



Public Meeting – August 9, 2021

253 Broadway, 9th Floor | New York, NY 10007 | nyc.gov/racialjustice

Agenda

- **Welcome**
 - Overview of Agenda
 - Adoption of 7/12/2021 Meeting Minutes
- **Report on Public Engagement**
 - *Transforming Foundations* Issue Area Panels
 - Public Input Sessions
- **Key Themes from Public Input**
 - Presentation on Emerging Themes
 - Discussion
- **Working Groups**

Report on Public Engagement

Anusha Venkataraman, Executive Director



ISSUE AREA PANELS

"*Transforming Foundations*"

- **Completed:**
 - Overcoming Racial Disparities in Health and Mental Health
 - Eradicating Education Inequity for BIPOC
 - Achieving Racial Equity in Housing and Land Justice
 - Planning for a Racially Equitable Future
- **Upcoming:**
 - Economic Equity and Closing the Racial Wealth Gap (8/10)
 - Racial Equity and Early Foundations (8/13)
 - Ensuring a Fair and Just Legal System for All Persons (8/20)
 - Ensuring Civic and Political Engagement and Empowerment for all persons (8/24)
 - Intersectionality: Equity Across Identities (8/31)



- **Key thought leaders and practitioners invited to share recommendations and barriers**
- 6-10 panelists per session to date

PUBLIC INPUT SESSIONS

Borough-Based and Virtual

- **Completed:**

- Staten Island 7/29
- Brooklyn 8/4
- Queens 8/5

- **Upcoming:**

- Manhattan 8/11
- Bronx 8/19
- 3 Citywide (1 in-person and 2 virtual)



Key Themes from Public Input

Anusha Venkataraman, Executive Director

Jimmy Pan, Policy Director and Special Counsel



Framing Key Themes

- **Developed through synthesis and analysis of 4 issue area panels and 2 public input sessions**
 - All public engagement events to date (except Queens Public Input Session)
- **Represent themes encountered across sessions**
 - Input has included specific Charter changes, policy proposals, and issues/barriers.
 - Under each theme, key points have been synthesized as issues or challenges which structural changes could address, should the Commission decide to focus in that area.

Accessibility of Government Services to All

Session / Event(s)

Overcoming
Racial Disparities in
Health and Mental
Health

Eradicating
Education Inequity for
BIPOC

Planning For Racially
Equitable Future

What We Heard

- Lack of diverse and/or culturally competent staff contributes directly to disparities (health, education)
- Government services not always culturally relevant or responsive to cultural needs
- Systems created for people with disabilities are not inclusive of the variety of their needs
- Insufficient language access programs result in inequities in accessing healthcare, education and government services
- Complexity of navigating school and government services are barriers to BIPOC, immigrant, and disabled communities

Stakeholders

Kim Sweet

Claire Green-Forde

Wayne Ho

Vanessa Leung

Accountability

What We Heard

Session / Event(s)

Achieving Racial
Equity in Housing and
Land Justice

Planning For Racially
Equitable Future

- Laws to protect against racialized discrimination (incl. in housing) have not been enforced effectively or often enough
- Communities' demands can often not be met because of the limitations of governance and lack of substantive discussion
- Need for greater transparency and accountability in addressing community input in decision-making processes (incl. land use)
- Tracking and reporting are siloed by agency
- Lack of access to legal services, greater local oversight
- Community investment by private entities encouraged but not required and not enforced

Stakeholders

Monica C. Bell
Summer Sandoval
Sheila Foster
Raya Salter

Budget Justice

What We Heard

Session / Event(s)

Achieving Racial
Equity in Housing and
Land Justice

Planning For Racially
Equitable Future

Public Hearing: Staten
Island

Public Hearing: Brooklyn

- Affordable housing crisis within NYC disproportionately impacts BIPOC communities, lack of resources to maintain stable housing
- Care work and care workers undervalued and underinvested
- Reallocate funding from police and jails to fund services and community resources (e.g., affordable housing, community land trusts, first responders)
- Public and shared assets underleveraged as opportunity to invest in racial equity

