mar 14, 2023, at 7:15 PM, Board of Supervisors (BOS)
<board.of.supervisors@sfgov.org> wrote:

From: Anna W Yohannes <annawyohannes@gmail.com>
Sent: Tuesday, March 14, 2023 6:07 PM
Subject: Support SF Reparations Plan and Dream Keeper Initiative

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To the SF Board of Supervisors,

As a Black San Francisco resident, preschool teacher, and child care advocate, I write to you unequivocally support the San Francisco Reparations Plan and Dream Keeper Initiative and ask you to fund them permanently.

As a member of the African American Early Childhood Education Policy Council which has received funding via the Dream Keeper Initiative's grant process, I can attest to the importance of this allocation directly to Black-serving education nonprofits. It is crucial that Black-serving and Black-led community-based organizations are able to access City resources. Almost a third of respondents surveyed by DKI indicated that this funding cycle was the first time they had secured City funds for their programming – that is a significant impact and should continue.

The Dream Keeper Initiative is enacting real and ongoing community accountability and authentic partnership across the City's diverse Black communities. This throughline of what easily falls into a 'For Us, By Us' model has been embraced by and large because it is **empowering and engaging Black San Franciscans in ways that have not been previously seen and supported.**

Thank you for taking the time to consider this matter. **I feel confident that you will do the right thing.**

Sincerely,
Anna Wolde-Yohannes
District 5

From: [Eden Niemela](#)
To: [Breed, Mayor London \(MYR\)](#); [Board of Supervisors \(BOS\)](#); [MandelmanStaff, \[BOS\]](#); [Mandelman, Rafael \(BOS\)](#)
Subject: Reparations
Date: Tuesday, March 14, 2023 11:28:04 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Mayor and Supervisor Mandelman,
I read you will vote soon on reparation for Black Americans in SF.

Reparation of 5 million each Black Americans in SF is absolutely wrong!

Japanese people who went to jail did not get 5 million EACH in Reagan era.

Tech boom affected EVERYONE not only BLACKS.

If you are going to pass this reparations in SF then make it FAIR in every Race including Japanese descendants of people who went to camps!

You can not solve Black history by giving money! You can offer free education, grants on essential needs, free housing, free inpatient rehabilitation, free cars for work and school BUT NOT money because SF don't have money to cover \$5 million each!

If they REFUSED to be educated, refused to work , just want CASH then pretty soon SF will be a Gotham City! It is just like giving them money for guns and mostly more drugs!

Sincerely,
Eden Niemela

Sent from my iPhone

From: [j.h](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Wednesday, March 15, 2023 12:58:54 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

My father, when a child, along with his brothers and sisters, was a sharecropper. How much money does he get?

From: [Randy Johnson](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations Crossroads - You Could Ignite Unlimited Violence
Date: Wednesday, March 15, 2023 7:34:19 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board of Supervisors,

Your reparations hearing made national news today. It was apparent that the public speakers were largely Black because non-Blacks are likely afraid to voice their opinion without being assaulted.

I found the speech by the Black woman who retired as a "peace officer" particularly disturbing. She made no justification for the \$5 million per person reparations award other than she is entitled to the money because of her Black privilege and victim mentality. She was gainfully employed in a good paying job for years, but that was not good enough. Based on her age, her family likely moved from Louisiana to CA in the 1960s or 1970s, or 100 years after slavery ended.

If the Board agrees to the reparations shakedown, the impact will be as follows:

1. All Blacks in San Francisco will be targeted with extortion and fraud, whether they got the money or not. They will be considered rich targets. You will see an uptick in kidnappings and ransom demands. You will also see an increase in assaults against Blacks for the same reason (e.g., envy) that Blacks assault Asians.
2. The money granted will be spent quickly by the recipients and their "hanger-on" relatives. They will live large for a few years, just like NFL players, and then they will be broke because they have little financial skills or education.
3. The reparations cause will spread to other Democrat-run hellholes and you will witness White flight from cities to avoid higher taxes, loss of employers and outward disdain directed by Whites who never owned slaves or discriminated against Blacks to undeserving Blacks who were unaffected by slavery.
4. Your actions could be the match that lights off the fuse for the next Civil War. The difference between Civil War 1 and Civil War 2 is that in the first Civil War, northern Whites defended Blacks and eliminated slavery. In the next Civil Wars, Blacks will be the targets. With 87% of the country being non-Black and 13% being Black, I would not want to be a Black person.

The endless victim mentality and false narrative of systemic racism pushed by Democrats needs to stop. If you want to repay victims, maybe you should focus on the descendants of the thousands of Japanese laborers who emigrated to San Francisco and were transported offshore in the early 1900s and dumped into the ocean.

You have an opportunity to stop the insanity or contribute to it. You decide.

Randy Johnson
Houston, TX (Home of the Federal Reparation Queen Sheila Jackson-Lee)

From: [James Stotts](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations?
Date: Wednesday, March 15, 2023 7:45:21 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

So, you assholes in that city care more about giving millions to non-deserving people because of their race but ignore your homeless problem? I guarantee you assholes one thing, if this goes through, you will see racism skyrocket like never before. So, go ahead and pull your stupid stunt.

From: [Monica D](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Breed, Mayor London \(MYR\)](#); [SFPD, Chief \(POL\)](#); [District Attorney \(DAT\)](#)
Subject: Re: black reparation
Date: Wednesday, March 15, 2023 8:27:26 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I heard that the Board of Supes are receptive to black reparation. There's only one problem: taxpayers (aka your bosses) are NOT!

https://muscatinejournal.com/news/national/san-francisco-board-receptive-to-reparation-ideas/article_1bf2cf6c-34bd-5632-bb50-dd13eccc91a6.html

From: [George Glines](#)
To: [Board of Supervisors \(BOS\)](#)
Date: Wednesday, March 15, 2023 10:09:19 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Reparations

You are insane trying to pay people Reparations for events that happened 150 years ago!

Why don't you pay them for job training!

Why don't you pay Japanese for internment during WW2!

Go to Hell!

gelines888@gmail.com

From: [cheryl thornton](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Fw: Reparations statement for tje Board of Supervisors @ for tje Reparations record
Date: Wednesday, March 15, 2023 11:43:49 AM
Attachments: [The Exclusion of seat 6 in AARAC.docx](#)
[o0188-19.pdf](#)
[20_10 Anti Black Racism Is Public Health Crisis.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Cheryl Thornton 

----- Forwarded Message -----

From: cheryl thornton <cherylthornton@sbcglobal.net>
To: bos.legislation@sfgov.org <bos.legislation@sfgov.org>
Sent: Tuesday, March 14, 2023, 03:55:00 PM PDT
Subject: Reparations statement for tje Board of Supervisors @ for tje Reparations record

https://www.sfexaminer.com/news/african-american-workers-blast-city-for-racism-discrimination-in-hiring/article_8abeb286-a87e-530d-bfe5-9c2f7c454711.html

From: [stephen matochik](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Wednesday, March 15, 2023 11:56:29 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

As if San Fran isn't already a dump that people are fleeing because of decisions like this . Does this mean that your City will get a refund on affirmative action benefits that were given out all these years ? Wake up San Francisco. Your city is dying a slow death

From: stephen.ru@verizon.net
To: [Board of Supervisors \(BOS\)](#)
Subject: Slavery, in a white man's view
Date: Wednesday, March 15, 2023 12:06:24 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

In the Bible the book of Numbers, God told the Jewish people when he led them out from Egypt, he told them he did not want them to do what was done to them in Egypt but he knew they were going to do it anyway so he set rules and laws for it. Man has always enslaved man Don't matter the the race or color they have slave each other. Example Sicily was invaded by Northern Africa, the people of Sicily were turning into slaves and serve the people of Northern Africa. Before America turned into America, the people at that time had to fight for their independence, why because they were slaves to Britain, anyone under the queen was a slave that would include Christopher Columbus. When the people fought for their Independence, they became free and when they became free, they wanted slaves themselves. Because they were slaves themselves. I know of a woman whose great grandfather was a slave in Egypt, when he was set free and went back to Africa he got himself slaves for himself and when he couldn't afford them he killed them. There was only one party that formed at the time and that was a Democrat party there was no other, those people at the time were slaves to Britain, once again when they when they're Independence they wanted slaves because they were slaves, the founding fathers knew this this is why they wanted to put it to an end, but the particular people at the time didn't want to give up their slaves because they were slaves themselves. How in the world do you come to the conclusion that is The White Man's fault, when all men of all colors have having slaves each other, if you want to pull money out of your own pocket and give it to them people of our time now that would be perfectly fine but to take money from taxpayers knowing that all of our ancestors were slaves makes no sense. If I was in your state I would take you to court and sue you. On the grounds that men who were slaves wanted slaves themselves.

[Sent from AOL on Android](#)

From: [susan epidendio](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Money given to African-American Reparation proposal
Date: Wednesday, March 15, 2023 1:49:06 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I am asking you to vote NO on giving African-American people money in San Francisco when the practice of slavery was not done here in the first place.

As far as giving money to any one it should be given to the American Indians who we used as slaves and harmed and kick them off there own lands to make way for the people coming here at that time. I am feeling this is not fair to all the others in this state who have worked hard there whole life's to achieve a comfortable life while just because of the color of your skin you can get free money. This is so wrong in so many ways. Please vote No on this issue.

Thank you , Susan Epidendio

Sent from my iPhone

From: [Julien DeFrance](#)
To: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#)
Cc: [Souza, Sarah \(BOS\)](#); [HRC-Reparations](#); [Breed, Mayor London \(MYR\)](#); [Info, HRC \(HRC\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [PeskinStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Joel Engardio](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [RonenStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [WaltonStaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [SafaiStaff \(BOS\)](#); [richie@greenbergnation.com](#)
Subject: Re: Reparations Plan - REJECT IT NOW!
Date: Wednesday, March 15, 2023 4:44:12 PM
Attachments: [image0.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors and all,

Are you all out of your goddamn minds?!

Who's gonna (again) pay for your radical left bullshit ideology?!

Enough is enough. Screw you.