Stakeholders

Edward Josephson
Nicholas Dagen Bloom
Michelle de la Luz
Justin Garrett Moore
Rebecca Bratspies
Diane Wong
CM Lander

Community Ownership & Asset Building

Session / Event(s)

Achieving Racial
Equity in Housing and
Land Justice

Planning For Racially
Equitable Future

Public Hearing: Staten
Island

Public Hearing: Brooklyn



What We Heard

- Barriers to ownership including high-interest loans and lack of access to grants prevent communities and individuals from building community assets and generating wealth through land/real estate
- NYCHA is underfunded which directly harms the quality of life of tenants
- Capital-centered approach toward land use and development disempowers BIPOC communities
- Capital-centered approach toward vacant City lands further divests BIPOC communities from resources (green spaces, gardens, affordable housing)
- Systems not conducive to community or cooperative ownership

Stakeholders

Michael Partis

Sheila Foster

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Community Power

Session / Event(s)

Achieving Racial
Equity in Housing and
Land Justice

Planning For Racially
Equitable Future

What We Heard

- Government does not reflect communities, breeding distrust and inhibiting participation
- Community Boards are neither representative of their communities, nor empowered to make substantive changes within their communities
- Current processes for community engagement are not substantive, too complex, inaccessible, and under communicated, resulting in an unempowered community
- Current governance systems do not enable self-determination of communities
- Government distrust and lack of community representation around neighborhood development decisions prevents community engagement
- BIPOC communities are unempowered to make changes to the allocation of funds and resources

Stakeholders

Juanita Lewis
Terry Hum
Emily Mock
Monica C. Bell
Summer Sandoval
Melissa Iachan
Rebecca Bratspies
Justin Garrett Moore
Edward Josephson
Michael Partis

Criminalization

Session / Event(s)

Eradicating Education
Inequity for BIPOC

Public Hearing: Staten
Island

Public Hearing: Brooklyn



What We Heard

- Lack of accountability for police misconduct
- Policing, police abuse, and mass incarceration disproportionately impacts BIPOC communities
- Lack of diverse and/or culturally competent teachers and staff contributes directly to the over-policing of BIPOC students
- Deficit-based or punitive education models focused on behavioral norms reinforce "policing" of students
- BIPOC students face punitive consequences at disproportionate rates; suspensions and NYPD Child in Crisis interventions target BIPOC students

Stakeholders

Melissa Iachan

CM Lander

David C. Banks

Chancellor Meisha Porter

Kim Sweet

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Equitable Distribution of Resources and Responsibilities / Burdens

What We Heard

Session / Event(s)

Eradicating Education Inequity for BIPOC

Achieving Racial Equity in Housing and Land Justice

Planning For Racially Equitable Future

Public Hearings: Staten Island & Brooklyn

- Historically under-resourced communities are continually underinvested, perpetuating generational inequities
- Historical inequities of public school and afterschool resources persist due to systematic underfunding of schools in BIPOC communities
- High concentration of waste infrastructure, jails, and shelters in BIPOC / low-income communities compared to White communities further exacerbate health and economic disparities
- Resources are not distributed towards greatest need, further perpetuates inequities
- Inequitable access to safe parks and green spaces undermines the health and public safety of BIPOC communities

Stakeholders

Michael Partis
CM Rose
Amy Barnes
Michael William Eagle Academy
Sheila Foster
Melissa Iachan
Dustin Duncan
Rebecca Bratspies
Justin Garrett Moore
Chancellor Meisha Porter
James Kemple
Stewart Kwoh
Kim Sweet
James O'Neal
Barika Williams
AM Zimmerman

Procurement

What We Heard

Session / Event(s)

Overcoming
Racial Disparities in
Health and Mental
Health

Achieving Racial Equity
in Housing and Land
Justice

Planning For Racially
Equitable Future

- Community-based organizations in BIPOC communities are underfunded, underutilized and unempowered
- NYC Procurement Process is still complex and inaccessible for small businesses & CBOs, limiting the ability for BIPOC businesses and non-profits to compete for City contracts at the same level as their counterparts
- Social Service workers, most of whom are BIPOC women, are underpaid through City-funded CBOs

Stakeholders

Michelle de la Luz
Iyeshima Harris
Wayne Ho
Nathaniel M. Fields
Juanita Lewis
Gullermo Chacon
Claire Green-Forde
LaRay Brown
Michael Partis

Measurement of Disparate Impacts and Remediating Disparities in “Race Neutral” Decision-making

What We Heard

Session / Event(s)

Overcoming
Racial Disparities in Health
and Mental Health

Achieving Racial Equity in
Housing and Land Justice

Planning For Racially
Equitable Future

Eradicating Education
Inequity for BIPOC

Public Hearing: Brooklyn

- Fair share regulations are not effective enough
- Historical inequities contribute to widening racial wealth gap, continuing and deepening disparities in meeting basic needs
- City employee exam and promotion process is difficult to navigate and lacks transparency, causing difficulties for advancement
- Insufficient mechanisms to identify and enforce against disparate impacts
- Race-neutral criteria in application of policy can produce unequal outcomes along racial lines

Stakeholders

Melissa Iachan
Michelle de la Luz
Feliz Roberts
CM Lander
LaRay Brown
Wayne Ho
Vanessa Leung
Claude Steele
Chancellor Meisha Porter
David C. Banks
James Kemple
David Kirkland
Juanita Lewis

Measurement of Disparate Impacts and Remediating Disparities in “Race Neutral” Decision-making

What We Heard

Session / Event(s)

Overcoming
Racial Disparities in Health
and Mental Health

Eradicating
Education Inequity for
BIPOC

Achieving Racial Equity in
Housing and Land Justice

Planning For Racially
Equitable Future

Public Hearing: Brooklyn

- Current recruitment practices result in healthcare staffing that does not reflect the community being served
- Historical inequities contribute to widening racial wealth gap, continuing and deepening disparities in meeting basic needs
- Current lack of DOE oversight related to racial equity monitoring and rule enforcement

Stakeholders

Melissa Iachan
Michelle de la Luz
Feliz Roberts
CM Lander
LaRay Brown
Wayne Ho
Vanessa Leung
Claude Steele
Chancellor Meisha Porter
David C. Banks
James Kemple
David Kirkland
Juanita Lewis



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Mental Health and Coordination of Care

Session / Event(s)

Overcoming
Racial Disparities in Health
and Mental Health

Eradicating
Education Inequity for BIPOC

Achieving Racial Equity in
Housing and Land Justice

Planning For Racially
Equitable Future

Public Hearing: Brooklyn

What We Heard

- Mental Health is not equitably available
- Current investments in mental health do not sufficiently support BIPOC and other disadvantaged communities.
- No single entity in NYC government responsible for coordination of care and access to services (incl health/mental health)

Stakeholders

Regina Cannon
Justin Garrett Moore
Cheryl Anthony
Joo Han
Vanessa Leung
Guillermo Chacon
Mercedes Narcisse
Hector Robertson

Prioritization of Racial Equity in City Decision-making

Session / Event(s)

Achieving Racial Equity
in Housing and Land
Justice

Planning For Racially
Equitable Future

Public Hearing: Staten
Island & Brooklyn

What We Heard (1/2)

- Responsibilities (i.e., locations of jails, shelters) are not distributed equitably
- Government structures and agencies do not currently prioritize racial equity internally, resulting in a lack of racial and cultural diversity within leadership
- BIPOC communities not prioritized enough in allocation of climate resources
- Capital-centered approach toward City lands and development in general further divests BIPOC communities from resources like green spaces, gardens, and affordable housing
- Communities are unengaged with the Environmental Review Process, resulting in a lack of awareness and voice

Stakeholders

Edward Josephson
Emily Mock
Raya Salter
Summer Sandoval
Melissa Iachan
Michelle de la Luz
Justin Garrett Moore
CM Rose
Monica C. Bell
Regina Cannon
Barika Williams
Terry Hum

Prioritization of Racial Equity in City Decision-making

Session / Event(s)