San Francisco considers reparations proposal to give \$5 million per Black person
[foxnews.com](#)



What to know about San Francisco's reparations plan
[axios.com](#)



San Francisco supervisors open to reparations proposal for Black people
[axios.com](#)

16:38

LTE 44



San Francisco considers reparations pro...



www.foxnews.com

CALIFORNIA · Published March 14, 2023 3:50pm EDT

San Francisco considers reparations proposal to give \$5 million per Black person

Progressive city's Board of Supervisors meeting to debate reparations recommendations despite backlash

By Aaron Kliegman | Fox News



Leo Terrell slams San Francisco reparations plan: This is unconstitutional

Fox News contributor Leo Terrell and 'The Five' co-host Geraldo Rivera react to San Francisco's proposed \$5 million reparations plan and the Washington D.C. crime code overhaul.

The San Francisco Board of Supervisors is meeting Tuesday to review a proposal [to dole out \\$5 million each](#) to qualifying Black residents in reparations as a way to make amends for slavery.





foxnews



**Democrat-run city considers paying
qualifying Black residents \$5 million each**



Sent from my iPhone

On Feb 7, 2023, at 12:51, Julien DeFrance <julien.defrance@gmail.com> wrote:

Supervisors and all,

Today's the big day.

Do not fall into this trap.

**SHOW SOME LEADERSHIP.
SHOW SOME COMMON SENSE**

Enough with the absurdity.

**REJECT ITEM #26.
REJECT THE REPARATIONS PLAN
DISSOLVE THE COMMITTEE.**

<image.png>

On Sun, Feb 5, 2023 at 8:39 PM Julien DeFrance <julien.defrance@gmail.com> wrote:

Dear Mayor, Supervisors, and other SF officials,

It is with immense stupefaction that I got to learn about the Reparations plans that California and San Francisco have in their boxes.

As other commentators noted,

"San Francisco taxpayers could be on the hook to pay out hundreds of billions of dollars in an unconscionably racist, neo-Apartheid move by a 15-member reparations committee. Their Reparations Plan reads like a blueprint to install racial segregation, impossible to fulfill financial payments and prioritizing the Black community before nearly all aspects of city life, all subsidized by San Francisco's non-Black taxpayers. Another surprise is the plan is already admittedly unlawful on both a state and federal level."

Richie Greenberg created a website which summarizes key provisions, and provides a link to download a copy for yourself, along with my commentary. The website is www.RejectThePlan.com. Please visit the new website ASAP.
<http://www.RejectThePlan.com>

While I do empathize with the black community and acknowledge what happened in this country CENTURIES ago, this is NOT the right approach. NOT the right time. NOT the right message. NOT the right solution.

We already are dealing with enough non-sense when having to listen to indigenous propaganda at the very beginning of every one of your meetings.
San Francisco isn't a stolen land whatsoever, so why do you keep on brainwashing us with such absurd and debunked narrative?

As the preliminary public hearing is being held this week,

I am urging you to showcase some common sense, at the very least once in your political career, and reject this absurd, illegitimate, unconstitutional plan that will only serve the interests of more-debilitating-than ever radical left, and further divide us.

**SHOW SOME LEADERSHIP.
SHOW SOME COMMON SENSE**

**REJECT THE PLAN.
DISSOLVE THE COMMITTEE.**

Your absurd and unwarranted policies have already harmed and destroyed San Francisco so much during the pandemic, with unnecessary and absurd restrictions, beyond reason, and beyond federal and state guidelines.
People have left. Companies have left. To never come back.
San Francisco isn't anymore the great city it used to be. And it will take time to rebuild.

Another absurd plan and this city wouldn't at all recover.

WORKING CLASS CITIZENS, TAX PAYERS, SMALL BUSINESSES/SMALL BUSINESS OWNERS, HOMEOWNERS are already HAMMERED with your policies, taxes, taxes, and again taxes.
So many city mandates increasing our costs of livings, for stupid, questionable programs and pilots you all love to come up with in your wildest dreams, billions of dollars taken away from our savings, from the economy, for everything but improving anyone's quality of life.

**AGAIN, HOW ABOUT SOME COMMON SENSE?
IS IT TOO MUCH TO ASK, GOING FORWARD?**

For god sake, please hold yourselves to higher standards.

Best regards,

JD.

From: [Amelio Schembari](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparation
Date: Wednesday, March 15, 2023 5:46:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

No ,No ,No!!!

No reparation for selected group or businesses! Tax payer money should benefit all CITIZENS of the city. Put the money into needed areas. Example: Mental health, clean up the drug and crime problem on the streets, then we can effectively help the truly homeless and hire real police not ambassadors that just stand and chat on the corners with their friends.

Learn to PRIORITIZE!!!

Disgusted Native San Francisco,
Amelio Schembari

Sent from [Mail](#) for Windows

From: [Julien DeFrance](#)
Cc: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Souza, Sarah \(BOS\)](#); [HRC-Reparations](#); [Breed, Mayor London \(MYR\)](#); [Info, HRC \(HRC\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [StefaniStaff, \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [PeskinStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Joel Engardio](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff, \(BOS\)](#); [Ronen, Hillary](#); [RonenStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [SafaiStaff \(BOS\)](#); richie@greenbergnation.com
Subject: Re: Reparations Plan - REJECT IT NOW!
Date: Wednesday, March 15, 2023 7:13:24 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Unsurprisingly, Ronen completely went batshit crazy in all of her statements of support...

Stop playing those stupid games.

Get those radical left lunatic out of here!

On Mar 15, 2023, at 16:43, Julien DeFrance <julien.defrance@gmail.com> wrote:

Supervisors and all,

Are you all out of your goddamn minds?!

Who's gonna (again) pay for your radical left bullshit ideology?!

Enough is enough. Screw you.

<[san-fran-walton.jpg](#)>

San Francisco considers reparations proposal to give \$5 million per Black person
[foxnews.com](https://www.foxnews.com)

<[1675690165759.jpg](#)>

What to know about San Francisco's reparations plan
[axios.com](https://www.axios.com)

<[1678839001035.jpg](#)>

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[axios.com](https://www.axios.com)

<image0.png>
<image1.jpeg>

Sent from my iPhone

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DISSOLVE THE COMMITTEE.

<image.png>

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WORKING CLASS CITIZENS, TAX PAYERS, SMALL BUSINESSES/SMALL BUSINESS OWNERS, HOMEOWNERS are already HAMMERED with your policies, taxes, taxes, and again taxes.

So many city mandates increasing our costs of livings, for stupid, questionable programs and pilots you all love to come up with in your wildest dreams, billions of dollars taken away from our savings, from the economy, for everything but improving anyone's

quality of life.

**AGAIN, HOW ABOUT SOME COMMON SENSE?
IS IT TOO MUCH TO ASK, GOING FORWARD?**

For god sake, please hold yourselves to higher standards.

Best regards,

JD.

From: [LAURENCE SIMON](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Slavery reparations for black San Francisco residence.
Date: Wednesday, March 15, 2023 7:24:02 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You are so far out of control on subject matter. I have never seen so many ignorant people in a room. There is no way in hell you can afford 5 million dollars and all the other proposed goodies. You can't even run your city efficiently as it is let alone make the totally unrealistic reparations payouts you are proposing. You all need to resign and let a new more conservative board take over with more realistic goals.

Sent from my iPhone

From: [Rosalinda Callejas](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Wednesday, March 15, 2023 7:33:54 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

This is the most outrageous and ridiculous out of control downhill spiral of ideology. There is no way that you can ever believe that you can be fair and honest in providing reparations for over a 150 year old history. Let me remind you that your party of Democrat/Socialists are the ones who have kept people down by not providing the best in education for all minorities. You are the ones that have perpetuated the welfare system. You are the ones that have done nothing to help the homeless, drug addicts and quality of life. You have run this city and state for decades and it gets worse every year and I am sick and tired of the crap. This is virtue signaling straight and simple. How dare you think that those of us who have worked hard our entire lives to provide for our families and futures that we should be liable for a history of over 150 year old. If that is the case than why aren't you providing reparations for the Native Americans, Mexicans, Chinese, Irish and others.

For those of us who worked hard to purchase our homes, provide education for our children and futures this is a slap in the face. I have seen nothing good come out of San Francisco leadership and it continues to get worse with ideological crap that you push on the everyday citizen. This is just one of the many that has driven people out of this state. Do you ever listen to yourselves or take a hard look at what your policies have done to this city... probably not. It saddens me that my once beautiful city and state is now one of the worst governed. This is your legacy.

A proud American

Rosalinda

Sent from my iPad

From: [Alan Tarot](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations Debate
Date: Wednesday, March 15, 2023 9:07:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear San Francisco Board of Supervisors,

The California Reparations Task Force is withholding vital information from you that may change the entire nation's perception of the reparations debate.

--Damien Storm

From: [Tedsmithzip](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations Ha! Ha! Ha!
Date: Thursday, March 16, 2023 12:43:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

You fuckers got to be the laziest, greediest, dumbest bunch of cunts in history. But good on you for giving it a real shot!!

From: [Hub Stackhouse](#)
To: [Board of Supervisors \(BOS\)](#); [SafaiStaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Ronen, Hillary](#); [Breed, Mayor London \(MYR\)](#); [Preston, Dean \(BOS\)](#); [StefaniStaff, \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Chan, Connie \(BOS\)](#); [ChanStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); raphael.mandelmann@sfgov.org; [Walton, Shamann \(BOS\)](#)
Subject: Please OPPOSE expensive, divisive, racist, and destructive "reparations" plan
Date: Thursday, March 16, 2023 8:22:48 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please OPPOSE stealing millions of dollars of taxpayer dollars from current San Franciscans who have never discriminated on the basis of race for a divisive and destructive 'reparations' plan. We must seek Martin Luther King's vision of color-blind society and end racial discrimination. This reparations plan will push us into poverty and create division and backlash. Please oppose it.

Sincerely,
Herbert
San Francisco

From: [Norm Pinto](#)
To: [Peskin, Aaron \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [ChanStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Ronen, Hillary](#); [MandelmanStaff, \[BOS\]](#); [Walton, Shamann \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Bill G.](#); [C. B.](#); [Perry Evert](#); [Darrel F.](#); [nfl092019@yahoo.com](#)
Subject: SF Board of Supes
Date: Thursday, March 16, 2023 8:57:43 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good morning everyone,

Sending this on behalf of our SF team.