Achieving Racial Equity
in Housing and Land
Justice

Planning For Racially
Equitable Future

Public Hearing: Staten
Island & Brooklyn

What We Heard (2/2)

- "Race-neutral" opposition to siting of affordable housing and other responsibilities often rooted in structural racism
- Policies in pursuit of equity can have unintended race-based consequences
- The practice of Exclusionary Zoning disproportionately keeps low-income and affordable housing out of middle- and upper-class neighborhoods and encourages concentrated poverty

Stakeholders

Edward Josephson
Emily Mock
Raya Salter
Summer Sandoval
Melissa Iachan
Michelle de la Uz
Justin Garrett Moore
CM Lander
Monica C. Bell
Regina Cannon
Barika Williams
Terry Hum

Quality Education for All People

What We Heard

Session / Event(s)

Eradicating Education
Inequity for BIPOC

Public Hearing: Staten
Island

- Current Public School history curriculum is not inclusive and does not represent the variety of cultures that exist in NYC
- College/University-focused education is limited and not inclusive of skills-based and career-focused courses
- NYC schools are segregated which undermines all students' success
- Current education methodology does not encourage community identification and too frequently uses individual punitive practices

Stakeholders

CM Rose
Robert Perry
Dora Berksteiner
Vanessa Leung
Chancellor Meisha Porter
David C. Banks
Steward Kwoh
David Kirkland
Jackson Collins
James O'Neal
Claude Steele

Commissioner Feedback and Discussion

- General observations from issue area panels and public input sessions
- Does the organization into themes mirror how you have been thinking about the issues?
- Are root problems starting to surface for you?
- Any suggestions you have for how we organize our future meetings to be most helpful to you (esp as we move into decision-making)?



Are there structural change ideas that are emerging as potential areas of focus for you?

Working Groups



Proposed Groups



JJA JAY KB	Accessibility of government services to all people across difference	Mental Health and Coordination of Care	Just Procurement
"Health"			
JJA AB LDF	Measurement of Disparate Impacts and Remedying Disparities in "Race Neutral" Decisionmaking	Quality of Education for People Across Difference	Criminalization
"Education"			
PT CK YM	Equitable Distribution of Resources and Responsibilities/Burdens	Community Ownership and Asset Building	Community Power
"Housing"			
HG FD DH	Prioritization of Racial Equity in City Decisionmaking	Equity in Economic Opportunity	Accountability Budget Justice
"Planning"			

- Tasked with recommending areas of focus for structural change to RJC based on public input
- Supported by staff and RJC leadership
- RJC to discuss recommendations and vote at future meeting



Manhattan Public Input Session

Calling on the voices of Manhattan to inform changes to the NYC Charter that advance racial justice.



Wednesday, August 11, 2021



Doors open at 5 PM



515 Malcolm X Blvd.
New York, NY 10037

Register online or walk-in:

bit.ly/Manhattan-RacialJustice-Input

Harlem this Wednesday!

- Location: The Schomburg Center
- Sign up to testify beginning at 5 PM

Keep in Touch!



Racial Justice Commission updates posted at nyc.gov/racialjustice



Comments and questions from the public can be sent to racialjustice@charter.nyc.gov



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APPENDIX



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Equity in Economic Opportunity

Session / Event(s)

Planning For Racially
Equitable Future

What We Heard



BIPOC / disadvantaged communities experience barriers when entering / searching for jobs, including but not limited to Green jobs.

Stakeholders

Public Input Sessions Calendar

Day	Date	Time	Location
Thursday	August 5th	5-8PM	Queens Borough Hall – Helen Marshall Atrium 120-55 Queens Blvd, Kew Gardens Jamaica, NY 11424
Wednesday	August 11 th	5-8PM	Schomburg Center for Research in Black Culture 515 Malcolm X Blvd, New York, NY 10037
Thursday	August 19th	TBD	Bronx - TBD
Monday	August 23rd	TBD	Virtual
Thursday	August 26th	TBD	Virtual
Wednesday/Thursday	September 8 th /9th	TBD	TBD- IN PERSON