First, thank you Supervisor Walton for bringing the Reparations Plan for past, current and **perhaps** even future wrong doings.

Best way of stating this, I noticed a long time ago I don't look like some of my friends on this email and many on the Board of Supervisors. I'm from many backgrounds including Creole. My friends are my friends and have been for many years no matter what each of us look like. We grew up in the Ingleside in the 60's. We have experienced much and personally I feel I have experienced more than my friends based on how I look. I was "that kid" that was followed around in a store while my friends were not. I was pulled over a few times by the SFPD while my friends were not. But my friends always had my back. That's what friends do.

I've shared with my friends, that although we lived on the same block, sometimes, we lived in different worlds. It's an experience that many can not fully understand. I call it The Black Experience.

I saw so many great Community people speak the other night at the Board Meeting. And Mr. Walton, you should understand, the fact, People know sincerity. We feel it. We can tell. It's really offensive to me when some people who are not black, talk black in a futile attempt to connect. I heard safai, ronen and peskin do that.

There was:

Erica Burrell, Latoya Pitcher, and others who called Members of the Board for being on their phones and not paying attention.

And Mr. Rory Gambrel shows up for a fourth time to get a Hearing date!! It appeared Mr. Gambrel was calling out peskin. It sounded like peskin was running down the stairs. Mr. Gambrel deserves a Public Hearing.

Then there was the embarrassing disgraceful behavior of:
a) ahsha safai, comes off as a grandstanding, arrogant, ignorant idiot. He was grandstanding when he made his comments on Agenda item # 14 Reparations. He took African American studies at MIT? But he has not spent a minute in the Black Experience. Huh? He understands the Black Experience??
Okay.

At the end of the general Public Comment item at mark 7:15:25 ahsha and ronen are joyful that Public comment is over. they were happy that Community was done speaking. ahsha has a degree from MIT, it looks like has a degree at SHIT! That's his Legacy. That's how they will be remembered.

b) hillary ronen: nice to hear her grandstand on the reparations item also. she is ready to "throw down" for the Community. And she accepts human beings to be, in her words, sex workers. But she won't get involved to help when the pimp is around. In ronen's words, a sex worker put her kid through college. Cool hillary. Let's grandstand on the kids feelings. And sure enough ronen "the barbarian" is happy and giggling about the end of Public comment. Cool. We were wondering, if she "is really starting to believe her own bullshit or is it more of your bullshit." Who's words were those? And those bogus photos of campaign workers doing whatever.. And remember, ronen's choice for interim mayor was mark farrell rather than Mayor Breed.

Check out the Meat Puppet ronen the barbarian at mark 7:14:20. Is there something funny about what the speaker said about guns? So how women have been sexually assaulted or raped in your district? Could a gun possibly stopped the assault and or rape? Are you that brain dead to not understand that? Who's words were ""The Mission is worse than I've seen it since I took office six years so." Wow! So you admit you failed your District residents. So why not just resign. Welfare recipient!

And as mentioned at the end of Public comment at mark 7:15:25....The Meat Puppet is overjoyed Public comment is over. Perhaps next time thousands of Community Members will show up to use more colorful language that the First Amendment protects.

c) princess catherine stefani has no clue on the value of the gun and how it protects. she should look at how many sexual assault, rapes and other violent crimes occurred in her district

and all districts throughout the City and how a holstered firearm could have stopped these attacks.. Hopefully she understands the US has 330 million People and 400 million guns. Why would this be?? It's called Responsibility, Responsible car drivers, Responsible gun owners.

The biggest questions are how did the Community feel when speaking to the Board the other night? Through Community's eyes, how confident are they in this Board in making progress? Who is on the Board is real? Who on the Board is fake and who is real fake?

And who on the Board, besides Supervisor Walton, goes to Community Meetings on the Reparation matter that you tabled?

One last point. Best case scenario is the Community receives everything they seek, however, at the end of the day, some will always judge us on the color of our skin and the sick, mentally ill racism will continue.

We will continue to follow this matter and other matters concerning Community.

The Community, Public and People

From: [Paul n](#)
To: [Board of Supervisors \(BOS\)](#); [Breed, Mayor London \(MYR\)](#)
Subject: Reparations ?
Date: Thursday, March 16, 2023 9:08:33 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

I've been reading about Shaman Walton's committee to make SF pay reparations to Black people for historical wrongs.

It's good to city government hard art work not addressing current issues with the city like HOMELESSNESS. You are instead concocting ways for spend my tax money fixing non city issues. Fixing national historical wrongs is not the role of city government . One report I read is that you want to give \$5 million to every black person in San Francisco as reparations for slavery. I realize this probably seems like a pretty good deal for Shaman Walton and other black members of city government but THIS IS NOT THE ROLE OF CITY GOVERNMENT. Before I realized you clowns actually had a reparations committee, I would have written this off as a joke.

Now get in your clowns and roll through the Misson or the Tenderloin and take a good look around . People are struggling and ,shockingly, they are not all black. Fixing a historical racist problem cannot be fixed by introducing a new racist problem.

Yes. THE BOARD OF SUPERVISORS ARE RACISTS. Think about that while you are collecting money to run a city.

Paul Nisbett

From: [Norm Pinto](#)
To: [Peskin, Aaron \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [ChanStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Ronen, Hillary](#); [MandelmanStaff, \[BOS\]](#); [Walton, Shamann \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Bill G.](#); [C. B.](#); [Perry Evert](#); [Darrel F.](#); [nfl092019@yahoo.com](#)
Subject: Re: SF Board of Supes
Date: Thursday, March 16, 2023 9:33:52 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisor Walton. The Team (My Friends) reminded me of one last item. Financials. It sounded like many in the Community expected a vote and even payment ASAP of \$ 5 Million. We wondering how that figure came to be and how and why the current immediate expectations of Community were set. We believe REAL and HONEST Transparency should be set to the Community as it sounds like Billions of dollars need to be allocated that might not be allocated by the City of SF.

So, please give Community the Transparency they deserve.

Thank you

The Community, Public and People

On Thursday, March 16, 2023 at 08:56:05 AM PDT, Norm Pinto <love4life0411@aol.com> wrote:

Good morning everyone,

Sending this on behalf of our SF team.

First, thank you Supervisor Walton for bringing the Reparations Plan for past, current and **perhaps** even future wrong doings.

Best way of stating this, I noticed a long time ago I don't look like some of my friends on this email and many on the Board of Supervisors. I'm from many backgrounds including Creole. My friends are my friends and have been for many years no matter what each of us look like. We grew up in the Ingleside in the 60's. We have experienced much and personally I feel I have experienced more than my friends based on how I look. I was "that kid" that was followed around in a store while my friends were not. I was pulled over a few times by the SFPD while my friends were not. But my friends always had my back. That's what friends do.

I've shared with my friends, that although we lived on the same block, sometimes, we lived in different worlds. It's an experience that many can not fully understand. I call it The Black Experience.

I saw so many great Community people speak the other night at the Board Meeting. And Mr. Walton, you should understand, the fact, People know sincerity. We feel it. We can tell. It's really offensive to me when some people who are not black, talk black in a futile attempt to connect. I heard safai, ronon and peskin do that.

There was:

Erica Burrell, Latoya Pitcher, and others who called Members of the Board for being on their phones and not paying attention.

And Mr. Rory Gambrel shows up for a fourth time to get a Hearing date!! It appeared Mr. Gambrel was calling out

peskin. It sounded like peskin was running down the stairs.
Mr. Gambrel deserves a Public Hearing.

Then there was the embarrassing disgraceful behavior of:

a) ahsha safai, comes off as a grandstanding, arrogant, ignorant idiot. He was grandstanding when he made his comments on Agenda item # 14 Reparations. He took African American studies at MIT? But he has not spent a minute in the Black Experience. Huh? He understands the Black Experience??
Okay.

At the end of the general Public Comment item at mark 7:15:25 ahsha and ronen are joyful that Public comment is over. they were happy that Community was done speaking. ahsha has a degree from MIT, it looks like has a degree at SHIT! That's his Legacy. That's how they will be remembered.

b) hillary ronen: nice to hear her grandstand on the reparations item also. she is ready to "throw down" for the Community. And she accepts human beings to be, in her words, sex workers. But she won't get involved to help when the pimp is around. In ronen's words, a sex worker put her kid through college. Cool hillary. Let's grandstand on the kids feelings. And sure enough ronen "the barbarian" is happy and giggling about the end of Public comment. Cool. We were wondering, if she "is really starting to believe her own bullshit or is it more of your bullshit." Who's words were those? And those bogus photos of campaign workers doing whatever.. And remember, ronen's choice for interim mayor was mark farrell rather than Mayor Breed.

Check out the Meat Puppet ronen the barbarian at mark

7:14:20. Is there something funny about what the speaker said about guns? So how women have been sexually assaulted or raped in your district? Could a gun possibly stopped the assault and or rape? Are you that brain dead to not understand that? Who's words were ""The Mission is worse than I've seen it since I took office six years so." Wow! So you admit you failed your District residents. So why not just resign. Welfare recipient!

And as mentioned at the end of Public comment at mark 7:15:25....The Meat Puppet is overjoyed Public comment is over. Perhaps next time thousands of Community Members will show up to use more colorful language that the First Amendment protects.

c) princess catherine stefani has no clue on the value of the gun and how it protects. she should look at how many sexual assault, rapes and other violent crimes occurred in her district and all districts throughout the City and how a holstered firearm could have stopped these attacks.. Hopefully she understands the US has 330 million People and 400 million guns. Why would this be?? It's called Responsibility, Responsible car drivers, Responsible gun owners.

The biggest questions are how did the Community feel when speaking to the Board the other night? Through Community's eyes, how confident are they in this Board in making progress? Who is on the Board is real? Who on the Board is fake and who is real fake?

And who on the Board, besides Supervisor Walton, goes to Community Meetings on the Reparation matter that you

tabled?

One last point. Best case scenario is the Community receives everything they seek, however, at the end of the day, some will always judge us on the color of our skin and the sick, mentally ill racism will continue.

We will continue to follow this matter and other matters concerning Community.

The Community, Public and People

From: [Kathy Broussard](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: March 14, 2023 San Francisco Board of Supervisors Meeting Agenda Item #14 Public Comment Submission
Date: Tuesday, March 14, 2023 12:37:29 PM
Attachments: [March 14, 2023 BOS Public Comment Submission.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear San Francisco Board of Supervisors,

I respectfully submit my public comment in advance of today's meeting for the record. Please use the PDF copy attached to this email as my official public comment for agenda line item #14.

14. [230078](#) **[Hearing - Committee of the Whole - Draft San Francisco Reparations Plan and Dream Keeper Initiative Updates - March 14, 2023, at 3:00 p.m.]**
Hearing of the Board of Supervisors sitting as a Committee of the Whole on Tuesday, March 14, 2023, at 3:00 p.m., to hold a public hearing on the Draft San Francisco Reparations Plan and Dream Keeper Initiative updates; and requesting the Human Rights Commission, the African American Reparations Advisory Committee, and the Dream Keeper Initiative to present; scheduled pursuant to Motion No. M23-021 (File No. 230077), approved on January 31, 2023. (Clerk of the Board)

02/07/2023; CONTINUED.

Question: Shall this Hearing be HEARD AND FILED?

Respectfully submitted by,

Kathy L. Broussard

Meeting date: March 14, 2023

Time: 2:00PM

Agenda Item: #14

Public Comment Submission

=====

Greetings respectfully Board of Supervisors and President of the Board,

Racism and slavery did not end in 1865 with the 13th Amendment. It transcended and became disguised as structured institutions, the government, laws, US Justice System, Black Codes, Jim Crowe, Prisons/penitentiary's, corporations, including introducing laws like Affirmative Action and most recent in San Francisco the Office of Racial Equity, in an effort to make things appear progressive but really aren't.

San Francisco has tried to keep its participation in slavery quiet, when it is a well-known fact that slaves were brought to San Francisco California as slave chattel to work in gold mines. Slavery and indentured servitude was NOT only operative in Southern states.

San Francisco is guilty and remains complicit for many harms that continue to keep blacks and African Americans marginalized. Redlining, theft of properties/land, racially

segregated neighborhoods, segregated schools, forced to live in densely populated and polluted areas of the City.

The City of San Francisco continues to maintain its status quo by continuing these practices until this very day, as Black and African Americans are the lowest paid and most underrepresented when it comes to jobs and home ownership or securing affordable housing.

15 million men women and children were victims of genocide caused by the transatlantic slave trade. Our ancestors were stolen by white people, bought/sold and separated from family (only to never see them again) raped, beaten, lynched, maimed, mutilated, stripped of native languages and cultures, names changes, women and young girls forced to breed more children for financial gain unable to read, speak or write English,....and denied EVERY basic human fundamental right known to man.

An atonement, for 400 plus years of slavery is equal to 365 days x's 400= 146,000 days of **forced free labor**, that allowed white people, still operating many businesses and institutions today, to build unfathomable generational wealth, white supremacy and white privilege.

Wages were not paid to slaves who worked, dark early morning until dark night, in extremely harmful weather conditions, dying right in the fields while our ancestors were forced to continue

working. We inherited family sicknesses and diseases due to the lack of nourishment and non-existent health care. We carry our ancestors' traumas every single day.

Let's do the Math

In the early 1700 records, wages for a white laborer was \$1.00 per day for 8 to 9 hours of work. Our black slave ancestors worked for over 18 hours per day and at that rate;

➤ **1.00 per day (roughly .05 cents per hour) in 1635 is now valued at \$36.04 per day x's 146,000 days (400 years) = \$5,261,840.00 of LOST GENERATIONAL WEALTH**

Now the average family size consisted of a minimum of 5 to 9 members spread out over various plantations (this leaves lots of ancestors' on other plantations who were lost or killed that cannot be accounted for), so at minimum even if we take the lowest number by using 5 family members accrued generational wealth, that comes up to **\$26,309,200.00** of lost generational wealth EVEN with leaving out numerous unaccounted family members.

This isn't a matter on whether or not Black people deserve reparations.... BECAUSE NO ONE is giving us **anything**. It is an atonement to **RETURN** what was **stolen** from the very

beginning. **White PEOPLE STOLE BLACK PEOPLE** for profit, and built generational wealth, the more slaves the more influential white people were.

What would a National Class Action Lawsuit look like if Black descendants went after every white family heir, that obtained generational wealth from the forced free labors of our ancestors, and made them forfeit their illegal, murderous, and criminally obtained wealth and pay each family what they are rightfully owed, including returning all stolen land and money (acquired then up until now).

San Francisco Board of Supervisors and People of San Francisco let's rewrite history and settle this long-awaited atonement. San Francisco has Blood on their hands if they do not.

God speed!

Kathy L. Broussard

March 14, 2023

(I speak in honor of our ancestors, my father, and descendants of those who were enslaved)

From: [Curtis Bradford](#)
To: [Board of Supervisors \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Ronen, Hillary; Chan, Connie \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [EngardioStaff \(BOS\)](#); [MandelmanStaff, \[BOS\]](#); [PeskinStaff \(BOS\)](#); [ChanStaff \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [PrestonStaff \(BOS\)](#); [SafaiStaff \(BOS\)](#); [RonenStaff \(BOS\)](#); [StephaniStaff@sfgov.org](#); [Waltonstaff \(BOS\)](#)
Subject: Support for Reparations Proposal from Tenderloin People's Congress
Date: Tuesday, March 14, 2023 12:02:23 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image008.png](#)
[image009.png](#)
[TPC=Support-Reparations-Resolution.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.



March 13, 2023

To San Francisco Board of Supervisors:

The Tenderloin People's Congress supports the work of the San Francisco African American Reparations Advisory Committee and the Human Rights Commission to address generations of redlining, disinvestment and other forms of systemic racism. We strongly and with utmost urgency ask for your support for the Reparations Resolution before you.

We urge you to vote yes today. While the harms caused by the horrors of slavery, racist practices and discriminatory systems, from the past to the present cannot be undone, moving our institutions towards compensation is the beginning of healing. It is the right thing to do.

While it is way past time for San Francisco to go on record and begin correcting the many years of injustice propagated against our African American San Franciscans, there is no time like the present to begin the process. Please cast your vote to get on the correct side of history and move us all forward.

In sincerity and solidarity,
Tenderloin People's Congress

Who We Are: A grassroots, resident-lead organization based in the Tenderloin since 2015.

Curtis Bradford Co-Chair Tenderloin People's Congress

Community Organizing Manager

(He/Him/His)

cbradford@tndc.org

c 415-426-8982

Tenderloin Neighborhood Development Corporation

201 Eddy St.

San Francisco, CA 94102

tndc.org



At TNDc, we believe that everyone deserves to thrive. We support tenants and community members in building transformative communities through Homes, Health, and Voice. Together, we can build a future with economic and racial equity. Join us at tndc.org!



March 13, 2023

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The Tenderloin People's Congress supports the work of the San Francisco African American Reparations Advisory Committee and the Human Rights Commission to address generations of redlining, disinvestment and other forms of systemic racism. We strongly and with utmost urgency ask for your support for the Reparations Resolution before you. We urge you to vote yes today. While the harms caused by the horrors of slavery, racist practices and discriminatory systems, from the past to the present cannot be undone, moving our institutions towards compensation is the beginning of healing. It is the right thing to do.

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Please cast your vote to get on the correct side of history and move us all forward.

In sincerity and solidarity,
Tenderloin People's Congress

Who We Are: A grassroots, resident-lead organization based in the Tenderloin since 2015.

From: cheryl thornston
To: [ROS Legislation \(ROS\)](#)
Subject: Reparations statement for the Board of Supervisors @ for the Reparations record
Date: Tuesday, March 14, 2023 3:59:22 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

https://www.sfoxaminer.com/news/african-american-workers-blast-city-for-racism-discrimination-in-hiring/article_8abeb286-a87e-530d-bfe5-9c2f7c454711.html <https://url.avanan.click/v2/___https://www.sfoxaminer.com/news/african-american-workers-blast-city-for-racism-discrimination-in-hiring/article_8abeb286-a87e-530d-bfe5-9c2f7c454711.html___YXAzOnNmZlRQyOmEdbozo5YmU3ZmQwMmFjMDg3ZTBmNmI2NDI5OWUuZTQ1YjZlMDo2OmlwYzA6YjQ5NmZjOWIyOWwNkY2JhMzE3OTMsYmMsYjNlMGZlODksMjQ2OWQ1ZjJhNWtkNzc4ZTJjZGYzYTA2YzA5MTg4MzpoOIQ>

https://www.sfexaminer.com/news/african-american-workers-blast-city-for-racism-discrimination-in-hiring/article_8abeb286-a87e-530d-bfe5-9c2f7c454711.html

African American workers blast city for racism, discrimination in hiring

By Laura Waxmann

Sep 20, 2018



Audience members raise their hands to support a statement from Supervisor Sandra Lee Fewer during a hearing on The City's...

By Laura Waxmann

African Americans make up just 15 percent of the workforce employed by the City and County of San Francisco yet comprise 36 percent of its terminations, and a quarter of all employees released before they complete probation.

Those statistics, and allegations of racism and discriminatory hiring practices by city departments, were the subject of heated testimony during a three-hour hearing Wednesday before the Board of Supervisors' Government Audit and Oversight Committee.

"We will be here until this problem is resolved," said Joseph Bryant, executive director of SEIU 1021. "There is no space for racism or discrimination in this city."

Supervisor Jane Kim called for the hearing in response to a request from the union earlier this summer. It also came on the heels of an executive directive issued Tuesday by Mayor London Breed calling on department heads to ramp up efforts around recruitment and retention of a more diverse, fair and inclusive workforce.

SEE RELATED: Breed issues directive to combat workplace discrimination in city departments

The directive urges the City's Human Resources Department to hire two full-time staff members to focus on diversity recruitment and requires city departments to begin reporting instances of disciplinary action to human resources, among other changes.

On Wednesday, dozens of current and former city workers poured into City Hall to share personal experiences of discrimination in the hiring process as well as retaliation by superiors, filling the meeting chamber to capacity.

Social worker Malorie Branch told the committee that she experienced "racism and targeted bullying" from a former supervisor before being released from probation.

"I had an accident where I was rear-ended in a county vehicle. I was injured and I left for medical leave. I had two weeks before my probation was up," said Branch. "They didn't call me, they didn't check on me. They fired me. How many social workers do we have that are black working for San Francisco County?"

Employed as a secretary with the San Francisco Police Department for 25 years, Madeline McMillan, who is black, said that an accident temporarily forced her off the job. When she returned, a "young white police officer" had taken over McMillan's desk and duties. After failing to gain support from her supervisors, McMillan said that she proceeded to file a discrimination complaint.

“Once the complaint went through, I was removed from my desk, I was moved down the hall to an isolated area where no one was,” she said. “I got a reply back form [Human Resources Director] Micki Callahan saying there was no merit to my discrimination or retaliation complaint.”

The city workers and their allies criticized a presentation given by the Human Resources Department that highlighted San Francisco’s diversity initiatives and some successes in hiring black employees.

“Current demographics show that The City is actually a diverse employer,” said Human Resources Director Micki Callahan, adding that the current “success” can be attributed to diversity initiatives such as “merit-based hiring, anti-discrimination policies” and pipeline programs meant to remove barriers for minority applicants.

Callahan pointed out that despite the steady dwindling of San Francisco’s African American Population — which a 2017 census placed at roughly 5.5 percent — black people make up 15 percent of city hires, “well above labor market availability.”

“New hires [are] 19 percent. So it shows that our workforce programs and some of these initiatives are yielding good results,” said Callahan, who faced periodic interruptions from a jeering crowd. “Promotions of African Americans are at 14 percent, roughly equivalent. I would characterize that as acceptable or good news.”

But Bryant said those statistics do not reflect the reality of many San Francisco’s City workers of color.

“The people here today are all making sacrifices. They are either taking vacation off work, their lunch breaks, or time away from their family to express their frustration,” he said.

Supervisor Vallie Brown, who sits on the committee, agreed and described the current statistics as “a siren that is going off.”

Supervisor Sandra Lee Fewer, who is not a member of the committee but attended the hearing, called the testimony from city workers across nearly all of its departments “extremely disturbing.”

“When I hear of an isolated incident, I see it as that and I get it,” she said. “But when I hear repeatedly about the lack of investigation, that people are being harassed to the point of physical deterioration, and when I hear it’s impossible for them to go back into the workplace because of the

hostility — these are issues that people marched and lost their lives over in the 1960s and we are still here.”

The committee voted to continue the hearing and Fewer asked Human Resources to provide more data in areas such as pay discrepancies, the rates at which black City workers transition from temporary to permanent positions, and retention rates.

“San Francisco claims to be the most progressive city but the racism here is very systemic and sophisticated,” said Fewer. “It takes a lot of looking at the root causes but also dismantling some of the policies that we have that are racist and inequitable. How do we know that? Because the outcomes are racist and inequitable.”

lwaxmann@sfexaminer.com

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [BOS Legislation, \(BOS\)](#)
Subject: FW: Support SF Reparations Plan and Dream Keeper Initiative
Date: Tuesday, March 14, 2023 7:15:07 PM

From: Anna W Yohannes <annawyohannes@gmail.com>
Sent: Tuesday, March 14, 2023 6:07 PM
Subject: Support SF Reparations Plan and Dream Keeper Initiative

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To the SF Board of Supervisors,

As a Black San Francisco resident, preschool teacher, and child care advocate, I write to you unequivocally support the San Francisco Reparations Plan and Dream Keeper Initiative and ask you to fund them permanently.

As a member of the African American Early Childhood Education Policy Council which has received funding via the Dream Keeper Initiative's grant process, I can attest to the importance of this allocation directly to Black-serving education nonprofits. It is crucial that Black-serving and Black-led community-based organizations are able to access City resources. Almost a third of respondents surveyed by DKI indicated that this funding cycle was the first time they had secured City funds for their programming – that is a significant impact and should continue.

The Dream Keeper Initiative is enacting real and ongoing community accountability and authentic partnership across the City's diverse Black communities. This throughline of what easily falls into a 'For Us, By Us' model has been embraced by and large because it is **empowering and engaging Black San Franciscans in ways that have not been previously seen and supported**.

Thank you for taking the time to consider this matter. **I feel confident that you will do the right thing.**

Sincerely,
Anna Wolde-Yohannes
District 5

From: [ronald carter](#)
To: [Board of Supervisors \(BOS\)](#); [Stewart Juell \(HRC\)](#); [Gloriajpeace](#); [Ronald Carter](#)
Subject: Fw: ATTENTION ALL COUNTY BOARD OF SUPERVISORS REGARDING THE FLAWED AFRICAN AMERICANS REPARATIONS PLAN
Date: Monday, February 13, 2023 1:05:05 PM

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----- Forwarded Message -----

From: ronald carter <rdioncarter@yahoo.com>
To: Stewart Juell (HRC) <juell.stewart@sfgov.org>; Gloriajpeace <gloriajpeace@yahoo.com>; Ronald Carter <praisebophomelessfound@yahoo.com>; ronald carter <rdioncarter@yahoo.com>; REPARATIONS@SFGOV.ORG <reparations@sfgov.org>
Sent: Monday, February 13, 2023 at 11:15:36 AM PST
Subject: Re: TODAY'S REPARATIONS MEETING

On Sunday, February 12, 2023 at 02:17:39 PM PST, ronald carter <rdioncarter@yahoo.com> wrote:

DEAR MEMBERS OF THE COUNTY BOARD OF SUPERVISORS,.

PASTOR AMOS BROWN TOLD ME THAT THE REPARATIONS COMMITTEE WOULD ABSOLUTELY NOT INCLUDE MY BUSINESS PLATFORMS I HAVE MADE FOR ALL AMERICANS AS JOBS PROGRAMS AND COMMUNITY SERVICES TO BE INCLUDED IN THE REPARATIONS COMMITTEES REQUEST FOR FUNDING .

IT IS TOO BAD THE PLANS WERE DELAYED AND WERE CIRCUMVENTED ONLY BY MY STRUGGLE WITH EVICTION AND HOMELESSNESS OVER A 3 YR PERIOD OF TIME

THE ONLY LAST STEP I WILL TAKE IS TO SUBMIT MY BUSINESS PLANS TO THE CITY OF SAN FRANCISCO FOR SALE ITSELF OR REQUEST THE COUNTY BOARD OF SUPERVISORS AND I HEREBY REQUEST THEM TO EXAMINE THEM

HOWEVER I DONT NEED ANYONE TO ACCEPT MY BUSINESS PLANS BUT ME BECAUSE THEY ARE POSSIBLE WITHOUT OTHERS GIVING ME 'acceptance!!!!!!!!!!

THE REPARATIONS COMMITTEE I BELIVE MAKES A SERIOUS MISTAKE IN REJECTING MY BUSINESS PLATFORMS AS A PART OF REPARATIONS HOWEVER 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..

EVEN WITH ALL THE BUSINESS PROTOCOLS GOVERNMENT HAVEIN PLACE AND PUT INTO LAW WHICH HINDER AFRICAN AMERICANS FROM BEING ABLE TO EARN MONEY LEGITIMATELY WHICH I PREVENT MOST AFRICAN AMERICANS BEING MAKING MONEY IN THE FIRST PLACE,

THEREFORE , I WILL CONTINUE ON BECAUSE BLACK FOLKS DO NOT HAVE ENOUGH BUSINESSES IN THE FIRST PLACE TO BE "REJECTING " ANY, ESPECIALLY MINE!!!!!!???????? TO RETIRE

I HAVE BEEN TRYING TO TAKE A SHORT CUT TO OPERATING THESE COMPANIES AND TO GET MY RETIREMENT MONEY BY HANDING THEM OVER TO OTHERS TO OPERATE LIKE THE CITY OF SAN FRANCISCO AND OTHER LOCAL COMMUNITY AGENCIES IN SAN FRANCISCO

THIS IS SO I COULD GET A BETTER RETIREMENT INCOME BECAUSE I AM 70 YEARS OLD AND I AM TIRED AFTER BUILDING 60 COMPANIES ON FACEBOOK.COM OVER AN 11 YEAR PERIOD OF TIME!!!!

THE REPARATIONS COMMITTEES ARE NOT GAURANTEED TO SUCCEED AND I WISH THEM LUCK AND IF THEY DO I'LL TAKE MY MONEY AND RETIR.

HOWEVER, I DONT KNOW HOW THEY (REPARATIONS COMMITTEE) EXPECTS TO SUCCEED WITHOUT THE PLATFORMS I HAVE CREATED FOR THE AFRICAN AMERICAN PEOPLE AND ALL OTHER NATIONALITIES THAT ARE INCLUSIVE IN MY BUSINESS PLANS AND THEY WOULD BE BETTER OFF TO HAVE THEM THAN NOT TO HAVE THEM.

I HAVE SENT THE WEBSITES TO JUELL STEWART AND INSTRUCTIONS HOW TO FIND THEM AND YOU WILL FIND OUT WHY WHEN YOU DO.

THE REPARATIONS COMMITTEE IS THROWING ME AWAY

GOOD BYE AND GOOD LUCK

SINCERELY
RONALD DION CARTER. CEO/CFO
1825 MISSION ST.#APT 220
SAN FRANCISCO CALIFORNIA 94103
(916) 598-4071

PLEASE FIND: :

- 1) AFRICAN ECONOMIC IMPROVEMENT MOVEMENT TO SAVE AN AFRICAN ECONOMY FOR Y(OUR) ESSENTIAL SURVIVAL
- 2) AMERICAN ECONOMIC RECOVERY PROJECT FOUNDATION INTL AFFL.
- 3) THE PRAISE BE FOUND HOMELESS FOUNDATION OF AMERICA

THE FIRST TWO CAN ONLY BE FOUND FROM INSIDE FACEBOOK.COM

IF THE COMMITTEE DOES NOT AGREE TO EXTEND FURTHER DISCUSSION WITH ME AND INCLUDE THESE IN THE REPARATIONS PLAN I WILL BRING THEM TO THE COUNTY BOARD OF SUPERVISORS.WHICH IS THE PURPOSE OF THIS EMAIL

THE SECOND PURPOSE OF THIS EMAIL IS TO MAKE SURE THESE WEBSITES ARE UNDER CITY AND COUNTY OF SAN FRANCISCO PROTECTION SO THAT PIRATES AND HACKERS WILL BE PUNISHED FOR ANY COPYRIGHT AND /OR FRAUD PERTAINING TO THESE WEBPAGES.

P.S..

I BELIEVE THE REPARARATIONS PLAN IS FURTHER FLAWED BY THE OMISSION OF PROTECTION OF RECIPIENTS CASH AWARDS FROM SUBSIDIZED HOUSING RENT INCREASES.BY APT. MANAGERS.

I TRUST THAT JUELL STEWART WILL BRING THESE THINGS TO THE ATTENTION OF TODAY'S REPARATIONS MEETING.

From: [Monica D](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Breed, Mayor London \(MYR\)](#)
Subject: Reparation & SF budget deficit
Date: Thursday, February 9, 2023 3:41:59 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

So how is this “deep financial crisis projected deficit of \$728 million over the next two fiscal years” aligned with that woke racist unconstitutional Black preparation that would cost us non-slave owning taxpayers “roughly \$50 billion?” Can’t do the math, especially Aaron Peskin and Shaman Walton? Oh yes, Math is racist!

<https://www.bizjournals.com/sanfrancisco/news/2023/02/09/san-francisco-downtown-revival.html>

From: [Monica D](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Breed, Mayor London \(MYR\)](#)
Subject: Reparation
Date: Wednesday, February 8, 2023 1:15:39 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Also, I'm going to start identifying as as a black "they" who have lived in SF for 49 years with great great grandparents who were black slaves!

We, taxpayers, who were never slave owners in a state where it never held slaves, do NOT want to be paying taxes for Black Reparation. You are asking for a lawsuit!

~Asian taxpayer

From: [Andrew Debbane](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: reparation plan
Date: Tuesday, February 7, 2023 1:08:05 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

i andrew debbane resident of san francisco reject the reparation plan .REJECT

From: [Julien DeFrance](#)
To: [Board of Supervisors \(BOS\)](#); [Board of Supervisors \(BOS\)](#); [Souza, Sarah \(BOS\)](#); [HRC-Reparations](#); [Breed, Mayor London \(MYR\)](#); [Info, HRC \(HRC\)](#); [ChanStaff \(BOS\)](#); [Chan, Connie \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [PeskisStaff \(BOS\)](#); [Peskis, Aaron \(BOS\)](#); [Joel Engardio](#); [Engardio, Joel \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Mejgar, Myrna \(BOS\)](#); [MejgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [RonenStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [WaltonStaff \(BOS\)](#); [Safai, Abha \(BOS\)](#); [SafaiStaff \(BOS\)](#)
Cc: richie@greenbergnation.com
Subject: Re: Reparations Plan - REJECT IT NOW!
Date: Tuesday, February 7, 2023 12:52:40 PM
Attachments: [Image.png](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisors and all,

Today's the big day.

Do not fall into this trap.

SHOW SOME LEADERSHIP.
SHOW SOME COMMON SENSE

Enough with the absurdity.

REJECT ITEM #26.
REJECT THE REPARATIONS PLAN
DISSOLVE THE COMMITTEE.

26. [230078](#) [Hearing - Committee of the Whole - Draft San Francisco Reparations Plan and Dream Keeper Initiative Updates - February 7, 2023, at 3:00 p.m.]
Hearing of the Board of Supervisors sitting as a Committee of the Whole on Tuesday, February 7, 2023, at 3:00 p.m., to hold a public hearing on the Draft San Francisco [Reparations Plan](#) and Dream Keeper Initiative updates; and requesting the Human Rights Commission, the African American Reparations Advisory Committee, and the Dream Keeper Initiative to present; scheduled pursuant to Motion No. M23-021 (File No. 230077), approved on January 31, 2023. (Clerk of the Board)

Question: Shall this Hearing be HEARD AND FILED?

On Sun, Feb 5, 2023 at 8:39 PM Julien DeFrance <julien.defrance@gmail.com> wrote:

Dear Mayor, Supervisors, and other SF officials,

It is with immense stupefaction that I got to learn about the Reparations plans that California and San Francisco have in their boxes.

As other commentators noted,

"San Francisco taxpayers could be on the hook to pay out hundreds of billions of dollars in an unconscionably racist, neo-Apartheid move by a 15-member reparations committee. Their Reparations Plan reads like a blueprint to install racial segregation, impossible to fulfill financial payments and prioritizing the Black community before nearly all aspects of city life, all subsidized by San Francisco's non-Black taxpayers. Another surprise is the plan is already admittedly unlawful on both a state and federal level."

Richie Greenberg created a website which summarizes key provisions, and provides a link to download a copy for yourself, along with my commentary. The website is www.RejectThePlan.com. Please visit the new website ASAP.
<http://www.RejectThePlan.com>

While I do empathize with the black community and acknowledge what happened in this country CENTURIES ago, this is NOT the right approach. NOT the right time. NOT the right message. NOT the right solution.

We already are dealing with enough non-sense when having to listen to indigenous propaganda at the very beginning of every one of your meetings, San Francisco isn't a stolen land whatsoever, so why do you keep on brainwashing us with such absurd and debunked narrative?

As the preliminary public hearing is being held this week,

I am urging you to showcase some common sense, at the very least once in your political career, and reject this absurd, illegitimate, unconstitutional plan that will only serve the interests of more-debilitating-than ever radical left, and further divide us.

SHOW SOME LEADERSHIP.
SHOW SOME COMMON SENSE

REJECT THE PLAN.
DISSOLVE THE COMMITTEE.

Your absurd and unwarranted policies have already harmed and destroyed San Francisco so much during the pandemic, with unnecessary and absurd restrictions, beyond reason, and beyond federal and state guidelines.

People have left. Companies have left. To never come back.

San Francisco isn't anymore the great city it used to be. And it will take time to rebuild.

Another absurd plan and this city wouldn't at all recover.

WORKING CLASS CITIZENS, TAX PAYERS, SMALL BUSINESSES/SMALL BUSINESS OWNERS, HOMEOWNERS are already HAMMERED with your

policies, taxes, taxes, and again taxes.

So many city mandates increasing our costs of livings, for stupid, questionable programs and pilots you all love to come up with in your wildest dreams, billions of dollars taken away from our savings, from the economy, for everything but improving anyone's quality of life.

**AGAIN, HOW ABOUT SOME COMMON SENSE?
IS IT TOO MUCH TO ASK, GOING FORWARD?**

For god sake, please hold yourselves to higher standards.

Best regards,

JD.

From: [Dee Seligman](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: File#230078 Item #26; File#230109 Item #34
Date: Monday, February 6, 2023 1:02:58 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

For all supervisors:

I live in District 5, but this request is for ALL supervisors:

Please vote AYE to accept or to amend the Draft Reparations Plan of the San Francisco African Americans Advisory Committee.

Why: The long history of discrimination against African Americans here in San Francisco provides historical evidence of redlining; removal of homeowners and renters by so-called "urban renewal", displacing about 20,000 persons as the Fillmore was gentrified; the significant racial wealth gap (far below the AMI for many Black San Franciscans); the high percentage of foster children (65% compared to the state average of 33%) sent out of county to foster parents; and significant disparities in investments in schools and support staff between predominantly White and predominantly Black and Brown schools in San Francisco are all matters that should compel you to vote to ACCEPT or AMEND this plan.

To Accept/or Reject/or Amend: If you judge that amendments of any recommendation are necessary, please vote to AMEND, not to reject, this plan. This Committee has listened to public comment and thought carefully about the the best ways to repair the systemic discrimination against San Francisco's Black community. It is time our BOS makes it possible for our Black community to be increased, not decreased, in size. San Francisco's soul depends on its diversity, including our African American brothers and sisters.

Sincerely,

Dee Seligman, Ph.D.

From: [Eric Debbane](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: RE: Reparations Plan.
Date: Monday, February 6, 2023 12:34:01 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

As a resident of San Francisco for over forty years, I am voicing my strong opposition to any reparations plan.

In my opinion this will cause a vast number of non African American middle class residents to flee the city causing a complete collapse of it's economy which is already struggling.

Strikes me as being very biased and racist. We cannot afford this !

Eric Debbane

From: [L Dill](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Say What??? Reconsider Reparation plan!!! SF!
Date: Monday, February 6, 2023 11:29:48 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Happy Monday 2-6-2023....

In the wake of the tragic George Floyd murder, Covid-19 lockdowns and the Defund the Police movement, a special committee was formed at the direction of the San Francisco Board of Supervisors (City Council) to study reparations to Black residents of the city. Initially convening June 2020, the committee created a 60-page analysis and action plan. The resulting document entitled *Draft San Francisco Reparations Plan* was presented to the Board of Supervisors January 2023, resulting in immediate condemnation from across the city, by a multitude of San Franciscans, the subject reaching heated debate by analysts and activists across the nation. It has been largely misunderstood; readers, reporters and national media alike have been led to believe The Plan is about righting a wrong due to slavery prior to 1863, but digging into the 60 pages, we see very clearly it strays far beyond that.

FROM THE START, IT'S UNLAWFUL

We have federal and state laws which exist to prevent a government's awarding of resources to groups of people based on race, gender or ethnicity, in terms of employment, contracts and education. But this is precisely what The Plan aims to do. The Plan clearly violates California Prop 209, as well as the 14th Amendment to the US Constitution. In fact, the Plan committee laments this legal dilemma in its opening paragraphs, reiterated throughout its 60-pages, then pivots to a call to action: Let's focus on organizing a repeal of Prop 209 in California. Realistically, the repeal of any state proposition is a very high hurdle (along with the Federal 14th Amendment issue). If instead the reparations committee seeks to ignore the laws, this would guarantee an avalanche of lawsuits from the start, dooming their effort. Yet, though unlawful, authors of the reparations plan submitted it anyway. At this stage, The Plan is dead in the water.

IT'S CURIOUSLY INCOMPLETE

Reading through 60-pages, readers are struck by an obvious omission: no details of who would be liable to pay reparations. The Plan spells out which Black San Franciscans would be eligible to receive reparations, largely based on years being resident in the city and several categories of victimhood. Yet, as for paying out

those monies, there is no indication whether individual residents would be responsible (forced) to fork over funds, or just a portion of residents, or businesses, or government agencies. Have The Plan's authors formulated the answer to this very important detail yet? Outraged San Franciscans want to know.

IT'S RACIST AND MIMICS APARTHEID

At the crux of criticism is The Plan's desire to levy a reparations tax (though by law, only voters may approve or reject a proposed tax); its blueprint to establish neo-Apartheid segregation and rule in San Francisco, encompassing a massive separation of the Black minority community (approx 5% of the city's population) into a preferred, prioritized class of residents through funding of Black-owned banks, a Black health care system, a Black-run education system with Black cultural-centric curriculum, Black-priority home ownership, Black community spaces, even Black mental health therapists to counter alleged current "White Supremacy" curriculum; it also seeks cancelation of Black consumers' credit card debt and loans, along with exemptions for property tax and business taxes for Black recipients. A new, successor reparations management committee will be formed once the current committee closes ("sunsets") this June 2023. This new committee aims to receive all reparations funds, empowered to manage the disbursements to Black recipients. The committee seeks to operate outside the auspices of the City of San Francisco government. This is absolutely ludicrous.

A WALLED-OFF BLACK POPULATION

The Plan's authors seek to self-impose a psychological "walling-off" of their own Black community in the southeast section of the city from the rest of San Francisco. Such a drastic separation would be accomplished by replacement of San Francisco's current integrated education, health care, banking, town squares, tech hubs, housing and cultural aspects, with Black-only or Black-emphasized counterparts. At a time in our city's history (and indeed the history of our nation), the last thing San Francisco should ever consider is to fully segregate any portion of the population by race, enclosed by a wall literal or figurative, even if that segment of the population desires it. No good has ever come from walling-off residents (*think historic ghettos, Berlin, the racial segregation walls of Detroit and Miami's past Jim Crow era*).

SCORCHED EARTH

Fiscally, this Plan is not only unfeasable, it would destroy the city. Total lump-sum payouts of \$5 million to qualified Black recipients could exceed the city's annual budget nearly twenty-fold. Moreover, annual subsidies to qualified Black recipients would perpetually siphon funds from the rest of the city, essentially laying San Francisco in financial ruin. Residents would leave. Home values would tank.

Businesses would flee.

NOTE

The Draft Plan is just that, a *draft*. It is subject to revision, deletion, deliberation, partial or total rejection. The Draft has been presented to the San Francisco 11-member Board of Supervisors (our City Council), who will hold numerous hearings, inviting public comment. A vote on the Draft Plan is scheduled to be held in June 2023. Therefore, this RejectThePlan.com website will be updated as the days and weeks progress towards that June vote. Content and analysis will be updated here along the way. Be sure to bookmark this site and return often.

CONCLUSION

This is an incredibly unserious, incomplete, unlawful, impossible to fulfill and astonishingly exploitive plan, already igniting racial tension, thrusting propaganda onto a gullible and vulnerable segment of San Francisco's population. Any city hall official who's read all 60 pages would not support it. Those officials who regardless support it anyway need to take a hard look in the mirror - and decide if they should continue serving in office.

Thank You for your consideration,

Community Bay Area Member

Sent from my iPhone

From: [Monica D](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Breed, Mayor London \(MYR\)](#)
Subject: Reparation
Date: Monday, February 6, 2023 9:53:03 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

We, taxpayers, who were never slave owners in a state where it never held slaves, do NOT want to be paying taxes for Black Reparation. You are asking for a lawsuit!

~Asian taxpayer

From: [CHRISTINE CORDARO](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Monday, February 6, 2023 8:47:51 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors:

Please, please please to NOT endorse this proposal from the Reparations committee! It is not only financially irresponsible and impossible but is also racist, divisive and likely unconstitutional!

Money alone does NOTHING to solve the longstanding problems in the Black community. However, access to education, good jobs and healthcare do!

Please stop this fantasy!

Christine Cordaro

Sent from my iPad

From: [Charles Bush](#)
To: [Board of Supervisors \(BOS\)](#); [Breed, Mayor London \(MYR\)](#); [ChanStaff \(BOS\)](#); [StefaniStaff \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [EngardioStaff \(BOS\)](#); [Preston, Dean \(BOS\)](#); [DorseyStaff \(BOS\)](#); [MelgarStaff \(BOS\)](#); [MandelmanStaff \(BOS\)](#); [Ronen, Hillary](#); [Walton, Shamann \(BOS\)](#); [Safai, Ahsha \(BOS\)](#)
Subject: REJECT the Reparations Plan
Date: Monday, February 6, 2023 8:41:29 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To the Board of Supervisors:

I urge you to REJECT the Reparations Plan now before you. It is unacceptable for at least three reasons.

First, it is patently unconstitutional under both the federal and state constitutions.

Second, it would bankrupt the City many times over.

Third, it is racist in the worse sense of the term, creating a privileged class defined entirely by race.

Thank you for your attention.

Charles Bush
2673 Pine Street

From: [E. Gittleman, ESH Consultants](#)
To: [Board of Supervisors \(BOS\)](#); [ChanStaff \(BOS\)](#)
Subject: reparations
Date: Sunday, February 5, 2023 5:38:55 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please do not approve the reparations plan that will be discussed on February 7. Reparations will only result in a bigger split between the various ethnic groups in the city. Making current citizens and future citizens of San Francisco responsible for activities that occurred prior to the civil war will result in reverse discrimination. Are we a city that goes from one extreme to the other just to get votes in the future.

None of my ancestors resided in the United States until after 1910. Why should we be held accountable for actions beyond our control prior to the civil war. There are members of the African American community whose ancestors did not reside in the United State until the 20th Century. Why would anyone think they deserve reparations. The next step will be providing reparations to the Asian community for treatment of Chinese workers brought to the US to build the railroads. What about reparations for Japanese Americans due to the internment camps that were established on the west coast, especially in California. Should the Irish, Germans, and other Europeans get reparations due to how they were treated as immigrant workers?

Should California request that Germany send me reparations for the over 100 members of my family that died during the holocaust? Almost none of whom I know the names as my long since deceased parents know who they were.

It would be better to use the funds (at a lower level) to increase education and work training for the underprivileged. Sending checks out will become a scam and a lot of the funds will end up in the hands of the wrong people. CA has a record of not properly overseeing these money giveaways. Just look at how much was stolen in Covid funds.

Do not vote in favor. In fact vote to abolish the commission.

Elliot Gittleman
City of San Francisco, District 1
esh.fire@sbcglobal.net

From: [DAVID GREENBERG](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: "Reparations" Plan
Date: Sunday, February 5, 2023 4:57:12 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors:

The proposed plan to extort money from San Francisco taxpayers (none of whom have owned slaves, and most of whom have no slave-owning ancestors) and gift it to black San Franciscans (none of whom have been slaves, and many of whom probably *do* have slave-owning ancestors, who were known to rape their female slaves) is insane.

Even if this were not the case, the odious concept of trans-generational guilt, which the proposed measure embraces, is at odds with both fairness and logic. Maybe the city should focus instead on apprehending and punishing those who are themselves guilty of crimes, rather than encouraging crime by weakening the police and turning a blind eye to drug trafficking and related violence.

If this plan is approved, it will only accelerate the exodus of taxpayers from San Francisco, which is a consequence of your high-tax, soft-on-crime policies. You and your ilk have already hobbled a once great city. The real beneficiaries of the "Reparations" Plan will be conservative Republicans, who will rightly portray this foolishness as yet another example of the inability of leftists like yourselves to govern America's cities.

David A. Greenberg
San Francisco, CA

From: [Gary Decad](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations Plan
Date: Sunday, February 5, 2023 4:35:05 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Another insane idea by the BOS. The City is a mess and this is what you come up with?

From: [May Mosquera](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations is not right!
Date: Sunday, February 5, 2023 3:52:04 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it make concern,

Reparations for one race is absolute racism! To choose one race to give reparations is a crime! How about the Native Americans, Asians , Latinos and Middle Easterners etc who also have contributed to America progress ! My tax dollars is going to paying \$ 5 million to each African American. That money should be spent to improve education, job opportunities and health care.

Where is the money coming from to pay for the reparations? From us tax payers?!? It's so scandalous! I work so hard to better my life! To achieve my goals without any handouts! This will only create racial divisions and it not solve all of problems! What is the purpose of reparations to lessen the guilt of the Whites who have been paying the sins of their ancestors!

This need to be voted by San Franciscan not some back door politicians who want to make this reparations pass ! Shame on you! Stop this progressive propaganda!

For the people by the people!

Concerned Citizen,
May Mosquera

Reparations is not fair
Sent from my iPhone

Sent from my iPhone

Sent from my iPhone

From: [Steven O'Connor](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reparations
Date: Sunday, February 5, 2023 3:35:14 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello Board,

I am an SF native and resident. I pay taxes like crazy.

The reparations proposal is not the right to way to create fairness. What about non-Black poor people? They get nothing? And do rich Black folks get the \$5 million?

100's of thousands of white (and black) boys died in the Civil War. Billions have been paid in welfare. Enough is enough already. I'm Jewish, do the Egyptians owe me money for slavery?

There are better ways to work for equity in SF!!

Thank you,
Steven O'Connor
88 Perry Street No. 525
SF, CA 94107

From: [LRamlan](#)
To: [ChanStaff \(BOS\); Board of Supervisors \(BOS\)](#)
Subject: RE: REPARATIONS
Date: Sunday, February 5, 2023 3:29:30 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

The REPARATIONS PLAN is absurd - DON'T PASS IT!!!!!!!!!!

From: [Joe Williams](#)
To: [Richard Thalheimer](#)
Cc: [Board of Supervisors \(BOS\)](#)
Subject: Re: Reject the Reparations plan please!
Date: Sunday, February 5, 2023 7:17:49 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Wow !! Excellent. So well stated. This whole thing is a fiasco. Brought to you by the same people that allowed a CCP Spy balloon to take photos of our major defensive air bases. And everything else. This is so insane. Wait a second — Mexicans killed white guys at the Alamo. So I want a million also. From the Mexicans. The blacks destroyed downtown Portland. Where's my checks ?!
Sickening.

Joe

On Feb 5, 2023, at 7:12 PM, Richard Thalheimer
<richard.thalheimer@gmail.com> wrote:

To the Clerk:

Please distribute this to the SF Board of Supervisors for me? Thanks so much!

Dear Board Members,

Regarding the Draft Reparations Plan, I would like to register my strong opposition, based on these points:

1. We have federal and state laws which exist to prevent a government awarding of resources to groups of people based on race, gender or ethnicity.
2. No details have been given of who would be liable to pay reparations. The Plan spells out which Black San Franciscans would be eligible to receive reparations, largely based on years being resident in the city and several categories of victimhood. Yet, as for paying out those monies, there is no indication whether individual residents would be responsible (forced) to fork over funds, or just a portion of residents, or businesses, or government agencies.
3. The Plan's desire to levy a reparations tax (though by law, only voters may approve or reject a proposed tax); its blueprint to establish neo-

Apartheid segregation and rule in San Francisco, encompassing a massive separation of the Black minority community (approx 5% of the city's population) into a preferred, prioritized class of residents through funding of Black-owned banks, a Black health care system, a Black-run education system with Black cultural-centric curriculum, Black-priority home ownership, Black community spaces.

4. The Plans authors seek to self-impose a psychological "walling-off" of their own Black community in the southeast section of the city from the rest of San Francisco. Such a drastic separation would be accomplished by replacement of San Francisco's current integrated education, health care, banking, town squares, tech hubs, housing and cultural aspects, with Black-only or Black-emphasized counterparts. At a time in our city's history (and indeed the history of our nation), the last thing San Francisco should consider is to fully segregate any portion of the population by race, enclosed by a wall - literal or figurative, even if that segment of the population desires it..

5. Fiscally, this Plan is not only unfeasible, it would destroy the city. Total lump-sum payouts of \$5 million to each qualified Black recipient could exceed the city's annual budget nearly twenty-fold. Moreover, annual subsidies to qualified Black recipients would perpetually siphon funds from the rest of the city, essentially leaving San Francisco in financial ruin.

For these reasons and more, I strongly urge that it be rejected.

Sincerely,

Richard Thalheimer
3330 California St #1
SF 94118

From: [Richard Thalheimer](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reject the Reparations plan please!
Date: Sunday, February 5, 2023 7:12:19 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To the Clerk:

Please distribute this to the SF Board of Supervisors for me? Thanks so much!

Dear Board Members,

Regarding the Draft Reparations Plan, I would like to register my strong opposition, based on these points:

1. We have federal and state laws which exist to prevent a government awarding of resources to groups of people based on race, gender or ethnicity.
2. No details have been given of who would be liable to pay reparations. The Plan spells out which Black San Franciscans would be eligible to receive reparations, largely based on years being resident in the city and several categories of victimhood. Yet, as for paying out those monies, there is no indication whether individual residents would be responsible (forced) to fork over funds, or just a portion of residents, or businesses, or government agencies.
3. The Plan's desire to levy a reparations tax (though by law, only voters may approve or reject a proposed tax); its blueprint to establish neo-Apartheid segregation and rule in San Francisco, encompassing a massive separation of the Black minority community (approx 5% of the city's population) into a preferred, prioritized class of residents through funding of Black-owned banks, a Black health care system, a Black-run education system with Black cultural-centric curriculum, Black-priority home ownership, Black community spaces.
4. The Plans authors seek to self-impose a psychological "walling-off" of their own Black community in the southeast section of the city from the rest of San Francisco. Such a drastic separation would be accomplished by replacement of San Francisco's current integrated education, health care, banking, town squares, tech hubs, housing and cultural aspects, with Black-only or Black-emphasized counterparts. At a time in our city's history (and indeed the history of our nation), the last thing San Francisco should consider is to fully segregate any portion of the population by race, enclosed by a wall - literal or figurative, even if that segment of the population desires it..
5. Fiscally, this Plan is not only unfeasible, it would destroy the city. Total lump-sum payouts of \$5 million to each qualified Black recipient could exceed the city's annual budget nearly twenty-fold. Moreover, annual subsidies to qualified Black recipients would perpetually siphon funds from the rest of the city, essentially leaving San

Francisco in financial ruin.

For these reasons and more, I strongly urge that it be rejected.

Sincerely,

Richard Thalheimer
3330 California St #1
SF 94118

From: [Cary Fulbright](#)
To: [Board of Supervisors \(BOS\)](#); [Marjorie Fulbright](#); [Cary Fulbright](#)
Subject: Fw: Reject the Plan
Date: Sunday, February 5, 2023 6:26:12 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

On one side of my family one of my ancestors came to America as an indentured servant and worked without pay for seven years for someone else.

On the other side of my family one of my ancestors came to America in 1861, was promptly drafted, and had to sign his Union army draft papers with an "X" because he couldn't write and couldn't speak or understand English.

My wife's family came to America fleeing anti-Jewish pogroms in Russia and Romania.

Please tell us that this qualifies us for reparations.

Regards,

Cary Fulbright

On Sunday, February 5, 2023 at 05:22:07 PM PST, Marjorie Fulbright <fulbrightm@yahoo.com> wrote:

Hello! I am a homeowner and long-time taxpayer in San Francisco. I am against your reparations plan as I believe it will cause racism and further divide San Franciscans instead of bringing them together. AND, you are already wasting too much money on homelessness without actually solving the problem. Let's make San Francisco a better place not a more divided and dangerous place.

Marjorie Fulbright

From: [Marjorie Fulbright](#)
To: [Board of Supervisors \(BOS\)](#)
Subject: Reject the Plan
Date: Sunday, February 5, 2023 5:28:59 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello! Please distribute this to all the Supervisors. Thank you!

Hello! I am a homeowner and long-time taxpayer in San Francisco. I am against your reparations plan as I believe it will cause racism and further divide San Franciscans instead of bringing them together. AND, you are already wasting too much money on homelessness without actually solving the problem. Let's make San Francisco a better place not a more divided and dangerous place.

Marjorie Fulbright



February 1st, 2023

RE: Board of Supervisors Hearing on The Dreamkeeper Initiative

Dear Board of Supervisors of the City and County of San Francisco,

I write this letter to you all in advance of the upcoming hearing on San Francisco's Dreamkeeper Initiative: an incredible project that has allowed Black led and Black trans-led organizations to strengthen our efforts in community building and advance our efforts in racial and gender equity in San Francisco.

The Dreamkeeper Initiative's support of The Transgender District- the first legally recognized cultural district for transgender people in the world, has been tremendous. As many may be aware, being a recipient of the Dreamkeeper Initiative is what has kept our doors open since the pandemic. The district is a proud, Black trans led institution and an international thought leader on transgender human rights advocacy, economic development and community development, and arts and cultural affairs led by and for transgender people. The Transgender District provides numerous programs, services, and advocacy for Transgender people in the Tenderloin neighborhood- and globally. Locally, we are fortunate to have been able to create and lead one of the city's first Entrepreneurship Accelerator Programs for aspiring entrepreneurs. We have recently launched Guaranteed Income for Transgender People- and will be supporting 55 of our most marginalized transgender individuals living in abject poverty in San Francisco by alleviating the extreme impact of poverty at this time. And numerous efforts and programs beyond these hallmark programs- have been successful because of our partnership with the DreamKeeper Initiative.

I'm proud to share that because of DreamKeeper Initiative's support of our work- our staff is 100% people of color. 100% of our staff receive livable, market rate salaries and as a result, 100% of our staff are full time residents of San Francisco. 50% of our staff live in the Tenderloin; 16% of our staff live in the Mission; and 33% of our staff live in Mission Bay. 50% of our staff are Black Trans Women; 33% of our staff at Latinx Non-Binary; and 16% Cisgender Latina. As an organization, we are able to provide support for LGBT and People of Color owned small businesses in San Francisco's Tenderloin through our Small Business grants- helping and supporting small businesses in the Tenderloin post-pandemic.

Without the support of the DreamKeeper Initiative, the cultural district would have had to close its doors in 2021. I can't stress the realities of leading of Black trans led organization in San Francisco and how its very existence often limits our access and opportunities to resources outside of the City and County of San Francisco. Do you know how many foundations and philanthropic organizations have pivoted to "invitation-only" funding? Do you know how difficult it is to break into galas and spaces that don't invite you there? DreamKeeper Initiative has allowed us to pilot innovative and life changing programs and efforts and for the first time, trusted our leadership as Black leaders.

Please continue to support and advocate for the preservation of Black communities in San Francisco.

Thank you,

Aria Sa'id
President & Chief Strategist
The Transgender District

Introduction Form

(by a Member of the Board of Supervisors or the Mayor)

I hereby submit the following item for introduction (select only one):

- ☐ 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- ☐ 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- ☐ 3. Request for Hearing on a subject matter at Committee
- ☐ 4. Request for Letter beginning with "Supervisor inquiries..."
- ☐ 5. City Attorney Request
- ☐ 6. Call File No. from Committee.
- ☐ 7. Budget and Legislative Analyst Request (attached written Motion)
- ☐ 8. Substitute Legislation File No.
- ☐ 9. Reactivate File No.
- ☐ 10. Topic submitted for Mayoral Appearance before the Board on

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- ☐ Small Business Commission ☐ Youth Commission ☐ Ethics Commission
- ☐ Planning Commission ☐ Building Inspection Commission ☐ Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- ☐ Yes ☐ No

(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)

Sponsor(s):

Subject:

Long Title or text listed:

Signature of Sponsoring Supervisor:

