

AGENDA ITEM NO. __ June 30, 2026

June 2, 2026

Honorable Board of Supervisors
Administration Building
1221 Oak Street, Suite 536
Oakland, CA 94612

**SUBJECT: RECEIVE ALAMEDA COUNTY REPARATIONS COMMISSION FINAL REPORT;
SUNSET THE COMMISSION; AND ESTABLISH STANDING COMMITTEE**

Dear Board Members:

RECOMMENDATIONS:

Approve the following recommendations:

- A. Receive the Alameda County Reparations Commission (ACRC) Final Report and Recommendations.
- B. Sunset the Alameda County Reparations Commission effective June 30, 2026.
- C. Establish Reparations Standing Committee to continue advancing, monitoring, and advising on the implementation of reparations-related policies and initiatives in Alameda County.

SUMMARY/DISCUSSION:

On March 28, 2023, Alameda County established the ACRC to examine the impacts of historical and ongoing racial inequities affecting Black residents and to develop recommendations to address those harms. Through extensive research, public engagement, community listening sessions, and collaboration with subject matter experts, the Commission has completed its work and developed a comprehensive Final Draft Report containing findings and recommendations for consideration by the County.

The Commission's Final Draft Report represents the culmination of its work and provides a framework for future policy development and implementation. Acceptance of the report will formally transmit these recommendations to the Board of Supervisors for future consideration and action.

As the Commission's term concludes, the ACRC recommends transitioning from a temporary commission structure to a Reparations Standing Committee. The current departmental sponsorship by the AC Library will be transitioned into the AC Office of Equity once the Committee is established. Establishing a standing committee will ensure continued oversight, coordination, and accountability for reparations-related efforts while providing an ongoing mechanism for reporting progress and advising the Board.

SELECTION CRITERIA AND PROCESS:

The Commission proposes a Standing Committee that would consist of seven members. Five members would be appointed by the Board of Supervisors, with one appointment made by each Supervisor. Two at-large members would be appointed by the Board of Supervisors through a process established by the Board.

Honorable Board of Supervisors
June 2, 2026

The Standing Committee would meet on quarterly basis, with additional meetings scheduled as necessary to fulfill its responsibilities.

The charge of the Standing Committee would include:

- *Monitoring progress related to implementation of accepted reparations recommendations;*
- *Advising the Board of Supervisors on reparations-related policies, programs, and priorities;*
- *Reviewing and reporting on outcomes associated with reparations initiatives;*
- *Recommending an appropriate long-term County structure, department, or office responsible for sustaining and coordinating reparations efforts.*

FINANCING:

Any funding required to support the Standing Committee will be brought forward through future budget and administrative processes. Acceptance of the Final Report and establishment of the Standing Committee do not require additional appropriations at this time.

VISION 2036 GOAL:

The recommendations support the 10X Goal pathways of **Eliminating Poverty and Hunger**, **Healthcare for All**, and **Thriving and Resilient Populations** in support of Alameda County's **Shared Vision of Safe and Livable Communities**. Acceptance of the final report, sunseting of current Commission and the establishing a structure for oversight and accountability will help ensure continued evaluation and advancement of policies intended to address historical inequities and improve outcomes for impacted communities.

Respectfully submitted,



Deb Sica, MFA, MLIS
County Librarian

CC: Melissa Wilk, Auditor-Controller
Carlos Flores, CAO Analyst
Clerk of the Board

Attachments: ACRC Draft Action Plan Report
ACRC Chair Summary and Transition Memo
ACRC Budget Memo
ACRC Board Presentation – (combined) Chair&Budget BOS Slide Deck



Draft Action Plan Report

JUNE 2026

PREPARED FOR THE ALAMEDA COUNTY REPARATIONS COMMISSION

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- Alameda County Reparations Commission Commissioners
- Alameda County Library

We'd like to acknowledge the Commission for contributing the **Executive Summary** and **How to Read This Report** to this document to orient readers, as well as the time Commissioners spent providing in-depth feedback and suggestions throughout the development of this Action Plan Report.

Design by:

- **Elycia Knight**, UC Berkeley MPA, Designer



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Executive Summary

JUNE 2026

Alameda County Reparations Commission Vision Statement

An Alameda County where African Americans and all county residents can thrive.

OVERVIEW

The [Alameda County Reparations Commission](#) (referred to throughout this report as **ACRC**, the **Reparations Commission**, or the **Commission**) was established in 2023 pursuant to Alameda County Board of Supervisors Resolution No. R-2020-412 to create an action plan making significant, lasting progress toward repairing systematic discrimination against African American residents. After three years of community engagement, historical research, and data analysis, the Commission presents 44 recommendations across 12 focus areas to the Board for consideration beginning June 30, 2026, with priority implementation to begin in September 2026.

This report is dedicated to Commissioner Jesse Clyde Burluson, the Commission's only formerly incarcerated member, who spent 31 years enslaved in California prisons before devoting his life to advocacy for Black communities and passed away on March 6, 2026.

THE CONTEXTS FOR REPARATIVE ACTION

The harms addressed in this report trace a direct line from slavery and Reconstruction through Jim Crow and into the present. In Alameda County, this includes:

- The California fugitive slave law of 1852;
- Federally-backed 1937 redlining maps that concentrated Black families in high-pollution, low-investment neighborhoods;
- The 1966 destruction of Russell City, a thriving unincorporated Black community, where residents were paid a fraction of their land's value;
- The displacement of thousands of Black residents via freeway construction and BART expansion during the 1960s to 1980s.

These policies produced disparities that persist to this day:

- Black residents are twice as likely to be renters as homeowners in Alameda County;
- 54.2% of Black households are rent-burdened, versus 39.1% of white households;
- Black residents constitute 41.3% of the county's unhoused population; and
- A persistent racial wealth gap limits economic mobility across generations.

Reparations are both a moral imperative and a sound economic investment. Closing opportunity gaps is empirically linked to reductions in crime, poverty, and welfare dependency. Over time, these investments could generate fiscal savings through a stronger economy and reduced demand for social services.

Alameda County’s action is consistent with a growing statewide arc of accountability to acknowledge and repair racialized harm: in recent years, California has issued a formal apology for its role in slavery and committed \$12 million to racial justice initiatives; Palm Springs has settled for \$5.9 million in direct compensation to displaced families; and comparable processes are underway in San Francisco, Los Angeles, and Sacramento.

COMMUNITY RESPONSE

The Commission conducted countywide listening sessions, community surveys, and structured feedback sessions. Community members expressed wide support for reparations and reparative action.

- **95%** of listening session attendees said African Americans in Alameda County need reparations “a lot.”
- **98%** of listening session attendees said reparations must include a public acknowledgment and apology.
- **97%** of listening session attendees said reparations should take the form of increased funding for county equity programs.
- **82%** of survey respondents identified as descendants of enslaved people or as directly impacted by discriminatory policies.
- **58%** of survey respondents reported personal or family harm related to housing, education, employment, or policing.

ACTION PLAN RECOMMENDATIONS

Commissioners categorized 44 recommendations into 12 Recommendation Areas. As community members noted in Community Feedback Sessions, these priorities are equally important for achieving full restitution and for accelerating Black and African American residents’ efforts to revitalize and strengthen their communities and families. While all recommendations are pertinent, the Commissioners recognized the County’s limitations in addressing all areas simultaneously, and classified the 12 Recommendation Areas into three time horizon-based categories:

- **Short-Term (Foundational):** Recommendation Areas to begin addressing within 1 year.
- **Medium-Term (Systemic Reform):** Recommendation Areas to take up in 1-3 years.
- **Long-Term (Institutionalization):** Recommendation Areas to be implemented within 3-5 years.

The 12 Recommendation Areas will all require ongoing time, investments, resources, and effort to achieve and sustain beyond the initial implementation time.

SHORT-TERM (WITHIN 1 YEAR)	MEDIUM-TERM (1–3 YEARS)	LONG-TERM (3–5 YEARS)
1. Housing Justice 2. Economic Justice 3. County Reparations Administration 4. Physical & Mental Health 5. Centering Black Youth	6. Reparative Education 7. Reparative Criminal Justice 8. Institutional Accountability 9. Preserving Black Culture & Heritage	10. Civic Power & Representation 11. Data Restoration 12. Reparative Environmental Investments

Short-Term Recommendations (within 1 Year)

1. **Housing Justice** recommendations target Alameda County’s severe racial homeownership gap through down-payment assistance, land acquisition funds, community land trusts, and direct redress for eminent domain displacement.
2. **Economic Justice** recommendations address the racial wealth gap via a Black Business Capital Fund, enforceable procurement goals, paid career pathways into county employment, a direct cash restitution pilot tied to documented county harms, and debt forgiveness for fines and fees disproportionately imposed on Black residents.
3. **County Reparations Administration** recommendations call for a permanent, fully funded Office of Reparations reporting directly to the Board of Supervisors, anchored by a dedicated multi-year Reparations Fund — without which, the Commission warns, implementation risks becoming fragmented or symbolic.
4. **Physical & Mental Health** recommendations address culturally competent care, maternal and infant health disparities, and mental health services for intergenerational trauma.
5. The **Centering Black Youth** recommendation calls for each County Department to support Black youth through a dedicated staff position and annual budget allocations.

Medium- (1-3 years) Recommendations

- Medium-term priorities address persistent educational outcome gaps; reform criminal justice practices that disproportionately impact Black residents; establish enforceable equity benchmarks across county departments; and preserve Black cultural heritage, oral histories, and community spaces.

Long-Term (3-5 years) Recommendations

- Long-term priorities expand civic power and representation; restore disaggregated data systems; and redress the disproportionate pollution burden borne by Black communities, itself a legacy of racially motivated land-use decisions.



How to Engage this Report

This report intentionally reflects a community-centered voice rather than a purely technical policy or legal framework. In doing so, certain themes, demands, and historical patterns reappear throughout the document. These repetitions are not accidental; they reflect the consistency and urgency of community testimony, lived experience, and collective memory shared across generations.

Unlike elite academic scholarship or narrowly legal analyses, this report prioritizes movement education, consciousness building, historical affirmation, and public engagement. It seeks not only to recommend policy solutions, but also to cultivate deeper understanding of the structural harms that necessitate reparations in the first place.

As a result, some recommendations are presented in broad or aspirational terms rather than fully developed implementation models. The report is intended to contribute to the growing ecosystem of reparations literature by centering Black community dialogue, cultural memory, and collective self-definition. It is designed to create emotional resonance, inspire civic participation, and encourage continued community conversation, organizing, and policy development.

This Draft Action Plan Report is primarily intended for the Alameda County Board of Supervisors and the Ad Hoc Reparations Committee. However, it is also designed to serve a broader audience, including policymakers, government staff, community organizers, scholars, and advocates who seek to understand or help implement the Commission's reparations framework in Alameda County.

Whether your goal is to grasp the historical foundations of harm, understand the evidence base for reparations, evaluate specific policy recommendations, or advance this work in your own sphere, this report is structured to meet your needs.

The Commission recognizes that readers will come to this report with different roles, questions, and levels of familiarity. Each chapter is designed to stand on its own while reinforcing the others. Together, they make the case that repair is necessary and achievable, and that Alameda County must use the resources at its disposal to act.

This report is a living document. The Commission invites continued community engagement, public comment, and ongoing accountability as Alameda County moves from acknowledgment to action.

The full report is organized into the following chapters:

- The [Preface](#) pays tribute to Commissioner Jesse Clyde Burlison, provides statements from the Commission and Informing Change (the team who prepared the Action Plan Report), and includes a list of partner organizations and individuals who have supported the Commission's work over the past three years.
- [Chapter 1: Introduction](#) summarizes the ACRC's origins, mandate, and scope. It places Alameda County's reparations process within a national and California-specific context of reparative efforts, from the Civil Liberties Act of 1988 to the state's recent formal apology for its role in slavery. It also includes examples of reparative actions taken by other jurisdictions. Readers new to this work should start here.

- **[Chapter 2: Recommendations Overview](#)** presents the Commission’s 44 recommendations across 12 focus areas at a high-level, organized into Short-Term (within 1 year), Medium-Term (1-3 years), and Long-Term (3-5 years) timelines. It also describes the frameworks that guided the Commission’s work and the process by which the recommendations were developed and approved. Policymakers and Board members looking for a rapid orientation should start here.
- **[Chapter 3: Methodology](#)** describes how the Commission gathered and validated evidence, including its Community Listening Sessions, community surveys, feedback sessions, and review of historical, scientific, and administrative data. It is transparent about the scope and limitations of data collection. Researchers, evaluators, and those assessing the credibility of this report’s evidence base will find this section most relevant.
- **[Chapter 4: Experiences of Harm in Alameda County](#)** is the evidentiary heart of the report. For each of the 12 recommendation areas, it presents community testimony from listening sessions and surveys alongside scientific, historical, and county administrative data documenting harm. Community members, advocates, and those who want to understand the “why” behind each recommendation should begin here.
- **[Chapter 5: Recommendations & Action Plan](#)** contains the full text of all 44 approved recommendations organized into 12 Recommendation Areas placed in one of three time-based categories (Short-, Medium-, or Long-Term). Each recommendation includes a harm statement, a recommendation statement, proposed action steps, implementation considerations, funding options, intended beneficiaries, and success metrics. County staff, department leads, and implementation partners will rely most heavily on this section.

Use this roadmap to jump to the chapters most relevant to you:

For the Board of Supervisors or Ad Hoc Committee members:

Start with Chapter 2 for a high-level overview of recommendations.

Review Chapter 4 for evidence of harms supporting recommendation priority areas.

Chapter 5 contains the full text of the 44 recommendations.

For county department heads or staff members:

Go directly to Chapter 5 for recommendations relevant to your department’s work.

Review Chapter 3 for data sources and methodological notes.

Review Chapter 4 for evidence of harms relevant to your department.

If you are a community member, organizer, or advocate:

Start with the Preface and Chapter 1 for history and context.

Review Chapter 4 for evidence and testimonies of harm from current and former county residents.

Review Chapter 2 for a high-level overview of recommendations.

If you are a researcher, scholar, or journalist:

Start with Chapter 3 for the report’s methodology and data sourcing.

Review Chapter 4 for Alameda County-specific evidence of harms.

Review Chapter 1 for the national, state, and local contexts in which this Action Plan Report is grounded.



Preface

Alameda County Reparations Commission Vision Statement

An Alameda County where African Americans and all county residents can thrive.

Ancestral Acknowledgment

We share this report as one step in restitution and reparations for victims of slavery and trafficking everywhere. We pay respect to our enslaved African ancestors who were taken, held, and sold against their wills, and to the African diaspora and descendants who continue to build a more just world. We honor and recognize the continuing struggle for freedom and respect of all marginalized people.

Land Acknowledgment

The county is located on the ethnohistoric territory of the Jalquin (hal-keen) / Yrgin (eer-gen), the ancestral and unceded land of the Chochenyo Ohlone-speaking People, the successors of the sovereign Verona Band of Alameda County. This land was and continues to be of great importance to the Muwekma Ohlone Tribe and other familial descendants of the Verona Band.

We recognize that every member of the county community has, and continues to benefit from, the use and occupation of this land, since the county's founding in 1853. We not only recognize the history of the land on which we stand, but also, we recognize that the Muwekma Ohlone people are alive and flourishing members of the community today.¹

Adapted from the [Muwekma Ohlone Tribe's Land Acknowledgment](#).²

IN MEMORY OF JESSE CLYDE BURLESON



Photo source credit: <https://prisonerswithchildren.org/newspaper/remembering-jesse-clyde-burleson/>

“We have to think about not only what we didn't have and don't have ... but what about future generations? What about our children? What about our grandchildren? How are we going to set them up, so that they don't grow up and be at our age in the same situation—or even worse—than how we have it right now, and how we grew up?”³

– COMMISSIONER JESSE CLYDE BURLESON, DISTRICT 5

This Draft Action Plan Report and the work and impact of the Alameda County Reparations Commission are dedicated to the memory of **Commissioner Jesse Clyde Burleson**, who passed away on March 6, 2026.

Commissioner Burleson was the Commission’s only formerly incarcerated Commissioner, serving with dedication, clarity, and moral conviction. He was a respected advocate, organizer, and public servant who, after spending 31 years (1987-2018) enslaved in California prisons, transformed his lived experience into a life dedicated to advocating for, uplifting, and prioritizing incarcerated and formerly incarcerated people and African American communities across Alameda County. This included his work with Legal Services for Prisoners with Children, serving as Board Chair of Diamonds in the Ruff, and founding The Incarcerated People’s Party, all in service of advancing justice, dignity, opportunity, promoting civic engagement, and the healing power of community. Commissioner Burleson was also a devoted husband, family member, and friend to all who were fortunate to have crossed his path.

While his voice is missed, Commissioner Burleson was a visionary and protector who left behind a legacy of compassion, wisdom, and generosity that will continue to impact and inspire future generations in the pursuit of righting past wrongs and securing a future Alameda County where African Americans and all County residents can thrive.

ALAMEDA COUNTY BOARD OF SUPERVISORS COMMENDATION

Commending the members of the Alameda County Reparations Commission upon the conclusion of their service.

WHEREAS, the Alameda County Board of Supervisors established the Alameda County Reparations Commission on March 28, 2023, to examine and address the legacy and ongoing impacts of systemic racism and discrimination experienced by Black residents in Alameda County; and

WHEREAS, the Commission was established as a 15-member body appointed by the Board of Supervisors, intentionally composed to reflect the diverse lived experiences, professional expertise, and community perspectives across Alameda County, and was charged with conducting research, facilitating listening sessions, engaging impacted communities, and developing a comprehensive draft action plan with short-, medium-, and long-term recommendations to advance reparative justice and address inequities in housing, health, education, and economic opportunity; and

WHEREAS, the Commission carried out its mandate through a rigorous, community-centered process—gathering qualitative and quantitative data, documenting historical and contemporary harms, and elevating the lived experiences and voices of Alameda County residents—and, through these collective efforts, produced research, recommendations, and a framework for repair that will inform County policy and contribute to ongoing efforts to remedy systemic inequities and improve outcomes for Black residents; and

WHEREAS, the Commissioners have demonstrated exceptional dedication, leadership, and public service by contributing their time, expertise, and commitment to advancing truth, accountability, and restorative justice; and

WHEREAS, on this day, the Commission has submitted its report to the Alameda County Board of Supervisors, marking a significant milestone in the County’s efforts to advance equity and reparative justice and reflecting Alameda County’s broader commitment to confronting structural inequities, fostering transparency and public accountability, and advancing racial equity; and

WHEREAS, as the Alameda County Reparations Commission concludes its formal term, the imperative to act does not end but intensifies, demanding immediate and sustained implementation of its recommendations, and deepened community partnership remains essential to realize reparative justice to drive lasting systemic change;

NOW, THEREFORE, BE IT RESOLVED that the Alameda County Board of Supervisors hereby commends and expresses its deep appreciation to the members of the Alameda County Reparations Commission for their outstanding service, leadership, and commitment to advancing justice and equity in Alameda County; and

BE IT FURTHER RESOLVED that the Board recognizes and affirms that, while the Commission’s formal service is concluding, the work of repair, reconciliation, and the full and faithful implementation of its recommendations must not only continue but accelerate, and remains an urgent and enduring priority for Alameda County; and

BE IT FURTHER RESOLVED that Alameda County resolutely commits to ongoing assessment and public accountability of its reparative efforts, including rigorous evaluation of progress, continuous identification of necessary areas of investment and action, and sustained, meaningful engagement with the community to advance equity and justice for current and future generations.

STATEMENT FROM THE COMMISSIONERS



“Reparatory justice is not about pity. It is about recognition, responsibility, and restitution. The descendants of Africa deserve the dignity of acknowledgment and the fairness of redress.”

– JOHN MAHAMA, PRESIDENT OF THE REPUBLIC OF GHANA

We honor our colleague and fellow Commissioner, Jesse Clyde Burleson, who passed away on March 6, 2026, before this report could be completed.

This Draft Action Plan Report was born out of the work of the Alameda County Reparations Commission, which was chartered on March 28, 2023, with initial commissioners selected later that year. The commission, consisting of 15 members, was created to draft this report to assist the Alameda County Board of Supervisors in implementing remedies and changes that address the long-standing systemic harms that African Americans have carried while living, learning, worshipping, working, and simply trying to thrive in this county.

The Alameda County Reparations Commission was established on a promise—that the words of Resolution No. R-2020-412 would not remain words alone. As Commissioners, we accepted that charge with full understanding of its weight and its urgency. Each Commissioner came to this work from different districts, professional backgrounds, and lived experiences. Some of us have been in a courtroom as defendants. Some of us have built businesses, raised families, and buried loved ones in communities that were then gentrified beyond recognition. Some of us have spent careers fighting for the very communities this report seeks to serve. This report is the product of our shared conviction that Alameda County has both the obligation and the opportunity to lead California, the country, and the world in realizing the equality, dignity, and justice that reparative efforts bring to all of humanity.

From the beginning, what united us is our commitment to a better future. We are reminded daily that only by holding up a magnifying glass to one's past can one address current problems concretely. The county, which was established on March 25, 1853, while chattel slavery was still practiced, has always had African American residents but has not always treated them fairly. Generations of African American families in this county have been waiting for repair. This report not only documents where and how some of these events occurred in the county but also proposes remedies to the Board to address these harms spanning the county's 173-year history. Our Commission affirmed that reparations are not merely a moral imperative, but an investment in the economic health and stability of every resident of this county. When African American families thrive, Alameda County thrives. The evidence is clear, the need is documented, and the path forward is before us.

The report is the result of over three years of collective storytelling, sensemaking, and gathering community experience and input born from each commissioner's unique seat on the commission. As a 15-member body, the commission faced challenges but found common ground in working toward repair for African American communities. With commissioners hailing from research, small business, education, technology, and community organizing backgrounds, among others, each voice was different and heard. The project, too, evolved from planning sessions to community and online surveys, from in-person testimony to information sharing and feedback sessions. When combined, the community's experiences and our commissioners' perspectives created a rich tapestry of historical remembrances and ways to forge a path forward. We invested in these activities and opportunities to ensure the Draft Action Plan recommendations we share here are evidence-grounded, community-informed, and actionable.

We hope the reader gains a solid understanding of the unique story of African Americans in Alameda County and the challenges they have and continue to face. We hope readers not only appreciate but see themselves reflected in the Commission's vision for a way forward with the Board's support. The report should leave readers empowered to own the collective past of African Americans in the county with eyes towards a future that lifts all people higher towards a county where equal opportunities exist for all.

We are clear-eyed about what this report is not. It is not a final accounting of every harm ever suffered. It is not a promise that all wounds will be healed in a single budget cycle. It is a beginning, a legislative foundation, and a living commitment that the County will take measurable, accountable steps toward repair.

We present these recommendations to the Board of Supervisors not as a ceiling but as a floor. We call on the Supervisors to receive our Draft Action Plan Report, to act on it with urgency, and to hold themselves accountable to the community that has waited long enough. The work continues, and after reading this plan, readers will learn that the Commission strongly urges the Board to establish a permanent reparations commission with a community oversight component.

The work is not over, and after reading this plan, readers will learn that the Commission hopes this work will not only continue but also become institutionalized to ensure it gets done. The work of repair, remedy, and liberation is not a single act. It is a sustained commitment. We pledge ours, and we ask for yours on this journey of repair.

Giving Thanks & Appreciation

The Commission recognizes that reparative justice is possible only through collective action, intergenerational collaboration, and sustained community partnerships. We are profoundly thankful for every space opened, every story shared, every conversation facilitated, and every act of support offered throughout this process.

We want to express our heartfelt appreciation to the current and former residents of Alameda County who trusted us with their stories: we heard you, and we thank you. Your voices—gathered through your testimonies, lived experience, and years of advocacy—shaped this process and remain at the center of this work. You have created a rich tapestry of historical remembrances and ways to forge a path forward. We heard you in the Community Listening Sessions in Pleasanton and West Oakland, in the juvenile halls and college campuses, at cultural celebrations and faith communities across all five districts. We heard the parents who fear their children will grow up in the same conditions they did. We heard the elders who watched as their neighborhoods were demolished and replaced. We heard the young people who simply asked to be seen and invested in. Those voices and experiences are the foundation of every recommendation in this report.

Finally, we acknowledge the many partners and vendors who gave generously of their time, effort, and talents by hosting Community Listening and Feedback Sessions, engaging the community at-large, and offering educational programming. Their contributions and names are honored and recognized on the pages that follow. To the community groups, individuals, organizations, institutions, businesses, faith leaders, educators, advocates, and residents whose time, wisdom, labor, and commitment made this work possible and ensured that the voices, experiences, and recommendations of Black residents were centered: we are deeply grateful for your exceptional professionalism, expertise, partnership, and dedication. Your commitment to the community and excellence in service strengthened the integrity and impact of our efforts on behalf of Alameda County residents, creating meaningful opportunities for dialogue, healing, education, and truth-telling throughout the county.

– THE ALAMEDA COUNTY REPARATIONS COMMISSION, JUNE 2026

PARTNERS & ENGAGEMENTS LIST

- 4Imprint Inc.
- Acts Full Gospel (East Oakland)
- Ashley Adams, Black Reparations Project
- Alameda County Juvenile Hall
- Allen Temple Baptist Church (East Oakland)
- Alpha Kappa Alpha, Alpha Alpha Nu Omega
- Alpha Kappa Alpha, Delta Zeta Omega (SF)
- Alpha Kappa Alpha, Eta Sigma (SFSU & USF)
- Alpha Kappa Alpha, Kappa Beta Omega (Vallejo)
- Alpha Kappa Alpha, Mu Zeta Omega (Stockton)
- Alpha Kappa Alpha, Omega Upsilon Omega (Concord)
- Alpha Kappa Alpha, Rho (UC Berkeley)
- Alpha Kappa Alpha, Rho Delta Omega (Fairfield)
- Alpha Kappa Alpha, Rho Upsilon Omega (San Ramon)
- Alpha Kappa Alpha, Xi Gamma Omega
- Alpha Kappa Alpha, Xi Pi
- Alpha Phi Alpha, Alpha Epsilon (UC Berkeley)
- Alpha Phi Alpha, Eta Sigma Lambda (Silicon Valley & South Bay)
- Alpha Phi Alpha, Gamma Chi Lambda (San Francisco)
- Alpha Phi Alpha, Gamma Phi Lambda (Berkeley)
- Alpha Phi Alpha, Kappa Omicron Lambda (Vallejo)
- Alpha Phi Alpha, Nu Beta Lambda (Stockton)
- Alpha Phi Alpha, Nu Sigma (Stanford)
- Alpha Phi Alpha, Omicron Theta Lambda (Hayward)
- Alpha Phi Alpha, Upsilon Rho (USF)
- Alpha Phi Alpha, Xi Pi (CSU East Bay)
- Alpha Phi Alpha, Xi Rho (SFSU)
- Valerie Arkin, District 4 Staff
- Erin Armstrong, District 4 Staff
- Melanie Atendido, Deputy County Administrator
- Josephine Ayankoya, fmr. Director of the Office of Equity
- Zachariah Rabah Barghouti, Emergent Evaluation Consulting
- Bay Area Registry
- Bay Central Printing
- Berkeley Chamber of Commerce
- Berkeley High School
- Berkeley High School African American Studies
- Berkeley High School Athletic Department
- Berkeley High School Black Student Union
- Berkeley Technology Academy
- Berkeley Unified School District
- Bethel Missionary Baptist Church (East Oakland)
- Black Cultural Zone
- Black Joy Parade
- Black Women Organized for Political Action (Hayward / South County Chapter)
- Blaisdells
- Bolder Brands, LLC
- Alex Boskovich, District 2 Staff
- Briana Brown, District 5 Staff
- Dave Brown, District 5 Staff
- Cal Alumni Association
- Camp Sweeney
- Chabot College Public Library
- Cherie's Southern Kitchen
- Agnes Cho, District 5 Staff
- Gabriela Christy, District 2 Staff
- Dave Clark, News Anchor, KTVU
- Covenant Church

- CSU East Bay National Pan-Hellenic Council
- Tisa Dantzer, Board of Supervisors Clerk
- Michael DeFlorimonte, Bay Area Registry
- Delta Sigma Theta Sorority, Inc. (Berkeley Bay Area & Oakland East Bay Alumnae Chapters)
- Delta Sigma Theta, Berkeley Bay Area Alumnae Chapter
- Delta Sigma Theta, NCCC Chapters
- Dezi's Lounge, Mister FAB Thug Therapy
- East Bay Blue Print and Supply
- East Oakland Collective
- East Oakland Youth Development Center
- East Oakland Youth Development Center Youth Interns
- Ebenezer Baptist Church-Berkeley
- Evergreen Missionary Baptist Church (East Oakland)
- Exceptional Community Connections
- Facilitron, Inc.
- Felt's Printing
- First Baptist Church of Russell City
- Fresh Lifelines for Youth
- Brenda Gomez, District 2 Staff
- Rhea Gonzales, District 2 Staff
- Healthy Black Families
- Tona Henninger, District 4 Staff
- Henry J. Kaiser Center
- Jasmine Howard, District 4 Staff
- Informing Change
- Inter-City Services Inc
- Iota Phi Theta, Beta Upsilon (CSU East Bay)
- Iota Phi Theta, Delta Chi
- Iota Phi Theta, Gamma Zeta
- Iota Phi Theta, Xi Omega (San Francisco Alumni)
- Burt Jones, fmr. District 4 Staff
- Kappa Alpha Psi, Berkeley Alumni Chapter
- Kappa Alpha Psi, Delta Rho Chapter (SJSU)
- Kappa Alpha Psi, Gamma Alpha Chapter (UC Berkeley & SFSU)
- Kappa Alpha Psi, Nu Sigma Chapter (CSU East Bay)
- Kappa Alpha Psi, Palo Alto Alumni Chapter
- Aliza Kazmi, District 5 Staff
- Elycia Knight
- Las Positas College
- Legal Services for Prisoners with Children
- Levy Promotional Products
- Lighthouse Mosque (North Oakland)
- Live Free USA
- Rodney Loche, District 2 Staff
- Lakita D. Long, LDL Empowerment Group
- Maria Long, District 2 Staff
- Vikas Maturi, Liberation Ventures
- Eric McDonnell, Chair of the San Francisco African American Reparation Advisory Committee
- McGee Avenue Baptist Church
- MetWest High School
- Mexico Tortilla Factory
- Cinthya Muñoz Ramos, District 5 Staff
- Melena Murphy
- Newark Public Library
- Oakland African American Chamber of Commerce
- Oakland Museum of California
- Oakstop
- OK Program

PARTNERS & ENGAGEMENTS LIST (CONTINUED)

- Omega Psi Phi, Alpha Rho Chapter
- Omega Psi Phi, Delta Iota Iota Chapter (Stockton)
- Omega Psi Phi, Epsilon Mu Chapter (UC Berkeley)
- Omega Psi Phi, Pi Chi Chapter
- Omega Psi Phi, Sigma Iota Chapter
- Omega Psi Phi, Theta Pi Chapter (Vallejo)
- Efeosa Orhue, District 2 Staff
- Parents of Children of African Descent, Berkeley Unified School District
- Lyla Phan, Board of Supervisors Clerk
- Phi Beta Sigma, Alpha Nu Sigma Chapter
- Phi Beta Sigma, Delta Beta (CSU East Bay)
- Phi Beta Sigma, Gamma Phi Sigma Chapter
- Phi Beta Sigma, Gamma Sigma Sigma
- Phi Beta Sigma, Iota Alpha Sigma Chapter
- Phi Beta Sigma, Theta Lambda Sigma
- Pilgrim Christian Church
- Pleasanton Public Library
- Project Rebound (The California State University)
- Rise East (collective of organizations)
- Angel L'Mae Roberson
- Roderick's BBQ
- San Leandro Public Library
- Marcus Savage
- Sigma Gamma Rho, Beta Psi (UC Berkeley)
- Sigma Gamma Rho, Beta Theta Sigma
- Sigma Gamma Rho, Iota Beta Sigma
- Sigma Gamma Rho, Mu Chi Sigma
- Sigma Gamma Rho, Pi Phi (SFSU)
- Sigma Gamma Rho, Sigma Omicron (CSU East Bay)
- Sigma Gamma Rho, Xi Delta (Stanford University)
- Sillman Activity Center
- Keyvon Silva
- St. Paul A. M. E. Church
- Michelle Starratt, Alameda County Housing Director
- Darryl Stewart, District 4 Staff
- Ashley Strasburg, District 4 Staff
- James Scott Taylor
- Taylor Memorial United Methodist Church
- The Kwamilele Group
- The Way Christian Center
- Tracey Elizabeth Webb Associates
- Tri-Valley for Black Lives
- UC Berkeley Black Student Union
- UC Berkeley Criminal Law & Justice Center
- Masjidul Waritheen (Elijah Mohammed Cultural Center) (East Oakland)
- Tanya Washington, District 4 Staff
- Andrea Weddle, Chief Assistant County Counsel
- Erika Weissinger, Assistant Professor of Practice & Director of Community, Climate, and Culture, UC Berkeley
- Liyu Woldmichael, fmr. District 5 Staff
- Zeta Phi Beta, Delta Delta Zeta (San Francisco)
- Zeta Phi Beta, Epsilon Phi Zeta (Oakland)
- Zeta Phi Beta, Gamma Beta (UC Berkeley)
- Zeta Phi Beta, Iota Delta Zeta Chapter (Hayward)
- Zeta Phi Beta, Omega Kappa Zeta (Stockton)
- Zeta Phi Beta, Rho Beta Zeta (Vallejo)
- Zeta Phi Beta, Tau Mu (CSU East Bay)
- Zeta Phi Beta, Xi Eta Zeta (Novato)
- Zeta Phi Beta, Xi Zeta Zeta (San Jose)

STATEMENT FROM INFORMING CHANGE

The Draft Action Plan Report team from [Informing Change](#) thanks the Commissioners who volunteered their time and expertise over the past three years to fulfill the Alameda County Reparations Commission's objectives and vision, and entrusted us with developing this report.

We also thank the following groups, whose collective wisdom, energy, power, and commitment contributed to and informed the evidence and methods underpinning the contents of this Draft Action Plan Report and that shaped the Commissioners' recommendations:

- The community members who contributed their time, energy, and candor through Community Listening and Feedback Sessions and surveys, and provided enriching perspectives and anecdotes underscoring the urgency and necessity of this work.
- The local partners, vendors, hosts, and organizations that facilitated and made the Community Listening Sessions possible, offering a forum for raw conversations to take place.
- The researchers, authors, and storytellers who have documented and sought to understand the magnitude of harms and what can be done going forward.
- The policymakers and stakeholders who have spent political capital and resources to advance this work in the face of resistance and retrenchment.

- The [Exceptional Community Connections](#) team, which helped coordinate activities across Commission subcommittees and compiled the Commission’s final recommendations as they appear in this report.

We do not take lightly any role we can play in the reparations movement in Alameda County. To those reading this Draft Action Plan Report from outside Alameda County, we hope it can serve as a resource to start or further your own reparations efforts where you live.

– INFORMING CHANGE, JUNE 2026

NOTE ON “BLACK” & “AFRICAN AMERICAN” USAGE

“**Black**” and “**African American**” are used interchangeably throughout this Draft Action Plan Report. Where a quoted or referenced speaker, text, or data source uses a particular term, we maintain their naming convention.

We acknowledge that African Americans are a specific subset of the Black population, and that all persons who identify as Black have been affected by colonialism, the Atlantic slave trade, and the harms associated with these throughout history.

PREFACE ENDNOTES

¹ Alameda County Reparations Commission, “Community Reparations Forum & Listening Session (Oct 2025).Pptx,” n.d., accessed April 29, 2026, [https://acgovt.sharepoint.com/:p:/r/sites/ReparationsCommission/_layouts/15/Doc.aspx?sourcedoc=%7B8FCFDD23-928B-4C9E-AC6F-D6415C5071CB%7D&file=Listening%20Session%20\(Oct%202025\).pptx](https://acgovt.sharepoint.com/:p:/r/sites/ReparationsCommission/_layouts/15/Doc.aspx?sourcedoc=%7B8FCFDD23-928B-4C9E-AC6F-D6415C5071CB%7D&file=Listening%20Session%20(Oct%202025).pptx).

² “Muwekma Ohlone Tribe - Land Acknowledgment,” accessed May 21, 2026, <https://www.muwekma.org/land-acknowledgment.html>.

³ @acreparationscommission, “Alameda County Reparations Commission on Instagram: ‘Honoring the life and service of Commissioner @jesse_clyde_b. Here he speaks about the work we are still passionately advocating for today. May his service never be in vain — and may we continue building on the foundation he helped lay. ••• #alamedacounty #reparations #equityinaction #community,’” Instagram, March 23, 2026, <https://www.instagram.com/acreparationscommission/reel/DWPL004DzCr/>.



Chapter 1: Introduction

DRAFT ACTION PLAN REPORT PURPOSE

“We need to make a stand. It needs to be hard. It needs to be straightforward.”

– COMMISSIONER DR. PHILIP S. GARDINER, DISTRICT 3

The Commissioners submit this Draft Action Plan Report for the Alameda County Board of Supervisors’ (the **Board** for short) consideration on June 30, 2026, with the understanding that the Board will review the recommendations and take future action, and with the hope that priority implementation steps will begin in September 2026.

The Draft Action Plan Report seeks to document and acknowledge the historic and ongoing harm experienced by Black residents in Alameda County, while centering the lived experiences, testimony, and perspectives shared by community members throughout the reparations process. The report provides a comprehensive framework for repair by outlining recommendations and strategies focused on housing justice, economic opportunity, wealth-building, health, education, and anti-displacement efforts intended to address systemic inequities and close long-standing racial disparities. Ultimately, the report is designed to provide the Board with actionable recommendations, implementation pathways, funding considerations, and measurable outcomes to advance meaningful reparative policies and create a more equitable and thriving future for Black residents and the broader County community.

THE MANDATE & VISION

“This government and its Constitution were drafted and ... designed by slave owners. Slave owners—Alexander Hamilton, James Madison, William Samuel Johnson, Governor Morris of New York—were major drafters of the United States Constitution. These white men were major slave owners, owning hundreds of slaves. They had a vested monetary interest in slavery, and with that intent, they formed this nation. They structured it. They protected it in their own personal interest ... According to that Constitution, we have today’s government in terms of how we operate. Which continues to precipitate ... slavery, just with a different name ... For Black slaves, there was, and still [is] to this day, income inequality, inequality in healthcare, in poverty, in education.... But let me underscore ... that the practice of reparations is not a new practice.”⁴

– ALAMEDA COUNTY SUPERVISOR KEITH CARSON, DISTRICT 5, PUBLIC REMARKS, MARCH 28, 2023

At the Board’s regular meeting on March 28, 2023, the Board unanimously approved “*the establishment of a Board of Supervisors’ Ad Hoc Committee and Reparations Commission to create a draft action plan to address the legislative, social, and economic inequities faced by African Americans in Alameda County by facilitating listening sessions, report findings from formative research and focus groups.*”⁵ The Ad Hoc Committee & Reparations Commission sought to fulfill one of the pledges of Resolution No. R-2020-412, which sought “*the support of community reparations for African Americans.*” Its initial scope was to “create a draft action plan based on its

research that will make significant and lasting progress towards repairing public and private systematic discrimination.”⁶ This plan would be presented to the Board’s Ad Hoc Committee for final approval by the full Board.

As District 4 Commissioner Alan E. Dones has affirmed, reparations are not simply a moral and ethical imperative but an engine of economic prosperity for Alameda County. Whether in the form of educational support, home-ownership support, or direct financial assistance, reparations will have a positive impact not only on African American families but also on Alameda County as a whole. When African American families thrive, the entire county benefits. Greater prosperity within the community naturally eases the demand on Alameda’s social services, creating a ripple effect of well-being felt countywide. As the demand for social services decreases, families with more disposable income and greater economic stability are in a better financial position to purchase homes, patronize Alameda businesses, or start their own businesses, enriching Alameda residents of all races and increasing the County’s tax base. In theory, reparations could, over time, pay for themselves.⁷

“By closing opportunity gaps and repairing historical harms, the county can reduce these costs: for example, reducing poverty and joblessness is empirically linked to lower crime and welfare dependency. In short, investments in equity and reparations will pay dividends to taxpayers through lower public expenditures and a stronger economy, in addition to righting historical wrongs.”

– COMMISSIONER ALAN E. DONES, DISTRICT 4

THE ALAMEDA COUNTY REPARATIONS COMMISSION



The **Alameda County Reparations Commission** (referred to throughout this report as **ACRC**, the **Reparations Commission**, or the **Commission**) was established in March 2023, with the first Commissioners appointed in June that year. Each of the County’s five District Supervisors was responsible for filling three of the 15 seats on the Commission. By design, 10 of the 15 seats were reserved for individuals who met specific criteria and backgrounds, ensuring that the Commission and its recommendations reflect the array of perspectives, experiences, and expertise within Black communities; a Board-approved Commissioner filled the remaining five “at-large” seats.

The full list of Commissioner criteria includes:

SEAT #	CRITERIA
1	Represents 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 #	CRITERIA
2	Is displaced from Alameda County due to gentrification and/or is an individual who has experienced or is experiencing homelessness and shall not be required to reside in Alameda County during their participation in the Commission.
3	Is an individual with expertise in private equity, venture capital, or fundraising in the financial industry.
4	Is an individual age 55 or older who has lived in a predominantly African American community.
5	Is an individual who has been incarcerated.
6	Is an individual who has experienced discrimination in the workplace.
7	Is an individual with expertise in the corporate industry and experience in dealing with high-level contracts.
8	Is an individual with expertise in the impact of redevelopment activities on Black communities.
9	Is a small business owner principally serving the African American community.
10	Is 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.
11-15	Will be At-Large, with appointments of one per county district, subject to Board approval.

Except for Seat #2, all seats were mandated to be filled by an Alameda County resident. Commissioners could be removed involuntarily by a majority vote of the Board of Supervisors.

The Commissioners of the Alameda County Reparations Commission, past and present, whose time, expertise, and commitment made this work possible, are:

DISTRICT OF APPOINTING SUPERVISOR	COMMISSIONER	STATUS	SEAT #	SERVICE DATES
District 1	Natasha Tripplett	Current	6	09/19/2023 – 06/30/2026
	Shenita Hurskin	Current	7	10/10/2023 – 06/30/2026
	Brandon T. Sass	Current	11	09/19/2023 – 06/30/2026
District 2	Artavia Berry	Current	1	08/01/2023 – 06/30/2026
	Tiega N. Varlack	Current	9	03/25/2025 – 06/30/2026
	James Knowles	Current	12	07/11/2023 – 06/30/2026
	Vickie Stephens	Former	9	07/11/2023 – 12/12/2024
District 3	Dr. Philip S. Gardiner	Current	2	06/27/2023 – 06/30/2026
	Dee Johnson	Current	10	02/10/2026 – 06/30/2026
	Larry McClendon (Vice Chair)	Current	13	06/27/2023 – 06/30/2026
	Carolyn (CJ) Johnson	Former	10	06/27/2023 – 09/02/2025
District 4	Alan E. Dones	Current	3	06/06/2023 – 06/30/2026
	Leo Bazile	Current	4	07/11/2023 – 06/30/2026
	Jennifer A. Gayden	Current	14	01/13/2026 – 06/30/2026
	Lori Cox (Vice Chair)	Former	14	06/06/2023 – 12/10/2024
District 5	Debra Gore (Chair)	Current	8	06/13/2023 – 06/30/2026
	Shadrick A. Small	Current	15	06/13/2023 – 06/30/2026

DISTRICT OF APPOINTING SUPERVISOR	COMMISSIONER	STATUS	SEAT #	SERVICE DATES
	Jesse Clyde Burluson	Deceased	5	06/13/2023 – 03/06/2026

The full Commission met monthly in person and conducted all meetings in accordance with Robert’s Rules of Order.⁸ Meetings were open to the public and accessible online. Beginning in August 2025, three ACRC subcommittees met weekly, each focused on a distinct set of objectives:

6. **Administration & Budget Subcommittee:** Monitor and approve ACRC budget allocations and offer recommendations for expenditures and purchases; provide guidance on the implementation of ACRC media and Public Relations efforts.
7. **Community Listening Sessions Subcommittee:** Develop a strategy and action plan for conducting Listening Sessions throughout Alameda County.
8. **Data Collection, Analysis & Reporting Subcommittee:** Develop a data collection and thematic analysis plan for writing the Draft Action Plan Report; monitor and advise on the development of the report.

Exceptional Community Connections (ECC) supported each subcommittee and the full Commission in advancing their respective work plans toward the goal of producing this recommendation and Draft Action Plan report.

Commissioners served on a largely voluntary basis. The Commission is sponsored by the **Alameda County Library**, an arrangement that allowed the group to accept donations but did not provide funding.⁹ The Commission operated with minimal funding in its first year. At the May 30, 2024, Board of Supervisors meeting, ACRC Chair Debra Gore brought forward two requests on behalf of the Commission: an extension of the recommendation submission deadline from July 1, 2024, to June 30, 2026, and a \$5 million budget to see the work through to completion. While the calendar extension was approved, the Commission initially received \$92,340.10 in funding, or less than 2% of the original request.¹⁰

“The Commission must remain steadfast in its commitment to the prudent stewardship of the financial resources and staff time entrusted to it, ensuring every dollar and every hour is directed with purpose and accountability toward its mission.”

– COMMISSIONER & VICE CHAIR LARRY MCCLENDON, DISTRICT 1

As of transactions posted through June 2, 2026, the Commission had expended \$441,753.95 — 88.4% of its \$500,000.00 appropriation — across 108 general-ledger entries spanning 10 expenditure categories. A budget balance of \$58,246.05 remained at the time of this report, the majority of which is committed or projected for the balance of the fiscal year (see Section 7).

Measure	Amount
FY2025–26 appropriation (Fund 99141)	\$500,000.00
Total expended to date	\$441,753.95
Budget utilized	88.4%
Budget balance remaining	\$58,246.05

EXPENDITURES BY CATEGORY

The table below presents FY2025–26 expenditures by general-ledger account, sorted from largest to smallest. Professional and consulting services represent the substantial majority of spending; the remaining categories support community engagement and the operations that make public participation possible.

Expenditure category (account)	Amount	% of total
Professional Services (610261-99141)	\$403,513.49	91.3%
Catered Food (620033-99141)	\$13,828.63	3.1%
Supplies — Printing (620151-99141)	\$8,509.70	1.9%
Supplies — General (620101-99141)	\$4,850.55	1.1%
Special Expense — Gift Cards (610461-99141)	\$3,045.55	0.7%
Rent / Lease — Space (610101-99141)	\$2,898.70	0.7%
Fees & Costs (610361-99141)	\$2,000.00	0.5%
Food (620031-99141)	\$1,838.13	0.4%
Outside Printing (620054-99141)	\$1,227.33	0.3%
Office Supplies (620051-99141)	\$41.87	0.0%
Total expenditures	\$441,753.95	100.0%

The Commission intentionally prioritized allocating its budget to engage firms, consultants, and service providers owned and operated by African Americans in Alameda County. This approach reflected the Commission’s commitment to ensuring that the reparations process itself embodied the principles of economic inclusion, community investment, and shared prosperity that underpin reparative justice. By supporting Black-owned local businesses and professionals, the Commissioners sought to build community capacity, circulate resources within historically impacted communities, and elevate trusted voices with deep cultural and lived experience.

CENTURIES OF SUPPRESSION & OPPRESSION

“Since the debates at Merritt College in 1966, I have argued that reparations are not charity—it is a tort claim. America caused demonstrable harm, and under any sound reading of tort law, harm demands remedy. For more than 50 years through advocacy, governance, and now this commission, I have pursued that remedy on behalf of Black Americans who are long overdue their day of accountability.”

– COMMISSIONER LEO BAZILE, DISTRICT 4

The history of slavery in the British colonies can be traced back to 1619, when up to 30 enslaved Africans landed in Virginia. For nearly 200 years, Africans were forcibly transported across the Middle Passage to the Americas. Abominable sanitary conditions, disease, and various forms of abuse and torture contributed to an estimated

death rate of 10-20% before arrival. Those who “survived” the Middle Passage faced colder climates, trauma and shock, family breakups, loss of their native tongues, and menstruation interruptions, with mortality rates of up to 50%.¹¹

Passed by Congress in 1808, the **Act Prohibiting the Importation of Slaves** only increased the importance of domestic trade as the enslaved person population in the US exponentially increased throughout the first half of the 19th century. Each new enslaved person meant the potential to begin a new—or continue an existing—throughline of harm and trauma to be passed on to the next generation. The **Emancipation Proclamation** of 1863, freeing enslaved African Americans; the issuance of **General Order No. 3** on June 19, 1865; and the ratification of the **13th Amendment** formally abolishing slavery in December 1865, nominally ended centuries of inequitable treatment.

Despite the nominal end of inequitable treatment, indentured servitude, and slavery on paper, Jim Crow laws enforced and perpetuated racial segregation, built barriers to economic opportunity and wealth accumulation, suppressed voting rights, and constricted African Americans to an inferior quality of life (e.g., healthcare, education, housing). The US government even perpetuated harm beyond its borders in the early 20th century, when it refused to recognize Haitian independence for almost 60 years and later acted as collectors on the Haitian independence debt.¹²

These structural issues have persisted through a period that included African Americans' enlistment in two World Wars, the rise of the civil rights movement, and the US electing its first Black president. There is substantial documentation that racially-grounded structural inequities, environmental challenges, and social and institutional discrimination contribute to African American disparities in secondary and postsecondary education, health outcomes, infant mortality rates, and life expectancy, housing and homeownership, perpetually expanding wealth and economic opportunity gaps, exposure to predatory lending and higher-interest practices, and harassment, mistreatment, and severity in legal and justice systems (see Chapter 4, [“Experiences of Harm & Reparative Examples in Alameda County”](#)).

In recent years, including under the current federal administration, national debates have intensified over voting rights protections, education policy, and diversity, equity, and inclusion (**DEI**) initiatives in public and private institutions. These policy shifts and reversals of past precedents represent a direct threat to the constitutional rights and legal protections that have long safeguarded African Americans against systemic discrimination. Far from promoting neutrality, critics and civil rights advocates argue that they dismantle the very frameworks established to remedy historic and ongoing racial injustice. These developments are seen by many as part of a continuing struggle over the scope and enforcement of civil rights in the United States: they are not just public policy matters, but part of a larger test of whether rights and protections guaranteed by laws and the Constitution apply to all Americans, including African Americans; Alameda County firmly believes they must.

Inequality & Discrimination in California & Alameda County

California and Alameda County were not exempt from these nationwide trends. Despite African Americans building lives and legacies on this land even before Alameda County was formed on March 25, 1853—less than three years after California became the 31st^s state—harm came early and often obstructed Black progress in the state:

- Despite being admitted to the Union as a free state, California passed a law in 1852 that allowed enslavers who had taken enslaved persons into California pre-statehood to keep them enslaved and take them back to states where slavery remained legal.¹³

- Courts and lawmakers relegated African American Californians to second-class citizens in the state’s early years, including outlawing testimony from non-whites against whites in court¹⁴ and, for example, having segregated public schools¹⁵ and public transportation¹⁶ in San Francisco.
- Homestead laws barred African American homeownership, while rampant redlining and racial steering served to restrict African American economic mobility. These policies served as negative multipliers on African American health, quality of life, and wealth accumulation.

“When Black families were denied equal access to property ownership and fair lending, they were also denied the opportunity to build and pass down generational wealth, a harm that continues to impact Black communities today.”

– COMMISSIONER JENNIFER GAYDEN, DISTRICT 4

- In addition to Russell City’s demolition, additional examples of such actions include:
 - In 1924, Sidney and Irene Dearing, the first African American homeowners in Piedmont, faced “relentless harassment and violence” from a crowd that included the police chief, who was an open member of the Ku Klux Klan. The Dearing’s eventually sold their house for \$10,000, far less than their initial asking price of \$25,000.¹⁷
 - In 1937, the Home Owners’ Loan Corporation (**HOLC**), a federal agency, created “Residential Security” maps of major American cities.¹⁸ The HOLC map of Oakland also included Berkeley, Alameda, San Leandro, Piedmont, Emeryville, and Albany.¹⁹ These maps designated African American and other nonwhite neighborhoods as “hazardous” for mortgage lending.

Part of the impact of these maps is that, in the Bay Area, low-income households and people of color are more likely to live in “fenceline communities,” which are near emitting facilities with increased air pollution and greenhouse gas emissions compared to white neighborhoods, putting them at greater risk of exposure. This can be traced back to the HOLC maps,²⁰ with the East Bay serving as a prominent example of how racially discriminatory redlining has perpetuated inequalities to this day (in this case, disparities in health outcomes).²¹

- During the 1960s through 1980s, in building out infrastructure like freeways and the Bay Area Rapid Transit (**BART**) system, local governments used eminent domain to displace thousands of African American residents from already-segregated neighborhoods such as West Oakland²² and South Berkeley.
- Historical records show that the Ku Klux Klan had an active presence in Alameda County, particularly during the 1920s, when local chapters in Oakland and surrounding East Bay areas held meetings, rallies, recruitment events, and public demonstrations as part of a broader statewide expansion. The Klan’s wielding of political and social influence also served as a systematic campaign of racial terror and intimidation designed to enforce white supremacy through fear, violence, and exclusion. Black families and communities of color were targeted in every dimension of daily life, including housing, employment, and civic engagement. While the Klan’s influence declined over time, its presence during this period is part of the documented history of racial terror and exclusion that shaped the lived experience of Black residents in Alameda County.²³
- For decades, Black residents were significantly underrepresented in stable public sector roles—such as transit, fire, and skilled trades—due to discriminatory hiring practices, informal “word-of-mouth” recruitment systems, and union gatekeeping that limited apprenticeship access. Even as formal segregation declined, these barriers helped lock in racial wage gaps and limited pathways to middle-

class stability for Black households, reinforcing long-term disparities in income and public-sector wealth building across Alameda County.²⁴ Public employment exclusion and union barriers were particularly prevalent in city and county jobs in Oakland and Berkeley.

RECENT REPARATIVE EFFORTS

“As an Asian American, my ancestors faced the Chinese Exclusion Act of 1882. Our community understands the need for reparations when we are dealing with trying to amend for the wrongs of Executive Order 9066. As the Alameda [County] Board of Supervisors, we provide a safety net. We see the outcomes of the social determinants of health and the disparities in the African American communities, especially when it comes to Black women. We have seen infant mortality has been three to four times as [high as] white or Asian women. We see a disproportionate impact on incarceration, especially with Black men. We see a disproportionate amount within the homeless community. You’ve talked about the intergenerational wealth because they weren’t able to own property. And I think that having this committee on the Board of Supervisors is long overdue.”²⁶

– ALAMEDA COUNTY SUPERVISOR LENA TAM, DISTRICT 3, PUBLIC REMARKS, MARCH 28, 2023

Alameda County’s reparations work stands in good company with other reparations efforts to remedy the harm of historic injustices. Resolution No. R-2020-412 acknowledged the lasting generational harms inflicted on African American families and communities and called for the development of reparative policies and actions to help repair those harms, advance equity, and create a more just and inclusive future for Black residents.

Recent County Efforts Towards Reparations

June 2011	Board of Supervisors adopted Resolution No. R-2011-177 to formally apologize for the direct and/or indirect enslavement and segregation of African Americans
Oct. 2020	Board of Supervisors adopted Resolution No. R-2020-412 which pledged to adopt an action plan to address legislative, social and economic inequities faced by African Americans
Mar.—July 2021	Interdepartmental small working group meetings consisting of 13 county departments and agencies formed; tasked with discussing various approaches in forming a county commission focused on reparations
Nov. 2021	Direction was given by the BOS to move forward to the full Board of Supervisors with a 4-step proposal to create a countywide reparations action plan that included the formation of a Board of Supervisors Ad Hoc Committee and Reparations Commission.
Jan. 2022	Under the new authority from AB 1486, the Alameda County Auditor-Controller/Clerk-Recorder implements a new program to identify and redact unlawfully restrictive covenants in residential deeds and other documents
June 2022	Organized a community townhall with representatives from the State Reparations Task Force as well as from the Cities of Oakland, San Leandro and Hayward (all of which are discussing or working on their own respective reparations efforts)
Nov. 2022	BOS approved the establishment of a Director and Deputy Director of the Office of Diversity, Equity and Inclusion
Dec. 2022	Participated in the State Reparations Task Force’s Hearing

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Timeline graphic from Attachment 53 of the agenda from the Regular Meeting of the Alameda County Board of Supervisors on March 28, 2023.²⁵

Along with the formal apology and other efforts listed in the timeline above, the Alameda County Reparations Commission is part of a long line of ongoing efforts in the US & California to address legacies of systemic discrimination. The **Civil Liberties Act of 1988** is an important example of reparative action for those harmed by structural, institutional, and social discrimination. The Act served as a formal apology from the US government for the “grave injustice” of wrongly interning Japanese Americans during World War II and established a fund that paid out \$20,000 to each survivor.²⁶ Another one earlier in the 20th century is the **Indian Claims Commission**, a federal agency active from 1946 to 1978 that ruled on cases brought against the United States by “any tribe, band, or other identifiable group of American Indians residing within the territorial limits of the United States or Alaska.”²⁷

“I believe another important step is taking a close and honest look at systemic policies and practices that continue to create inequities and barriers for communities. Policies that no longer serve the public fairly—particularly those rooted in historical discrimination or unequal access—should be carefully reviewed, reformed, or eliminated. Addressing systemic inequities requires transparency, accountability, and a commitment to creating systems that provide fair opportunities and access for all communities.”

– COMMISSIONER DEE JOHNSON, DISTRICT 3

Toward Redress & Reconciliation in California

In the 2020s, as the nation began its uneven journey to address the legacies and consequences of historic and contemporary forms of racial discrimination, oppression, and harm, California took steps toward racial reckoning and repair. The **California Assembly Bill 3121**²⁸ of 2020 established the **California Task Force to Study and Develop Reparation Proposals for African Americans**; the Task Force released its [final report and comprehensive reparations plan](#) to the California Legislature on June 29, 2023.

In 2024, California Governor Gavin Newsom allocated \$12 million to racial justice initiatives and issued a formal apology for California’s role in slavery.²⁹ In 2025, two California reparations-related bills were passed by the California State Legislature and signed into law by Newsom:

- **Senate Bill 518 – Descendants of Enslaved Persons: Reparations**³⁰
Signed on October 10, 2025, this law establishes the Bureau for Descendants of American Slavery within California’s Civil Rights Department to help administer reparations-related programs, descendant verification, genealogy research, education, and outreach.
- **Senate Bill 437 – Descendant Verification and Genealogical Research**³¹
Signed on October 13, 2025, this law directs the California State University system to develop processes and research methods to verify the descendants of enslaved persons and support eligibility determinations for future reparative programs.

With SB 518 and related legislation, California became the first state to establish a permanent statewide reparations infrastructure specifically focused on descendants of enslaved African Americans.³² Overall, California’s reparations landscape is characterized by steady institutionalization: moving from study and acknowledgment toward the creation of governing systems that could support reparative action over time, even as debates continue over scope, funding, and implementation.

- Other comprehensive municipal reparations projects are underway at various stages of progress throughout California: while some, like Sacramento, are still in discussion, others, like Los Angeles, have

released full reports.³³ San Francisco has taken a structured, policy-driven approach to reparations by convening a formal advisory committee to study and document the harms experienced by Black residents and develop a comprehensive Reparations Plan.³⁴ Building on that work, the city has moved to establish a Reparations Fund intended to receive public and private dollars to implement the committee’s recommendations, including potential direct payments and investments in housing, education, health, and economic opportunity.³⁵ While the fund currently serves as an implementation vehicle rather than a fully financed program, it represents a shift from acknowledgment toward building a mechanism for reparative action in the city.

- Palm Springs is working to compensate the descendants of people it displaced from Section 14, a vibrant African American community, in the 1950s and 1960s. The City destroyed residents’ property and belongings, displacing a community and causing a cascade of generational trauma. In a legal settlement Palm Springs has agreed to provide \$5.9 million in direct financial compensation, spend \$30 million in affordable housing programs over the next decade that will prioritize Section 14 families, invest \$1 million in small business supports for the Palm Springs community, create a public memorial of Section 14, dedicate a future park to the families of Section 14, and offer letters of support, though not necessarily financial support, for a future “Section 14 Cultural and Racial Healing Center.”³⁶
- In addition to comprehensive, community-specific reparations projects, personal or family-specific reparative actions are occurring across California. Perhaps the most well-known of these is the return of Bruce Beach to the Bruce family. In 1924, the city of Manhattan Beach used Eminent Domain to seize the property of Willa and Charles Bruce. The Bruce’s beachfront property was a thriving resort for African Americans in the Los Angeles County area, and the City and white real estate developers targeted it for destruction. While the City claimed it was to create a public park, documents and statements from the time make it clear that the motivation was racial animus and the desire to destroy a successful African American business. After destroying the resort, the City did not create a park for over 30 years. In 2022, Los Angeles County returned the property to the Bruces’ heirs and now rents it from the family.³⁷

Toward Redress & Reconciliation in Alameda County

A more recent effort, and geographically relevant to this Commission, was the City of Hayward and Alameda County Board of Supervisors’ formal apologies in November 2021³⁸ and June 2023³⁹, respectively, for their roles in the destruction of **Russell City**. Russell City was an unincorporated community in Alameda County that was a “haven for African American and Latino families who had difficulty buying properties in other parts of the Bay Area due to racist real estate policies.”⁴⁰ “Was” is key. In 1963, Alameda County forcibly removed Russell City residents, demolished the city, and replaced it with an industrial park. In July 2025, the Alameda County Board of Supervisors and the City of Hayward approved a combined \$1 million for a Russell City Redress Fund for displaced Russell City residents: an initial \$900,000 came from the City of Hayward and the Offices of Alameda County Supervisors Elisa Márquez and Nate Miley⁴¹, with the Alameda County Office of Education later contributing an additional \$100,000.⁴²

Additional efforts around the County this decade include:

- The Dearings’ story bears striking similarities to the Bruces’ story in Manhattan Beach during the same period. Sidney and Irene were Piedmont’s first African American citizens, first Black homeowners, and its only African American citizens until the 1950s or 1960s. In 1924, after months of violence—including the formation of a 500-person violent mob, at least one attempted bombing, threats from Oakland’s resurgent and powerful Ku Klux Klan—and after the City of Piedmont began the condemnation process, the Dearings, along with their 2-year-old and 7-month-old children, were forced out of their Piedmont house. The City of Piedmont has taken some reparative steps by funding and approving a memorial to

the Dearing family across the street from their former home. However, Dearing family members have begun filing a lawsuit against the City.⁴³

- In March 2021, the Oakland Unified School District Board of Education passed the Reparations for Black Students Resolution, recognizing the impact of structural societal racism over many generations on African American families, and created a task force to prioritize action on several measures to address these issues in its schools.⁴⁴
- Descendants of South Berkeley families displaced by BART construction in the 1960s and 1970s were prioritized in an affordable housing policy adopted by the Berkeley City Council in July 2023.⁴⁵
- In July 2023, the Berkeley City Council approved a recommendation to conduct a study on the City’s history of discriminatory actions in housing policies/programs, including how it adversely impacted the Black community and its ability to remain and grow in the city.⁴⁶ However, as of January 2026, there have been no public updates beyond the initial recommendation.
- From 2023 to 2024, the Berkeley Unified School District (**BUSD**) convened a Reparations Task Force⁴⁷ to explore reparations for BUSD students with enslaved ancestors and investigate the legacy of chattel slavery and racial discrimination in Berkeley and BUSD. The Task Force issued its final report and recommendations in June 2024.⁴⁸
- The previously-mentioned formal apology for Russell City and the Russell City Redress Fund. The initial Redress Fund announcement in July 2025⁴⁹ mentioned that eligibility requirements and the application process for receiving payments would be announced at a later date; however, as of April 2026, no public updates on eligibility and the application process have been provided.
- Ongoing efforts and initiatives across the County, such as the Environmental Justice and Housing Elements adopted by the Board of Supervisors in 2024,⁵⁰ ⁵¹carry the potential to strengthen reparative efforts.

While these examples serve as recognition and acknowledgment of past harm, they by no means have prevented harm from continuing to occur. Black residents in Alameda County continue to face economic, housing, and health harms, cultural exclusion and erasure, and more, the origins of which stem from over 400 years of targeted and intentional oppression towards Africans and African Americans.

COMMISSIONER REFLECTIONS ON THE REPARATIONS COMMISSION

“This community is the tip of the spear for any type of advancement of healing and justice for African American people around the country ... We are going to be the example for how this nation will heal, apologize, and give repair for the 500-plus years of oppression that our people continue to go through to this day.”

– COMMISSIONER ARTAVIA BERRY, DISTRICT 2

In early 2026, Informing Change held conversations with Commissioners about their ACRC experience. Commissioners emphasized the importance of the Commission to achieving its vision statement of “an Alameda County where African Americans and all county residents can thrive.” Below, we summarize the Commissioners’ reflections, insights, and learnings about the Commission to inform ongoing and future efforts in Alameda County and elsewhere.

- **The Commission is an example for others to follow.** Alameda County’s stature as the historic home of the Black Power Movement and home of the Black Panther Party adds to the relevance and importance of the Commission’s work in this county. The Commissioners see this work as a continuation of the liberation and healing work started generations ago.
- **The Commission models public stewardship of public resources.** With local residents rightfully skeptical of government interventions (e.g., Russell City), the Commission serves to bridge public desires and consensus and amplify local residents’ voices in how public resources and funding are utilized.
- **The Commission ensures that the County learns from history.** Confronting and acknowledging the history of harms in Alameda County will go a long way towards ensuring the County and key stakeholders cannot be willfully ignorant of past wrongs.

“Pulling back the curtain is eye-opening ... It’s important to learn from (our) history. I don’t want it to be repeated.”

– COMMISSIONER BRANDON T. SASS, DISTRICT 1

Aspects that could be improved for future commissions designed to support, advise, and guide counties in community-engaged reparative redressing include:

- **Full funding from Day 1.** In addition to funding for appropriate vendors and activities, Commissioners emphasized the importance and necessity of staffing and support from individuals who are paid accordingly and can unconditionally dedicate their time and energy to the work. When the efforts are an “add-on” to primary job duties, it can restrict and delay progress and momentum. Funds should also be allocated to ensure adequate capacity and resources for public outreach and appropriate training for commission members.

“If you’re not going to fund [a commission] at the outset, you’re not serious about doing it. Full stop.”

– COMMISSIONER SHADRICK A. SMALL, DISTRICT 5

- **Establish clear frameworks and expectations early on.** Having clear frameworks was important to developing effective work plans, collecting data, facilitating discussion, and crafting reports. This takes time and investment from the start, and access to a repository of existing frameworks can be helpful. Additionally, knowing who will be responsible for carrying out recommendations (and how) can help frame and ensure that commissioners feel their work and community input are not conducted or collected in vain.
- **Engage city and/or county departments and agencies.** A key area for improvement is the depth and breadth of engagement with public departments and agencies to fully surface the equity work already underway across leadership and staff. For ACRC, a more systematic outreach process would have helped capture existing initiatives, avoid duplication, and better align efforts across jurisdictions. In addition, the absence of consistently collected disaggregated data—particularly for Black communities—limited the ability to fully assess impact, identify disparities, and ground recommendations in precise, community-level outcomes. Strengthening both data practices and interdepartmental coordination is essential for more accurate analysis and more effective equity-centered decision-making.
- **Be permanent and not time-limited.** It is important to keep people buying in and consistently doing the work. Limiting the duration of a commission leaves progress vulnerable to being halted and requiring future generations to start the work all over again.

- **Have coherent, concrete decision-making protocols.** A similar sentiment came from Community Listening Session attendees who expressed a desire for increased transparency and structure on Commission activities.
- **Voters democratically elect members.** Members should then internally appoint leaders and roles within the commission.

CHAPTER 1 ENDNOTES

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Chapter 2: Recommendations Overview

RECOMMENDATIONS AT A GLANCE

The Reparations Commission drew on a wealth of data and resources to develop **44 recommendations across 12 Recommendation Areas** for Alameda County to address and repair the historical and ongoing harm inflicted on its African American residents. A key resource was [*The California Reparations Report*](#), published in June 2023 by the California Task Force to Study and Develop Reparation Proposals for African Americans.⁵³

Additional evidence included community input from Community Listening and Feedback Sessions, community surveys, scientific, historical, and county administrative data, and the Commissioners’ own lived and professional expertise and experiences. A full account of this process is detailed in Chapter 3, [*“Methodology”*](#) and Chapter 4, [*“Experiences of Harm in Alameda County.”*](#)

As community members noted in Community Feedback Sessions, these priorities are equally important for achieving full restitution and for accelerating Black and African American residents’ efforts to revitalize and strengthen their communities and families. While all recommendations are pertinent, the Commissioners recognized the County’s limitations in addressing all areas simultaneously, and classified the 12 Recommendation Areas into three time horizon-based categories:

- **Short-Term (Foundational):** Recommendation Areas to begin addressing within 1 year.
- **Medium-Term (Systemic Reform):** Recommendation Areas to take up in 1-3 years.
- **Long-Term (Institutionalization):** Recommendation Areas to be implemented within 3-5 years.

The 12 Recommendation Areas will all require ongoing time, investments, resources, and effort to achieve and sustain beyond the initial implementation time.

SHORT-TERM (WITHIN 1 YEAR)	MEDIUM-TERM (1-3 YEARS)	LONG-TERM (3-5 YEARS)
1. Housing Justice 2. Economic Justice 3. County Reparations Administration 4. Physical & Mental Health 5. Centering Black Youth	6. Reparative Education 7. Reparative Criminal Justice 8. Institutional Accountability 9. Preserving Black Culture & Heritage	10. Civic Power & Representation 11. Data Restoration 12. Reparative Environmental Investments

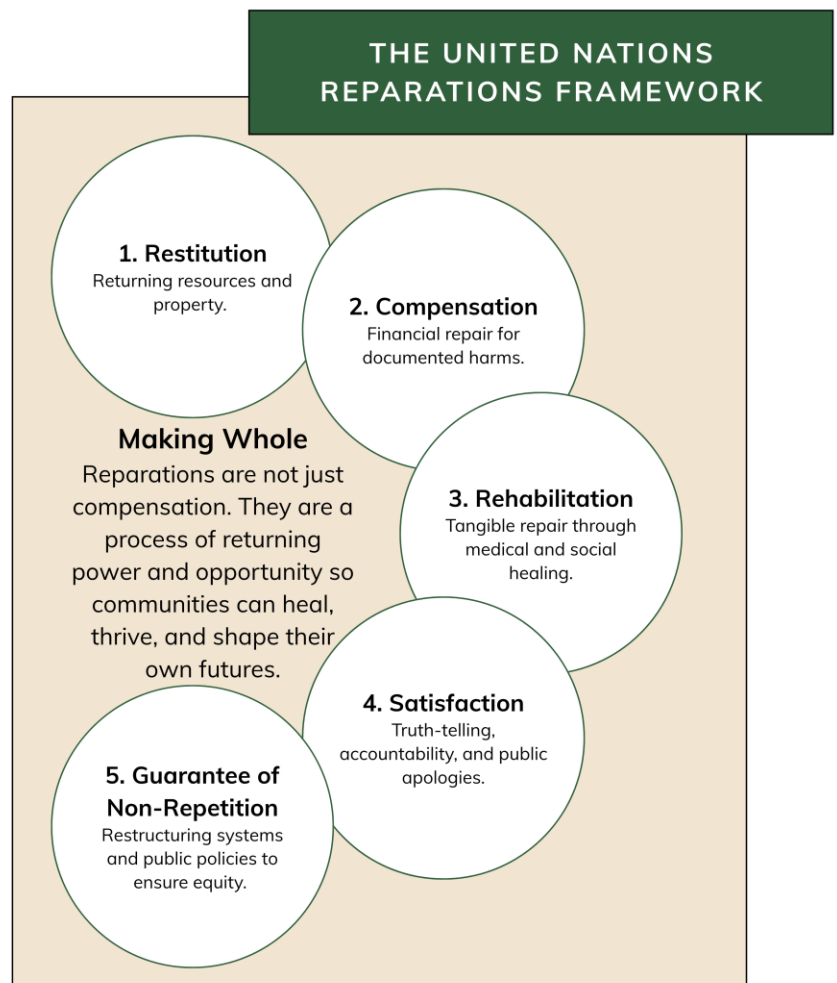
FRAMEWORKS FOR REPAIR

The Commission relied on several interrelated frameworks in developing recommendations:

The United Nations' Five Forms of Reparations

In 2005, the United Nations General Assembly adopted resolution 60/147, "**Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law.**" The resolution outlines that "victims of gross violations of international human rights law and serious violations of international humanitarian law" be provided with "full and effective reparation." Reparations could take one (or all) of five forms, defined as follows:⁵⁴

1. **Restitution**, which "*should restore the victim to the original situation*" before violations took place. This could include "*restoration of liberty, enjoyment of human rights, identity, family life and citizenship, return to one's place of residence, restoration of employment and return of property.*"
2. **Compensation**, which "*should be provided for any economically assessable damage*" resulting from violations such as "*(a) Physical or mental harm; (b) Lost opportunities, including employment, education and social benefits; (c) Material damages and loss of earnings, including loss of earning potential; (d) Moral damage; (e) Costs required for legal or expert assistance, medicine and medical services, and psychological and social services.*"



3. **Rehabilitation**, which "*should include medical and psychological care as well as legal and social services.*"
4. **Satisfaction**, select forms of which could include "*effective measures aimed at the cessation of continuing violations,*" "*full and public disclosure of the truth*" that does not bring further harm to the victim(s) or those close to them, a "*public apology,*" and "*commemorations and tributes to the victims.*"
5. **Guarantees of non-repetition**, which includes official commitment not to repeat wrongdoing and contribution to prevention, and could include strengthening judicial independence and reformation of existing laws.

“The measure of reparations is not only what we pay today for moral and constitutional harms — it is whether the conditions that made payment necessary are still happening tomorrow. The United Nations calls this the guarantee of non-recurrence. But it also demands something deeper: satisfaction — the public acknowledgment of what was done, the restoration of dignity, the official historic record that says this happened, and it was wrong. Together, these are not the end of repair. They are the beginning of something transformative.”

– COMMISSIONER & CHAIR DEBRA GORE, DISTRICT 5

California Reparations Task Force & Domains

As previously mention, the Commission also grounded its work in *The California Reparations Report*, published in 2023 by the California Task Force to Study and Develop Reparation Proposals for African Americans, which includes 118 policy recommendations across 13 domains (e.g., racial terror, political disenfranchisement, wealth gap) for addressing the persistent harm and discrimination faced by African Americans across multiple generations in California.⁵⁵

Harm Report Framework

The Reparations Commission served as a capstone project sponsor to Elycia Knight as part of her Master of Public Affairs requirements at UC Berkeley’s Goldman School of Public Policy. The Commission referenced Knight’s capstone publication, *A Journey to Repair: Guidelines to an Effective Harm Report*⁵⁶, as a resource to introduce a framework for identifying and applying strategies that balance analytical rigor with community resonance. The report outlines step-by-step programmatic best practices for developing harm reports, emphasizing the central role of community voices, municipal partnerships, and supplemental documentation—such as disparity reports, impact assessments, and public records—in substantiating and contextualizing harm.

The Commission leaned into the analysis that positions a harm report within a broader restorative justice and reparations framework, drawing on national and California-based examples to demonstrate how findings can inform sustained pathways for healing and redress. Ultimately, the report served as a practical outline for the Commission, translating research and comparative analysis into actionable guidance for advancing a locally grounded reparations process.

“My research drew on discriminatory anti-Black policies that systematically create and sustain inequities, impacting economic mobility, wealth accumulation, educational access, healthcare equality, and environmental conditions, sociological and racial discrimination that continue to impact me, my friends, and family in the present day.”

– ELYCIA KNIGHT, AUTHOR, CAPSTONE PROJECT: A JOURNEY TO REPAIR

DEVELOPING THE RECOMMENDATIONS

In January 2026, each of the Commission’s three subcommittees began developing their draft recommendations, based on data reviewed, community input (e.g., surveys and Community Listening Sessions), and lived experiences. Recommendations could be submitted on an individual basis or by subcommittees. Commissioners provided the following details for each recommendation submitted:

- A recommendation title.
- The topic area the recommendation sought to address.
- A statement summarizing the harm the recommendation sought to address.
- A statement detailing the recommendation itself.
- Proposed action steps to achieve/fulfill the recommendation.
- Ideas for implementing the recommendation and entities who could lead or support this (e.g., County agencies or departments, external community partners).
- Considerations for funding to support the work of the recommendation.
- Intended, specific beneficiaries of the recommendation being implemented (e.g., homeowners, residents in certain neighborhoods, small business owners).
- Success metrics or outcomes.
- Sources of community input informed the recommendation.
- Final considerations.

Exceptional Community Connections compiled and summarized all recommendations into a single document for Commissioners to review and vote on. Commissioners could “Approve,” “Approve with Modifications,” or “Reject” a recommendation. Ultimately, 44 community-driven recommendations were approved in March 2026. The full text of each recommendation (details listed above) is reproduced in Chapter 5, [“Recommendations & Action Plan.”](#)

Alameda County Departments

The Commission recognizes that Alameda County budget appropriations reflect what County leaders prioritize and value for the community. The Commissioners took these priorities and values into account when developing recommendations and accompanying guidance. The 44 recommendations represent 44 different opportunities for County leaders to reaffirm commitments to equity and the well-being of all Alameda County residents in ways that are concrete, measurable, and lasting. Investing in repair is not a burden on the budget. It is the budget doing exactly what it was meant to do: reflecting who we are, and who we are determined to become.

County appropriations by department/program are as follows:⁵⁷

ALAMEDA COUNTY PROGRAM	BUDGET APPROPRIATION (IN MILLIONS) (FISCAL YEAR 2023-24)	% OF BUDGET (MONETARY PRIORITY)
Health Care Services	\$1,095.2M	26.7%
Public Protection	\$1,020.7M	24.9%
Public Assistance	\$999.9M	24.3%
General Government	\$298.2M	7.3%
Capital Projects	\$174.1M	4.2%
Public Ways & Facilities	\$153.5M	3.7%
Non-Program Activities	\$139.3M	3.4%
Contingency & Reserves	\$133.6M	3.3%
Measure A1 (Affordable Housing)	\$46.9M	1.1%
Cultural, Recreation & Education	\$44.8M	1.1%
TOTAL	\$4,106.5M	100%

SUMMARIZING THE RECOMMENDATIONS

In the rest of this chapter, we provide a brief overview of the 12 Recommendation Areas, organized into the three time-based categories described at the beginning.

The detailed text for each recommendation reproduced in Chapter 5 maintains the spirit, content, and scope of those articulated by the Commissioners, whether put forward by individuals or by groups. As such, different recommendations may include ideas or suggestions that are similar or overlap with others. We encourage future adopters, implementers, and committees drawing on these recommendations to merge, separate, or streamline from the full list as appropriate.

SHORT-TERM RECOMMENDATIONS: WITHIN 1 YEAR

Foundational investments in housing, economy, and health.

1. Housing Justice

“I feel disconnected from the City of Berkeley—where both my mom and I grew up. As an adult, I couldn't really afford to live comfortably in Berkeley. I moved to Oakland and have been there for 20 years now, but I often am made to feel out of place by neighbors and pedestrians in my area.”

– COMMUNITY SURVEY RESPONDENT

Housing justice must be the cornerstone of reparations, advancing an integrated approach that includes down payment assistance and a right-to-return program for Black residents impacted by redlining and displacement, alongside direct compensation for victims of unjust property takings. This framework should be reinforced through enforceable racial equity conditions on all County housing subsidies and robust anti-displacement zoning protections to ensure long-term community stability and restoration.

- 1.1 – Down Payment Assistance and Right to Return Program
- 1.2 – Equitable Housing Restoration for Black Residents Impacted by Redlining and Displacement
- 1.3 – Direct Compensation for Victims of Unjust Property Takings
- 1.4 – Racial Equity Conditions in County Housing Subsidies and Anti-Displacement Zoning Protections

2. Economic Justice

“The Bay Area feels gentrified, and the richness of Black culture has left. As a result, my children don't get to see themselves in teachers, small businesses, homeowners, church members, and classmates.”

– COMMUNITY SURVEY RESPONDENT



51% County entities affected community members' economic opportunity.

Alameda County should advance a comprehensive economic justice strategy that transforms public funds into reparative investments, prioritizing support for Black-owned businesses, neighborhood commercial corridors, and expanded access to homeownership and economic opportunity. This approach must directly target the racial wealth gap by building pathways to asset ownership, community wealth, and long-term economic stability for Black residents.

- 2.1 – Recommendation for Economic Justice for Alameda County
- 2.2 – Omnibus Recommendation: Transforming Alameda County Public Funds from Harm to Reparative Investment
- 2.3 – Reparative Support for Black-Owned Businesses and Neighborhood Commercial Corridors
- 2.4 – Reducing the Wealth Gap in Alameda County by Increasing Access to Homeownership and Economic Opportunity
- 2.5 – Addressing the Racial Wealth Gap Through Reparative Economic Investment

3. County Reparations Administration

“Given that the federal government is in full retreat on Black and minority history, California and Alameda County must be proactive about countering this.”

– COMMUNITY SURVEY RESPONDENT

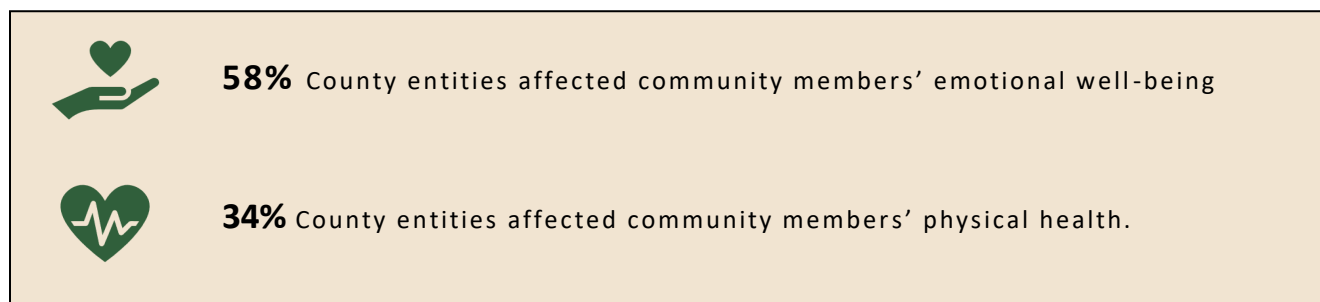
Alameda County should establish a permanent Department (or Office) of Reparations, fully staffed and resourced to design, implement, and oversee all reparative programs and policies. This department should be anchored by a dedicated Reparations Fund, with sustained public financing to ensure long-term accountability, effective administration, and the full realization of reparative commitments.

- 3.1 – Establish an Office of Reparation
- 3.2 – Permanent County Reparations Department
- 3.3 – Establish a Reparations Fund
- 3.4 – The Cost of Inequality and Public Accountability Initiative

4. Physical & Mental Health

“Raising political power through reparations probably won't alleviate all issues, but direct payments, housing AND mental health services would be a big step in the right direction.”

– COMMUNITY SURVEY RESPONDENT



Alameda County should advance health equity as a core reparations priority through targeted, reparative investments that address the social determinants of health impacting Black communities, including housing,

environmental conditions, economic stability, and access to care. This must include the establishment of community-based Trauma Recovery and Healing Centers to support holistic wellness, repair intergenerational harm, and ensure sustained, culturally grounded health outcomes.

- 4.1 – Health Equity
- 4.2 – Reparative Health Investment for Black Communities in Alameda County
- 4.3 – Community Trauma Recovery and Healing Center

5. Centering Black Youth

“I fear that our children’s identity may suffer from a loss of culture.”

– COMMUNITY SURVEY RESPONDENT



The foster care entry rate for African American children in Alameda County is 4.6 cases per 1,000 children, compared to 1 case per 1,000 children in the general population.

Centering Black youth is essential to reparative equity, ensuring that investments across economic opportunity, workforce development, education, and health are designed to repair harm while building pathways for long-term opportunity, leadership, and well-being. Youth-focused strategies must be embedded across all recommendations to interrupt intergenerational inequities and secure a more just and prosperous future for Black communities in Alameda County.

- 5.1 – Black Youth

MEDIUM-TERM RECOMMENDATIONS: 1-3 YEARS

Systemic reforms in justice, education, and culture.

6. Reparative Education

“Start with the school system. Educating our young people is the key. Start with that first and then follow up with educating others on our community.”

– COMMUNITY SURVEY RESPONDENT



71.5% Better education programs are one of the most needed types of repair or repayment.

Alameda County should advance reparative education by eliminating structural barriers to access, retention, and completion, while investing in comprehensive education and workforce development pathways for Black residents across the lifespan. In partnership with local school districts, the County should align funding, services, and accountability to expand equitable opportunities, support transitions into quality jobs, and repair historic educational harms.

- 6.1 – Eliminating Barriers to Education
- 6.2 – Reparative Education and Workforce Development Programs for Black Residents

7. Reparative Criminal Justice

“The police department and the housing authority have caused the most harm in my family’s experience. The police have never taken responsibility for the way they profile and harass young Black men in my family. My nephew was stopped dozens of times for no reason, and nobody ever apologized or admitted it was wrong.”

– COMMUNITY SURVEY RESPONDENT



68% Community members or their family members experienced unfair treatment by police, sheriffs, or other law enforcement.

Alameda County should advance a reparative criminal justice framework that transforms public safety through community-led violence prevention, reduces biased policing, and disrupts the school-to-prison pipeline, while investing in reentry and economic restoration for formerly incarcerated residents. This framework must include a fully funded restitution system to compensate individuals harmed by wrongful convictions, excessive sentencing, and exploitative jail and prison labor, alongside the establishment of an independent Justice Ombudsperson and Wrongful Convictions Review Office to ensure accountability, redress, and non-repetition.

- 7.1 – Reparative Criminal Justice
- 7.2 – Community Safety Transformation Initiative
- 7.3 – Reducing Biased Policing in Alameda County
- 7.4 – Reparative Reentry and Economic Restoration Program for Formerly Incarcerated Residents

- 7.5 – *Wrongful Conviction and Over-Incarceration Reparations Fund*
- 7.6 – *Disrupt and Repair School-to-Prison Pipeline and Educational Restoration Initiative*
- 7.7 – *Create a County Restitution Fund for Individuals Harmed by Wrongful Convictions or Excessive Sentencing and Compensate Individuals for Unpaid or Underpaid Jail and Prison Labor Under County Authority*
- 7.8 – *Create a Restitution Fund for Wrongful Convictions and Compensate Jail and Prison Labor*
- 7.9 – *Establish an Independent Justice Ombudsperson and Wrongful Convictions Review Office*
- 7.10 – *Reparations-Aligned Community Violence Intervention Network in deep collaboration with the Alameda County Office of Violence Prevention*

8. Institutional Accountability

“In my family’s experience, the systems that have caused the most harm or failed to take responsibility are large government and financial institutions.”

– COMMUNITY SURVEY RESPONDENT



98% Reparations should take the form of public acknowledgment or apology.

Alameda County should institutionalize accountability by permanently hosting and maintaining a comprehensive Reparations Harms Report, alongside sharing and collaborating on a dedicated Harms Report that guides, updates, and operationalizes reparations efforts in partnership with cities across the County. All County departments and agencies should be required to produce ongoing equity reports aligned with the Harms Report, ensuring transparency, measurable progress, and sustained accountability in addressing and repairing documented harms.

- 8.1 – *Permanent Hosting of County Reparations Report*
- 8.2 – *Enlisting Support from the County’s Cities in Implementing Recommendations*
- 8.3 – *Generate a Formal “Harms Report” and Establish a Harms Department/Office to Guide Reparations Work*
- 8.4 – *Require Equity Reports for Every County Department & Agency*

9. Preserving Black Culture & Heritage

“To disregard our history is a slap in the face of our legacy and contributions.”

– COMMUNITY SURVEY RESPONDENT



65% Have seen or experienced important Black or Indigenous places being removed, renamed, or not cared for.

Preserving Black historical memory, spaces, institutions, and economic districts must be a central pillar of reparations, advancing community archiving, heritage preservation, and sustained investment in Black arts, music, and creative production to safeguard cultural sovereignty, prevent erasure, and strengthen intergenerational identity and wealth. Alameda County should also build an enduring public narrative through reparative programs grounded in truth-telling and reconciliation, promoting justice, collective memory, and long-term healing for Black communities.

- 9.1 – *Preserving Black Historical Memory, Spaces, Institutions, and Economic Districts is Essential to Reparations Because it Safeguards Cultural Sovereignty, Prevents Further Erasure, and Maintains the*

Economic and Social Foundations that Allow Black Communities to Retain Heritage, Protect Identity, and Achieve Intergenerational Equity

- *9.2 – Archiving and Heritage Preservation for Black Residents*
- *9.3 – Reparative Investments in Black Arts, Music, and Creative Content*
- *9.4 – Building an Enduring Narrative and Reparative Programs for Black Communities that, like South Africa’s Truth and Reconciliation Commission, Promote Justice*

LONG-TERM RECOMMENDATIONS: 3-5 YEARS

Institutionalizing political power, data accountability, and environmental equity.

10. Civic Power & Representation

“First, develop integrity. Second, they need to actually care. Third, not only listen, but they need to HEAR.”

– COMMUNITY SURVEY RESPONDENT

Alameda County should establish a Sustainable Black Civic Power and Representation Initiative that advances reparative governance by strengthening government accountability, fostering intergovernmental coordination, clarifying legal authority, and enabling institutional power-sharing to ensure the effective implementation of reparations.

- 10.1 – Sustainable Black Civic Power and Representation Initiative
- 10.2 – Government Accountability for Implementation of Reparations
- 10.3 – Intergovernmental Coordination, Legal Authority, and Institutional Partnerships

11. Data Restoration

“Missing data may itself be part of the harm.”

– COMMUNITY FEEDBACK SESSION GROUP REPORT OUT

Alameda County must address data distortion by ensuring transparency, rigorously documenting harms, and maintaining public accountability to support equitable and reparative decision-making.

- 11.1 – Data Integrity
- 11.2 – Data Transparency, Documentation of Harms, and Public Accountability

12. Reparative Environmental Investments

“There needs to be reparations for environmental racism, health disparities, the housing crisis, and educational inequities. Literally, every aspect of life needs to be addressed.”

– COMMUNITY LISTENING SESSION ATTENDEE



In West Oakland, majority Black neighborhoods were zoned for heavy or light industrial use.

Alameda County should prioritize reparative environmental investments in formerly redlined Black communities, addressing the enduring impacts of toxic air, contaminated water, and polluted soils, while advancing environmental equity and climate resilience to repair historical injustices and protect residents' health and well-being.

- 12.1 – Improving Formerly Redlined Areas

- 12.2 – Reparative Environmental Investments for Black Communities

CHAPTER 2 ENDNOTES

⁵³ California Task Force to Study and Develop Reparation Proposals for African Americans, *The California Reparations Report* (State of California, 2023), <https://oag.ca.gov/system/files/media/full-ca-reparations.pdf>.

⁵⁴ United Nations General Assembly, “Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law,” December 16, 2005, <https://www.ohchr.org/sites/default/files/2021-08/N0549642.pdf>.

⁵⁵ California Task Force to Study and Develop Reparation Proposals for African Americans, *The California Reparations Report*, 2023.

⁵⁶ Elycia Knight, *A Journey to Repair: Guidelines to an Effective Harm Report* (University of California Berkeley, The Goldman School of Public Policy, 2025), https://www.acgov.org/board/bos_calendar/documents/DocsAgendaReg_7_9_25/GENERAL%20ADMINISTRATION/Regular%20Calendar/DRAFT_Guidelines_HarmReport.pdf.

⁵⁷ Alameda County, “County of Alameda Final Budget at a Glance Fiscal Year 2023-24,” n.d., accessed April 29, 2026, https://budget.alamedacountyca.gov/Content/pdf/FY23-24/BudgetSummary_Final%209_26_23.pdf.



Chapter 3: Methodology

OVERVIEW

The Alameda County Reparations Commission contracted with [Informing Change](#), an Oakland-based strategic learning and consulting firm, to conduct analyses across a range of data sources and support the writing and drafting of this Draft Action Plan Report. In this chapter, we describe the approaches to data collection and analysis, drawing on community input and publicly available data sources.

The Commission, and by extension Informing Change, grounded the work in the following commitments:

- Including authentic community engagement throughout every phase of the work;
- Integrating quantitative (numbers) and qualitative (words) approaches to ensure a comprehensive, evidence-based, and community-centered assessment;
- Using city, county, and state-level historical, demographic, economic, and administrative data and evidence to measure the scope, scale, and magnitude of diverse and intersectional harms over time; and
- Gathering testimony, lived experience, oral histories, and archival documentation to capture the human dimension of harm and elements that numbers alone cannot convey.

A rich trove of data exists on experiences of harm to Black and African American communities, families, and individuals. While we touch on many relevant areas here, this is not an exhaustive research report and is limited in detail and scope. In this report, we include citations for all publicly available data and anonymized attributions for community input.

COMMUNITY INPUT

The Commission collected community input through surveys, hosting public hearings, and holding Community Listening and Feedback Sessions across multiple neighborhoods, ensuring that those most directly affected had a meaningful voice in shaping the process. Through these processes, the Commission invited current and former Alameda County Residents to submit written and oral testimony and share their perspectives on reparations. Outreach was conducted in partnership with local organizations, faith communities, and advocacy groups to reach residents who are often excluded from formal processes. The Commission also convened community advisory sessions to review and respond to emerging findings, treating affected residents not merely as subjects of study but as active participants in the Commission's work. We describe the Community Listening and Feedback sessions and community surveys in this section.

The Commission employed an **Evidence Gathering Framework** comprising four pillars of focus to develop processes and tools for gathering community input:



Community Listening & Feedback Sessions



Photo of the August 23, 2025, Community Listening Session at the First Baptist Church of Russell City in Hayward.

Commissioners hosted 23 participatory **Community Listening and Feedback Sessions** throughout Alameda County between August 2025 and April 2026. The Community Listening Sessions provided information about reparations to session attendees and gathered community input to shape future policies and actions. The Community Feedback Sessions gathered community feedback on the Commission’s draft reparations action plan (i.e., recommendations), assessed alignment with residents’ priorities, and ensured community validation of the collected findings.

In early 2025, the Commissioners held a community gathering, where they publicized ACRC’s work, goals, and approaches, and piloted tools and presentations they would later use. Subsequently, Commissioners held 6

Community Listening Sessions focused on deep demographics and systemic focus, with an additional 11 pop-up Listening Sessions focused on broad visibility and specific topics; Commissioners also collected community input at 4 community events and cultural gatherings. To ensure full representation across Alameda County, Commissioners coordinated at least one Community Listening Session in each of the County’s five districts. Local community organizations, faith communities, and advocacy groups co-hosted the Listening Sessions. Commissioners advertised sessions on the ACRC website and social media accounts, and conducted additional outreach alongside the session co-hosts.

At the Community Listening Sessions, Commissioners provided an overview of the Commission and the Alameda County reparations process; a brief historical overview of slavery, Jim Crow, and a legacy of systemic discrimination against African Americans in Alameda County; and an overview of the United Nations’ five forms of reparations for victims of gross violations of international human rights law and serious violations of international humanitarian law.⁵⁸ Following the presentation, Commissioners facilitated a community discussion, guided by the Evidence Gathering Framework, and the following four discussion questions:

1. In what way(s) has your family and/or community been harmed by slavery, Jim Crow, and racism generally in Alameda County?
2. What actions need to be taken to repair those harms (and what role should local governments play)?
3. Despite the harms, what strengths, traditions, or community resources have helped you or your family endure and thrive?
4. What will it look like, sound like, feel like for Alameda County to be a place where Black people can heal and thrive?

To gather consistent and accurate feedback, the Commission either recorded the sessions, which were then later transcribed and reviewed, or had a notetaker attend the session to document attendees’ input. The complete Community Listening Session schedule included:

	DATE	CITY	CO-HOST LOCATION	DISTRICT	LISTENING SESSION (LS) TYPE	TOPIC (IF RELEVANT)
1	05/17/2025	Oakland	Allen Temple Baptist Church	4	Community Gathering	
2	08/23/2025	Hayward	First Baptist Church of Russell City	4	LS	
3	10/25/2025	Oakland	East Oakland Youth Development Center	4	LS	
4	11/15/2025	West Oakland	Taylor Memorial	5	LS	
5	12/06/2025	San Leandro	San Leandro Public Library	3	LS	
6	12/29/2025	Oakland	Henry J. Kaiser Center	1-5	Special Event	Kwanzaa Holiday Listening Session
7	01/24/2026	Pleasanton	Pleasanton Public Library	1	LS	
8	01/28/2026	Oakland	East Oakland Youth Development Center	4	Pop-up	Youth Voices
9	02/14/2026	Newark	Sillman Activity Center	2	Special Event	Black History Month Program

	DATE	CITY	CO-HOST LOCATION	DISTRICT	LISTENING SESSION (LS) TYPE	TOPIC (IF RELEVANT)
10	02/17/2026	Berkeley	Healthy Black Families	5	Pop-up	Housing Stability and Community Displacement
11	02/20/2026	Oakland	Black Cultural Zone	3	Pop-up	Black Cultural Zone: Art & Soul Fridays Celebration
12	02/21/2026	Fremont	Newark Public Library	2	LS	
13	02/22/2026	Oakland	Black Joy Parade	1-5	Special Event	
14	02/25/2026	Berkeley – UC Berkeley	Cal Alumni Association	5	Pop-up	Criminal Justice
15	02/28/2026	Oakland	MetWest High School	3	Pop-up	Kingmakers of Oakland: Black Boys and Young Men
16	03/04/2026	Oakland	Dezi's	5	Pop-up	Live Free USA & Thug Therapy
17	03/07/2026	Castro Valley	Pilgrim Christian Church	2	Pop-up	Black Leaders
18	03/14/2026	San Leandro	Alameda County Juvenile Hall	2	Pop-up	Incarcerated Youth Listening Session
19	03/14/2026	Hayward	Chabot College Public Library	2	Pop-up	Youth Power
20	03/14/2026	Berkeley	Berkeley Unified School District	5	Pop-up	Education & Schools
21	03/16/2026	San Leandro	Camp Sweeney	2	Pop-up	Juvenile Justice Impacted Youth
22	03/28/2026	Oakland	Oakstop	1-5	Feedback Session	
23	04/11/2026	Virtual	Virtual on Zoom	1-5	Feedback Session	

Post-Listening Session Survey

After each Community Listening Session, Commissioners invited attendees to complete a brief survey on their opinions about reparations in Alameda County, the forms reparations should take, important issues around reparations that were not discussed at the Listening Session, suggestions for future Listening Session locations, and additional respondent background information. Designed by District 5 Commissioner Shadrick A. Small with support from the Commission's Community Listening Session subcommittee, the survey helped the Commission explore attendees' perspectives in a uniform way that could be quantified and supplement information raised during Listening Session discussions. Survey responses from 144 Listening Session participants are included in the analysis.

Attendees completed the survey on paper or online, via a Google Form. Starting with Listening Session #4, we, along with Alameda County Library staff, scanned the paper survey responses, entered them into an online system, and combined them with the online survey responses. Commissioner Small was responsible for analyzing data for the first three Listening Sessions before handing it off to Informing Change for the remaining sessions. As Commissioner Small did, we conducted descriptive analysis of quantitative items and thematic analysis of open-ended responses using Google Sheets and Excel.

Community Survey

This anonymous survey, designed by District 2 Commissioner Tiega Varlack with support from the ACRC Data, Research & Report Writing subcommittee, asks about experiences of harm, strength, and healing in our community. The purpose was to hear from current and former Alameda County residents who have been affected by racial discrimination or unfair practices in justice, housing, education, and other systems, as well as perspectives on reparations.

The Commission publicized the survey via the Commission website and social media, at Community Listening and Feedback sessions (primarily in 2026), and at in-person events, such as the Black Joy Parade (February 22, 2026).

Current and former residents completed the survey on paper or online via a survey hosted by the Alameda County Library. Library staff input paper survey responses into the online system for analysis. We combined all responses and conducted descriptive analyses of quantitative items in R and thematic analyses of open-ended responses in Excel. In total, the Commission received 454 responses to the survey, of which 428 are included in the final analysis; of the 26 responses that were removed, 13 were from individuals who are neither current nor former residents of Alameda County, 12 online responses failed an attention test crafted to identify responses that are likely bot-generated, and 1 response had nonsensical responses.

To reach as many current and former residents as possible, the [Community Survey remains open online](#) for community members to complete as of the draft publication of this Draft Action Plan Report. This report draws on responses provided through March 25, 2026.

Digital Media Outreach⁵⁹

The Commission contracted with [The Kwamilele Group](#) to support community outreach via Facebook, Instagram, and LinkedIn. The digital media outreach provided another avenue for community members to learn about the reparations process in Alameda County and about opportunities to be part of it. The Commission invited residents to the Community Listening Sessions and to complete the community survey via digital media.

From November 2025 through March 2026, the ACRC Facebook page ([@acreparations](#)) received 73,968 views, primarily from non-followers (88.4% of all views came from non-followers). Link-based content drove most Facebook views (77%, compared to photo- or reel-based content), suggesting viewers were responsive to informational and call-to-action content related to the Commission's work. Although paid ads were deployed during the campaign, 80% of the page's engagement was organic. The Facebook page reached a mix of women and men, primarily those over 34. Audience engagement consisted primarily of reactions (75%), such as emoji likes and smiles, followed by shares (14.7%) and comments (10.3%).

From January through March 2026, the ACRC Instagram account ([@acreparationscommission](#)) received 38,553 views, 1,167 interactions, and 814 followers. The most-seen content type was posts (63%), followed by stories (22%) and reels (15%). The post with the most organic engagement was a post inviting community members to complete the community survey, which was viewed by 11,734 people and receiving 71 interactions.

The Commission's [LinkedIn page](#) launched the latest in the campaign. It reached 364 followers, focused on a policy and professional audience.

Integrated Analysis

The Commission employed a mixed-methods research framework, integrating both quantitative and qualitative approaches to ensure a comprehensive, evidence-based, and community-centered assessment. Quantitative and

qualitative data and findings were analyzed together, with each informing and enriching the other. Where data revealed disparities, community testimony explained their origins and ongoing effects. Where narratives pointed to patterns of harm, quantitative data were used to substantiate and measure them. This integrated approach reflects the Commission’s core belief that rigorous analysis and community truth-telling are equally essential to a just and credible reparations process.

HISTORICAL, SCIENTIFIC, & OTHER DATA

Commissioners compiled numerous sources documenting historical and present harms in Alameda County. Resources ranged from formal reports, presentations, news articles, websites, dashboards, and historical documents to other sources, and included qualitative data (stories) and quantitative data (numerical statistics). Commissioners also collected resources on cities and counties that have pursued or adopted reparations processes.

Informing Change thoroughly reviewed all resources and searched key websites and dashboards compiled by the Commissioners to create an evidence-based report on harm and document the need for reparations in Alameda County. Considering the broad range of resources and varying levels of data, we focused on county-level resources rather than national, state, or city-specific information. County-level information was most relevant to the Commissioners responsible for developing the county’s action plan. To supplement the information from Commissioners, we conducted focused Internet-based research using keyword searches, website reviews, and document reviews related to the recommendations, examples in community member testimonies, and specific documentation.

Ultimately, this Draft Action Plan Report provides background research and data about harm that:

- Occurred within the past 100-150 years,
- Occurred within Alameda County and can be reported on at the county-level (with additional resources and examples about specific incidents, neighborhoods, cities, or regions included on a case-by-case basis), and
- Are aligned with the areas the Commissioners outlined in the recommendations.

References are included as endnotes in this report.

“Chairing the Data Analysis and Reporting sub-committee allowed me to bring together over four hundred community voices into a report grounded in hope, resilience, and the lived experiences of African American residents in Alameda County. As an advocate both inside and outside the courtroom, this work was a labor of love and a reminder that, together, we have the power to repair harms and build a stronger collective future.”

– COMMISSIONER TIEGA VARLACK, DISTRICT 2

DATA LIMITATIONS

Data collection was limited to convenience sampling, a common non-probability sampling method. The Commission focused on reaching the main audience of current and former Alameda County residents at locations and events with cultural or other significance where community members would be present. Community members were invited to volunteer. Together, the volunteer nature of the convenience sample may

introduce bias, favoring current or former residents inclined to attend specific events or who support the topics of inquiry. This limitation was mitigated, in part, through broad publicization of the reparations process, Community Listening and Feedback Sessions, surveys, and Listening Sessions tailored to specific populations and topics.

Residents completed the community survey anonymously. Therefore, there is no way to completely ensure each response is unique. This limitation was mitigated, in part, by reviewing each response's timestamp alongside demographic data to identify potential duplicates. No duplicated responses were observed during the cleaning process.

A limited number of survey questions ask about the effects of county agencies on residents' lives. While the questions do not specify whether the effects are negative or positive, the former is implied. This limitation was further mitigated by the survey's overall framing, which emphasized how people have been affected by racial discrimination or unfair systems, and most qualitative responses demonstrate negative effects and experiences.

Because the community survey was distributed widely online, it was vulnerable to responses from artificial intelligence (AI) bots. This limitation was mitigated, in part, by including a survey question to assess for attention and identify potential bot-generated responses. The question was added after the survey went live, and nearly half of the respondents received it. We identified minimal responses that were potentially bot-generated and removed these responses from the final dataset.

This Draft Action Plan Report only begins to examine the extensive evidence and data on experiences of harm in Alameda County. It does not provide a comprehensive report of every harm and corresponding outcome. It is tailored to align with the repair areas the Commissioners explored. This limitation is mitigated, in part, by using previously established frameworks for repair and reparations. We draw on community input about their experiences with harm and perspectives on reparations to validate and extend data and evidence, and fill information gaps.

CHAPTER 3 ENDNOTES

⁵⁸ Alameda County Reparations Commission, "Community Reparations Forum & Listening Session (Oct 2025).Pptx," n.d., accessed April 29, 2026, [https://acgovt.sharepoint.com/:p:/r/sites/ReparationsCommission/_layouts/15/Doc.aspx?sourcedoc=%7B8FCFDD23-928B-4C9E-AC6F-D6415C5071CB%7D&file=Listening%20Session%20\(Oct%202025\).pptx&action=edit&mobileredirect=true](https://acgovt.sharepoint.com/:p:/r/sites/ReparationsCommission/_layouts/15/Doc.aspx?sourcedoc=%7B8FCFDD23-928B-4C9E-AC6F-D6415C5071CB%7D&file=Listening%20Session%20(Oct%202025).pptx&action=edit&mobileredirect=true).

⁵⁹ "Alameda County Reparations - Action Plan: Executive Summary & Progress Report," Reparations Commission meeting, Oakland, CA, April 8, 2026.



Chapter 4: Experiences of Harm in Alameda County

REMINDER ON “BLACK” & “AFRICAN AMERICAN” USAGE

The terms “**Black**” and “**African American**” are used interchangeably throughout this Draft Action Plan Report. Where a quoted or referenced speaker, text, or data source uses a particular term, we maintain their naming convention.

(Note: When including quotes and testimony below that were shared by community members during Community Listening and Feedback Sessions, and in Community Survey responses, we have preserved the original speaker’s vernacular and tone as best as our discretion allowed, while applying light edits for succinctness and clarity.)

OVERVIEW

This chapter highlights experiences of harm in Alameda County, with a focus on the Reparation Commission’s 12 Recommendation Areas.

For each area, we open with relevant data from the Community Perceptions & Experience Data, including quantitative and qualitative data collected through the Community Listening Sessions, Community Listening Session survey, Community Survey, and Community Feedback Sessions. We then follow with evidence from scientific, historical, and other reports. We acknowledge that the wealth of data, evidence, and community experiences is more extensive than we can provide here.

“I have an answer for what reparations need to look like for my lens ... discrimination and trauma were multi-generational, it was multi-system, and the repair needs to mirror the harm. There's a perfect blueprint for what the harm looked like, which gives us the foundation for a perfect blueprint of what the repair looks like.”

– COMMUNITY LISTENING SESSION ATTENDEE

One goal of this chapter is to collect, document, and share testimony from current and former Alameda County residents who experienced harm and disenfranchisement. The stories and data collected by Commissioners add to the body of evidence of harm and disenfranchisement. Throughout this section, we include community testimony on harm and repair from three main sources:

5. The Community Survey (quantitative and qualitative data).
6. Community Listening and Feedback Sessions (qualitative data).
7. Post-Listening Session survey (quantitative and qualitative data).

Community members’ testimony often addressed multiple harm areas, demonstrating the interconnectedness and complexity of discriminatory policies and practices. Even though testimonies may touch on multiple issue areas, each is included only once in the report, organized into one issue area.

Community members’ testimonies of harm are most often drawn from Listening Sessions. Some Feedback Session attendees also shared experiences of harm, which may be included in this section. Feedback Session attendees tended to affirm Commissioners’ recommendations for reparations in Alameda County, including the themes and areas that need repair, as well as the specific actions to advance repair. Their suggestions are summarized in this chapter, along with those from Listening Session attendees.

To gain a complete understanding of community needs and experiences, it is worth recognizing the atmosphere and energy of the Listening Sessions, as well as the testimony shared by community members. Lakita Long, a notetaker and analyst from [LDL Empowerment Group](#), described the experience of one Community Listening Session in the following way, which is representative of the majority of the Listening Sessions that Commissioners conducted throughout the county:

“The emotional tone alternated between grief and determination. Participants expressed deep frustration at ongoing inequities yet showed resilience and vision. Themes of betrayal, displacement, and enduring faith surfaced repeatedly. Facilitators emphasized psychological safety and allowed catharsis, while attendees modeled peer validation through collective affirmation.

Psychologically, participants exhibited markers of intergenerational trauma, community fatigue, and guarded hope. Body language indicated both pain and empowerment. Several references connected systemic harm to ongoing identity erosion. Despite this, participants often redirected toward solution-focused ideas—showing collective readiness for reparative engagement.”⁶⁰

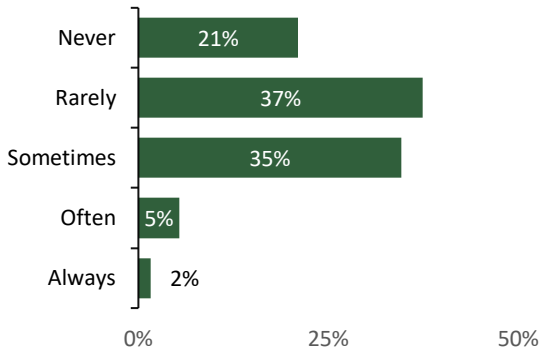
Community members indicate a strong need for reparations in Alameda County. While we acknowledge that not all experiences of harm, racial disparity, and reparative desires community members expressed fall within the direct purview of the County, we share testimony of these experiences in full to honor community members, their experiences, and the time they’ve committed to the reparations process; to reflect their testimony accurately; to be accountable to community members; and to serve as repository of ideas for innovative approaches the County can take to help redress and repair this legacy.

WHAT COMMUNITY MEMBERS HAVE EXPERIENCED	
<p>✦ 82% identify as a descendant of enslaved persons or directly impacted by discriminatory policies</p>	<p>✦ 58% of community members (or their family) have experienced harm related to housing, education, employment, or policing</p>

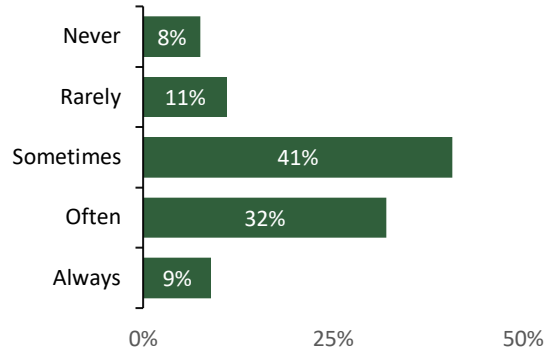
“They actually have to stop causing harm. You can't provide anybody any type of reparations if you're still contributing [harm].”

– COMMUNITY LISTENING SESSION ATTENDEE

Q: Do you think Alameda County institutions recognize and tell the full truth about racial discrimination?
(n=428)



Q: How often do you feel Alameda County offices or agencies have done things that hurt your community?
(n=428)



FORMS REPARATIONS SHOULD TAKE

95%: Virtually all Listening Session attendees who completed the survey agreed on the need for reparations: 95% said African Americans in Alameda County need reparations "A lot" and 5% "Somewhat."

98%: Reparations should include a public acknowledgment/apology

"A lot of these little policies still have redlining in them. They keep passing laws on top of them, but they never undo the others. ... The whole legal system needs to be [rebuilt], because racism is built into the system. It's baked into the laws. When you put new laws on top of old laws, you're putting the racism on top of the law."

– COMMUNITY LISTENING SESSION ATTENDEE

"The harm that was done 300, 400, 800 years ago, it's still happening right now, it just looks different. Sometimes it's couched in policies and procedures, sometimes it's couched in walking into a doctor's office in a way that you are denied access to services. Sometimes it's couched as walking into a room to apply for food stamps and having to fill out so many different forms that you just get frustrated, you can't get your Medi-Cal."

– COMMUNITY FEEDBACK SESSION ATTENDEE

“We also talked about the importance of really maintaining the narrative and the storytelling elements of doing this work, right? Really maintaining the soul and the value sets that brought people into the space to want to move forward for repair ... and particularly engaging with community members that are, you know, employing oral histories, right? The things that maybe weren't written down or weren't photographed, weren't videotaped ... to make sure that the true narratives are really being built out and serve as a foundation for doing this work and sustaining it.”

– COMMUNITY FEEDBACK SESSION DISCUSSION GROUP REPORT BACK

A. HOUSING & PROPERTY

A.1. Community Perceptions & Experiences

COMMUNITY TESTIMONY

“So, [the family matriarch] has this big old duplex sitting right on 32nd and Market.

Once the boys got older, they was in the streets, but ... the baby boy. He went to school, he worked. He didn't get in trouble. But for some reason, he was targeted by the police because of his other brothers. You see what I'm saying, that's not fair. So that lead into them messing with the property. And [they] owned that property. That was hers. You know what I'm saying, it was history passed down. They wanted to take it. They did all kind of stuff, running the yard, just nit-picked at them, did all kind of things. You know, they tried to take it. It did not work. [The youngest sibling] came across the situation, and he was able to buy the land back.

And he took a minute, he was like, I really had to pay to get what's my mom's. All for being judged from my brothers.

You know what I'm saying? We should be able to keep our property. Keep our land and not be judged on our sisters and brothers. And our cousins. You see what I'm saying now? It's not a good thing that he got beat up by the police, but at least he was able to buy it back.

I say that to say, don't give up, keep fighting, and that's the word that my momma told me. I love y'all. And I would like for that not to happen anymore.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members' experiences highlight historic and ongoing harm related to housing and property in Alameda County.

“Growing up knowing that Russell City existed as a vibrant, self-sustaining Black community right here in Alameda County, and then seeing how thoroughly it was erased, displaced, and forgotten, cuts deep. When your history is missing from the maps, the textbooks, and the street signs, it sends a quiet but devastating message: you were never really here. History denied should not be erased. And we are the ones making sure it isn't.”

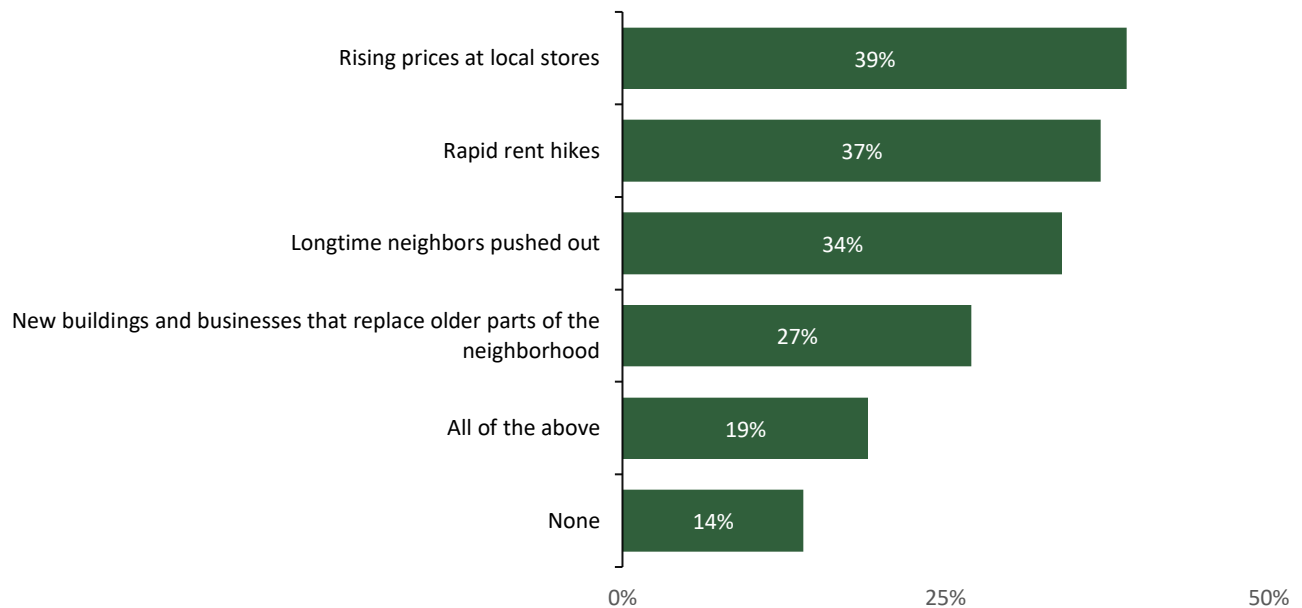
– COMMUNITY SURVEY RESPONDENT

“That’s the only place we were allowed to live in the ’60s ... in that space, you found predatory lending because the banks wouldn’t lend to families in households in the redlined district. You had to get the money from predatory lenders ... The stipulation was, if you missed one payment, you would lose your home. So my parents were always trying to get there the day before, even on the weekend. That is trauma.”

– COMMUNITY LISTENING SESSION ATTENDEE

WHAT COMMUNITY MEMBERS HAVE EXPERIENCED	
<p>Housing policies have...</p> <ul style="list-style-type: none"> ✦ Made it harder for 62% to buy a home or build wealth ✦ Limited where 46% of community members or their family could live ✦ Made it harder for 44% of community members and their families to find housing 	<ul style="list-style-type: none"> ✦ 50% felt pushed or forced to move because their neighborhood changed, new buildings were put up, or the cost of living got too high ✦ 45% say County entities have affected housing stability ✦ 43% have been denied housing, a rental application, or a mortgage due to their race, ethnicity, income, or neighborhood.

Q: Have you experienced any changes to a neighborhood you lived in as an Alameda County resident?
(n=428)



COMMUNITY TESTIMONY

"I am a descendant from Russell City. I was born in Russell City and I had both sides of my family that lived in Russell City, my father's side and my mother's side. My mother was pregnant, [with my sibling], when we were forced out of the Russell City. They didn't give us market value for the land that we owned.

My grandmother owned six lots, my great grandfather owned two lots. And there were several different types of disparity.

In Russell City there was a pig farm. A white man owned a pig farm. They paid him half a million dollars for his land.

My grandfather owned two lots. He was paid \$1,700 for his land.

That's disparity number two.

The third is my grandmother. She owned six lots and they only gave her \$2,300.

My grandfather owned two lots, \$1,700, the patriarch; the white patriarch got half a million dollars in 1964.

And, because my parents, my father's mother, built my father a home for us to live in so we wouldn't have to pay rent. They dozed our house and made us renters.

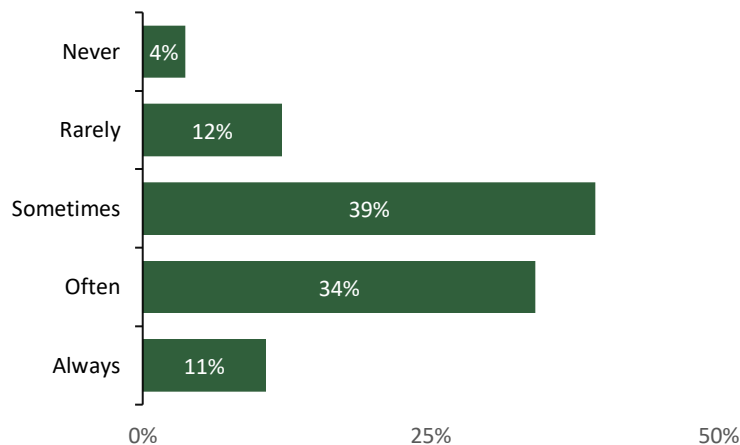
We landed in East Oakland. Because it was red-lined and he couldn't get loans. They had predatory lenders, jacked up the rates.

My father bought the house ... he was fresh out the Navy and they wouldn't give him the loans that they were giving to the white [veterans]. He got nothing."

– COMMUNITY LISTENING SESSION ATTENDEE

Community members indicated that addressing affordable housing is a priority for reparations.

Q: How often do you feel safe in your neighborhood?
(n=428)

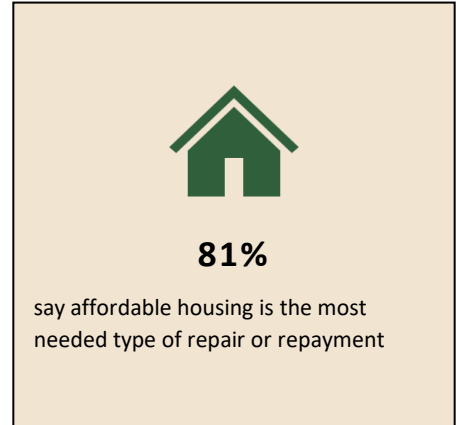


“I believe there should be a reparation similar to 40 acres and a mule. Our ancestors were promised. Today, it would be equivalent to home ownership in [Alameda County] that we can afford. Lower rates.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members discussed a number of priorities related to housing and property-related reparations, including:

- Programs supporting Black homeownership
- Securing land
- Addressing historical housing inequities, such as harm caused by eminent domain
- Designating public and county-owned land and real estate for Black residents and community land trusts
- Tax credits and abatements to incentivize home ownership
- Buy-back and condo conversion strategies
- Direct purchase and down-payment funds
- Bond strategies
- Dedicating existing housing and homelessness budgets or bond funds to buy properties for residents
- Expanding down-payment assistance



A.2. Historical Data & Evidence

Housing Cost Burden

Housing cost burden is a metric of housing affordability that examines the percentage of income a household spends on housing costs (rent or mortgage). Households that spend over 30% of their income on housing costs are considered housing burdened; households spending over 50% of their income on housing are considered extremely housing burdened.⁶¹

- The Bay Area Equity Atlas found that, in Alameda County, the percentage of moderate or extreme housing burden for Black homeowners is similar to that of all homeowners. In 2020, 15% of all households faced some housing burden, and 13% of Black households faced some housing burden, with both demographics at 6% of households facing extreme housing burden. However, in Alameda County, there are fewer Black homeowners and more Black renters, and the housing burden racial disparity can be seen for renters. In 2020, 23% of all renters experienced moderate or extreme housing burden. In contrast, in 2020, 40% of Black renters experienced moderate or extreme housing burden. 12% of renters, and 23% of Black renters, experience extreme housing burden.⁶²
- Black households in Alameda County are more likely to be rent-burdened compared to other races. According to the Alameda County Public Health Department, 54.2% of Black households were rent-burdened, compared with 39.1% of white households and 43.7% of all races.⁶³

Houselessness

- According to the Alameda County Public Health Department, in 2020-21, African American residents accounted for 54.1% (~ 800 individuals) of homeless program participants in Alameda County. In 2021-22, African American residents accounted for 54.5% (~1000 individuals) of homeless program participants in Alameda County.⁶⁴

- In 2024, African American individuals accounted for 41.3% (3,904 people) of the Alameda County population experiencing houselessness.⁶⁵

Renters & Homeownership

As a result of decades of explicit and implicit discriminatory housing policies and racial segregation, African American residents in Alameda County are disproportionately less likely to be homeowners. Moreover, African American homeowners in Alameda County are more likely to have a mortgage and face higher foreclosure rates. In comparison, homes are more likely to have lower median market values and to appreciate at lower rates.

Renters

- In Alameda County, Black residents are two times more likely to be renters than to be homeowners. In 2020, Alameda County had nearly 30,000 more Black renters (52,185 renters) than Black homeowners (24,066 homeowners).⁶⁶

Share of Owner-Occupied Households

- In 2020, 32% of African American residents in Alameda County lived in owner-occupied households, in contrast to 53% of all Alameda County residents who lived in owner-occupied households. The percentage of owner-occupied households among all residents increased slightly from 53% in 2010 to 55% in 2020. For African American households, the percentage slightly decreased from 34% in 2010 to 32% in 2020.⁶⁷
- In the 9-County Bay Area^A, a large portion of African American homeowners are senior citizens (over the age of 65), the only age bracket in which most residents are homeowners. While most Bay Area residents over 35 are homeowners, this is not true for African American residents in the same age bracket.⁶⁸
- For residents ages 18-34, 22% of all 9-County Bay Area residents own their home, compared to 11% of African American residents.⁶⁹
- For residents ages 35-49, 51% of all 9-County Bay Area residents own their home, compared to 28% of African American residents.⁷⁰
- For residents ages 50-64, 68% of all 9-County Bay Area residents own their home, compared to 43% of African American residents.⁷¹
- For residents age 65 and up, 73% of all 9-County Bay Area residents own their home, compared to 54% of African American residents.⁷²
- Over the 2010s, the number of African American homeowners under the age of 50 declined by nearly 50 percent, which could be attributed to the subprime mortgage crisis and predatory lending.⁷³
- The number of African American renters in the Bay Area under the age of 50 has declined, while African American renters over the age of 65 grew by about 50 percent, suggesting an aging African American population, with recent senior citizens more likely to be renters.⁷⁴

^A Bay Area Equity Atlas data defines the 5-County Bay Area as Marin County, Contra Costa, Alameda County, San Mateo County, and San Francisco County, while the 9-County Bay Area additionally includes Sonoma County, Napa County, Solano County, and Santa Clara County.

Homeownership Loans, Mortgages, Foreclosures

- African American homeowners have a higher rate of having a mortgage.⁷⁵ From 2010 to 2020, the percentage of all homeowners with a mortgage decreased from 78% to 73%, while the percentage of African American homeowners with a mortgage decreased from 80% to 78%.⁷⁶
- African American homeowners are more likely to have mortgage debt compared to all homeowners. In the Bay Area, more than half of African American homeowners who have owned their homes for at least 30 years still have a mortgage.⁷⁷ In 2020, among residents who purchased their homes within the past 5 years, 85% African American homeowners had mortgage debt, compared to 81% of all homeowners. In 2020, among residents who purchased their homes over 30 years ago, 59% of African American homeowners had mortgage debt, compared to 42% of all homeowners.⁷⁸
- African American homeowners were disproportionately impacted by the foreclosure crisis of the late 2000s and early 2010s, facing predatory lending and higher-interest subprime mortgages. Millions of homeowners defaulted on their mortgages and faced foreclosures during the Great Recession. Nationwide, between 2007 and 2015, 13% of foreclosed homes in the US were in predominantly African American communities, despite only being eight percent of all homes.⁷⁹

Property Values

- Properties owned by Black homeowners in the Bay Area have a lower median home value compared to overall median home values. Black homeowners face racism in the home valuation industry as appraisers are more likely to value homes in majority-Black neighborhoods at a lower market value. According to a 2018 Brookings analysis,^B homes in majority-Black neighborhoods in the Bay Area were valued 27% less than comparable homes in neighborhoods with less than 1% Black residents.⁸⁰
- Over the 2010s, homes owned by Black homeowners appreciated at a far lower rate than average. While the overall median home value in the Bay Area increased by 13.5%, Black homeowners' median home value increased by 3.8%.⁸¹

Displacement

Displacement of African American communities through gentrification and rising prices is a current problem, but it is not a phenomenon confined to the present. The tools may have changed, but displacement has a long history in Alameda County, and the harms of displacement from the 1950s to 1970s echo loudly into the present.

Historic incidents of displacement of African American communities in Alameda County are documented later in this chapter; see [“A Timeline of Discriminatory Housing Policy and Events and How They Intersect with Alameda County”](#) and [“Seventh Street”](#)). While the most infamous incident in Alameda County is the destruction of Russell City (see [“Russell City”](#)), there are several other well-researched examples. The Bay Area and Alameda County’s African American population boomed during World War II. Between different forms of legal and illegal segregation, communities were forced into concentrated areas, and many new arrivals lived in segregated wartime housing. After WWII, much of this housing—though often not the wartime housing used by white workers—was razed and redeveloped in the 1950s and 1960s, displacing thousands of African American Alameda County residents into increasingly concentrated areas, who were often then displaced again by other public projects like highway construction, BART, and urban renewal projects (see more examples below).⁸²

Codornices Village in Albany and Berkeley, a vibrant WWII-era housing community, was demolished by the City of Berkeley in 1956. While it was initially built as a segregated housing project, Codornices transitioned to an

^B The Brookings analysis studied the San Francisco-Oakland-Hayward metropolitan area.

integrated project in 1946 under the management of David Kinhead. By the fall of 1947, 93% of the buildings were integrated. While opponents claimed that white families would leave if the project integrated, in reality, “Whites didn’t transfer, move out, or complain about Black neighbors. Harold Wise, an administrative official, said ‘racial tensions disappeared’ as residents, especially women, shared commonalities such as child rearing. Roy Nichols from the Village church noted increased neighborly friendliness. The citizens of Albany, Berkeley, and Codornices Village experienced how mixed-race recreational programs overcame racial tensions, promoted cooperation, fostered empathy, and encouraged community building.”⁸³ By the early 1950s, the Bay Area housing shortage had eased, allowing white families to move elsewhere in Berkeley and Albany; discrimination and segregation prevented the same mobility for Black residents, and Codornices demographics shifted accordingly. By 1953, the population was 80% Black; by 1956, it was 90% Black. While residents and civic organizations pleaded with the City to allow Codornices to continue, “Bay Area homebuilders, property owners, realty boards, and the Chamber of Commerce fought against ‘socialist’ public housing.”⁸⁴ The City of Berkeley went on to turn parts of the area into industrial use, while other areas were purchased by UC Berkeley, which now serves as the present-day University Village and housing community.⁸⁵ Many of Codornice’s Black residents moved to Oakland, including Thelma Traylor Seale, the mother of Black Panther Party co-founder Bobby Seale.⁸⁶

HISTORIC CASE STUDY: RUSSELL CITY



In a multi-year process that culminated in the 1960s, Alameda County and the City of Hayward displaced and expropriated the property of the diverse community of Russell City, destroying a hub of community and culture for Black Alameda County residents.⁸⁷ Russell City was a unique place where, in the early 1900s, *“people of color had the opportunity to find a home of their own. This diverse community included members of the Yrgin/Muwekma Ohlone Tribe, as well as Japanese, Hawaiians, Portuguese, Puerto Ricans, Filipinos, Latinos/Mexicans and African Americans. Together, they formed a rich tapestry, creating the cultural melting pot that it came to be known for.”*⁸⁸ While the destruction of Russell City was completed in the 1960s, the groundwork was laid over the decades before. Despite pleas from residents, Alameda County and Hayward, and later the state of California, refused to provide basic services to the area, such as paved roads, sewer access, and water access. In 1946, when Alameda County was asked to pave at least some of Russell City’s roads because they became impassable in the winter and during rain, the County refused, and Alameda County Supervisor George Janssen noted that the property values of Russell City were too low to “warrant extensive grading or paving of the roads.”⁸⁹ Six months later, the County Health Department ordered the Russell City Road to be closed as a hazard.⁹⁰ In 1949, a group of Alameda County youth, *“in what was likely an example of racial violence... descended upon Russell City in an effort to ‘clean-up’ the area; this effort started ‘shortly before midnight’, and consisted of beating up local Russell City youth, such as Henry Garron who received a badly lacerated left eye.”*⁹¹ In 1949, the City of Hayward considered providing water to Russell City after a dysentery outbreak, but Alameda County prevented it. The refrain from both the City and the County, and from residents in surrounding areas, that the poverty in Russell City and the identities

of its residents did not merit County or City support was repeated for over a decade before Russell City was razed in the 1960s.

Even though it lacked support from Alameda County and the City of Hayward, the Russell City community thrived. The community purchased its own fire truck, created mutual aid societies, lobbied Hayward, Alameda County, and the State for support and investment, and they fought East Bay Sanitation for unsafe dumping practices in their community.⁹² Community members established their own institutions, including a fire brigade, a school, a library, and a thriving music scene.⁹³ Russell City's blues scene was "home to several blues clubs ... Famous musicians like Etta James, Ray Charles and John Lee Hooker played there, letting loose and enjoying the freedom of playing for Black audiences."⁹⁴ According to Ronnie Stewart, executive director of the West Coast Blues Society, "They know music. And (musicians would) go there because it's a challenge. If you can get past Russell City, you can get past Carnegie Hall, you know."⁹⁵

In February 1962, the Alameda County Planning Commission issued a formal finding, officially declaring Russell City blighted. In 1963, the predominantly white City of Hayward used eminent domain to forcibly remove residents of Russell City from their land. Residents were coerced into selling their property for a fraction of the value. For example, one Russell City family bought their land for \$7,500 but received only \$2,200 from the City of Hayward.⁹⁶ From 1962 to 1966, the residents of Russell City were removed from their homes. During this period, as the future of Russell City was being fought for, several structures were destroyed by arson.⁹⁷ In the end, the City of Hayward incinerated or demolished the remaining buildings to pave the way for an industrial park, displacing about 205 Russell City families.⁹⁸ Hayward finally provided water, sewer, and paved roads to Russell City after all the families there had left.

In 1967, having spent \$2,788,883 to displace the people and families of Russell City, the County sold Russell City for \$2.45 million to Cabot, Cabot, & Forbes. This net loss does not include the money Hayward spent on development. While Russell City was sold at a loss, both Hayward and Alameda County still benefited from it. According to a 1970 statement from Paul P. Shepherd, the vice president of Cabot, Cabot, & Forbes, at the Cabot, Cabot & Forbes Hayward Industrial Center dedication ceremony, one new building in what was Russell City would yield over double the property tax revenue to the city and county than what Russell City did. Additionally, the Alameda County Board of Supervisors used the first of three payments from Cabot, Cabot, & Forbes for Russell City to buy land it had been leasing for the previous 25 years from the federal government: the land that houses the Santa Rita Jail. A local paper noted that, "The county's preliminary budget for next year provides for the financial transfer of receipts from the Russell City sale to the Santa Rita purchase."⁹⁹

In 1967, Alameda County administrator Earl Strathman defended the destruction of Russell City by telling the truth of the story: that the goal of razing Russell City was "not to make money, but to eliminate a slum area."¹⁰⁰

- **Alameda County:** Between 2010 and 20, Alameda County lost 4,932 owner-occupied households and lost 4,115 renter-occupied households with an African American householder.¹⁰¹ In 2010, there were 85,298 African American Households in Alameda County, of which 28,988 were homeowners, and 56,300 were renters. In 2020, there were 76,251 African American Households in Alameda County, of which 24,066 were homeowners, and 52,185 were renters.¹⁰²
- **Bay Area:** In the 2010s, the Bay Area lost over 5,000 African American-owned households, notably in historic African American communities in the East Bay, San Francisco, and Solano County. Historic Black East Bay neighborhoods in Richmond, Berkeley, and Oakland had a net loss of nearly 4,000 Black homeowners.¹⁰³
- **Bay Area:** Between 2010 and 2020, the Bay Area experienced a net loss of 16,000 residents who only identify as African American, a 3 percent decline.¹⁰⁴

- **Berkeley:** The overall Black population in Berkeley decreased from 27,421 residents in 1970 (a quarter of the city’s population) to fewer than 10,000 in 2020 (around 8% of the population). Berkeley has lost about two-thirds of its Black population over the past half-century.¹⁰⁵

A TIMELINE OF DISCRIMINATORY HOUSING POLICY & EVENTS THAT INTERSECT WITH ALAMEDA COUNTY

Mob Violence

- **Sidney Dearing:** Dearing, a successful Black business owner who owned the successful Creole Café jazz club on Seventh Street, and his wife, Irene, purchased a house at 67 Wildwood Avenue in Piedmont. Over the course of several months, they and their two young children were subject to multiple bomb threats, mob violence, and legal harassment by the City of Piedmont. One bomb attempt that would have *“blown sky-high” their home and their neighbors homes, which was only prevented by a 12 year old accidentally discovering the bomb planted by “several members of an organization whose attitude against negroes is bitter.”*¹⁰⁶ No protection from local authorities was forthcoming, perhaps because *“Piedmont Police Chief Burton Becker was a high-ranking member of the local Ku Klux Klan.”* In the end, the Dearings were forced to sell their family’s home after the City attempted to condemn it. A database of sundown towns found that Piedmont was a “probable” sundown town.¹⁰⁷ For more on Seventh Street, please see the [Seventh Street](#) case study.¹⁰⁸
- **San Leandro:** A database of historic sundown towns has labeled San Leandro as “Surely” a sundown town, and cited “Threat of Violence”, “Police or Other Official Action”, and “Private Bad Behavior” as the mechanisms of exclusion.¹⁰⁹ San Leandro was redlined (see below) and subject to racial steering and blockbusting (see below), but private acts and threats of violence against African American community members were well known. In a 2022 interview, Bay Area comedian James C Earl Rockefeller III, who now lives in San Leandro, recalled its widespread nickname in the 1980s: Klan Leandro.¹¹⁰ A 1969 Newsweek interview with three San Leandro residents included direct and frank discussions of, and support of, violence toward African American community members in Alameda County. One interviewee claimed, *“Paint your face black and you can get a new Cadillac and the county will come in and feed your family.”* In response, another claimed, *“There is only one way to solve this, and that’s gonna be with a revolution. I’m for fighting it out between us.”* In response, one claimed to be in support of violence saying, *“I’d go for that. Just give me a machine gun,”* and the other claimed to have purchased guns for that purpose. The interview ends with one participant declaring, *“We should have a Hitler here to get rid of the troublemakers the way they did with the Jews in Germany.”*¹¹¹ In 1972 and 1989, crosses were burned on the lawns of two African American families. Community members historically reported being followed by police. In 1990, *“Racial tensions within the schools resulted in racist incidents, student protests, and a riot.”* In 2016, community members created Unity in the Community in response to widespread racist graffiti in San Leandro.¹¹²

Racial Restrictions

- Restrictive covenants were written into deeds for homes and other properties, barring people of color, in general, and African Americans in particular, from owning or occupying homes. They often included a carve-out for African Americans or other prohibited individuals occupying the home as domestic staff or servants. Perpetual restrictive covenants were included in deeds across Alameda County in the early 1900s to the mid-1900s and were often enforced by neighborhood associations and local governments. For example, in 1945, DeWitt Buckingham, *“a respected African American physician who had been a captain in the Army Medical Corps during World War II,”* purchased a home in Berkeley’s Claremont neighborhood. The Claremont Improvement Club sued, and a court ordered Dr. Buckingham to vacate his residence. However, the Supreme Court declared restrictive covenants unenforceable by the state apparatus in the case of *Shelley v. Kraemer* in 1948, while Dr. Buckingham’s case was under appeal, meaning that the Claremont Improvement Club was unable to force him from his home through those legal means.¹¹³ After *Shelley v. Kraemer* held that restrictive covenants in deeds were unenforceable by the

government, many municipalities saw a rise in homeowner associations and other entities that exploited legal loopholes to maintain racial exclusion. In San Leandro, by the late 1960s, there were “12 restrictive homeowners associations, representing 2/3 of property owners. For decades, the 12 politically powerful San Leandro homeowner associations, realtors, and the San Leandro Chamber of Commerce worked to maintain the city as a racially exclusive suburb.”¹¹⁴

- Other explicit racial restrictions were baked into several Depression era and World War II-era housing developments. In 1939, the planned neighborhood of Sheffield Village was built in southeast Oakland with FHA funding. Sheffield Village was run by one of the first homeowners' associations on the West Coast and was explicitly “[f]or use only by persons whose blood is entirely of the Caucasian race, except strictly in the capacity of domestic servants.”¹¹⁵ In 1941, the Woodstock Village wartime housing project was completed. Woodstock was restricted to white residents only, and it was also of noticeably higher quality and more permanent in character than other wartime housing projects. After the war, the federal government sold the housing to Woodstock residents, and some of it still stands today. In comparison, the wartime housing projects open to African Americans were of lower quality and largely demolished in the 1950s and 1960s, displacing African American residents, “[t]he vast majority [of whom] could not find housing elsewhere in Alameda due to widespread housing discrimination.”¹¹⁶

Redlining & Loan Discrimination

- In response to the Great Depression, the federal government established programs and institutions to help Americans buy homes. The Federal Housing Authority (FHA) insured mortgages and, along with other programs, introduced predictability and protections in the homebuying market, benefiting American homebuyers. FHA loans were provided to individuals the government considered likely to pay their mortgage; this ostensibly sensible policy was pursued through explicitly racial means. The FHA created color-coded maps of American metropolitan areas using racial composition to denote neighborhoods where it would insure mortgages and those it considered too risky to insure; the presence of African Americans made neighborhoods undesirable or risky. These risky areas were outlined in red, leading to the term “**redlining.**” The government used redlining to denote the mortgages they would insure, those for homes in white neighborhoods, and those they would not, those in historically Black or African American neighborhoods; from 1934 to 1962, “the federal government issued \$120 billion in home loans, 98% of which to whites.”¹¹⁷ Many, if not all, municipalities in Alameda County were subject to HOLC mapping, carving the county along racial lines.

Blockbusting & Racial Steering

- The government created and enforced a segregated housing market in the mid-1900s, which led to the practice now known as “**blockbusting.**” According to FHA policy, the presence of African Americans in a neighborhood lowered property value. Malicious actors used this to engage in collusion and market manipulation, collecting money from reinforcing segregation and stoking racist fears and stereotypes: speculators would rent or sell homes in FHA borderline areas to African American individuals or families at a high price (knowing that African American purchase and renting options were limited and less protected), then real estate brokers would convince white community members that “their neighborhoods were turning into African American slums and that the [home]values would soon fall precipitously.”¹¹⁸ Speculators and agents would then purchase panicked white community members’ homes for less than their worth. This system reinforced the mistaken perception that African American community members decreased house values (in fact, the lack of protection and support for African American homebuyers meant that their presence increased home values in an area because they were willing and forced to purchase homes at higher prices).¹¹⁹ Blockbusting occurred in Oakland neighborhoods where African American community members began to move, according to a report by the Othering and Belonging Institute at the University of California, Berkeley: “One white [Oakland] resident recalled, ‘They hounded us to sell the house at that time so they could give it to the colored at about twice the price.’”¹²⁰

Exclusionary Zoning

- Historically and currently, many municipalities in the Bay Area use exclusionary zoning practices to *“overly limit density, inflate housing costs, and prevent local socioeconomic diversity.”*¹²¹ While types of zoning existed in the 1800s and early 1900s, Berkeley pioneered the modern form of zoning in 1916 with an ordinance that *“created eight land use zones—with explicitly racial reasoning, like seeking to exclude Asian and Black businesses. The ordinance is thought to be the nation’s first to establish a zone exclusively for single-family houses, and Berkeley’s measures were lauded statewide in the California Real Estate magazine ten years later for their ‘protection against invasion of Negroes and Asiatics.’”*¹²²

Eminent Domain & Urban Renewal

- **Federal highway construction:** Between 1960 and 1966, approximately 8,000 housing units were razed in West Oakland, displacing nearly 14,000 residents from historically Black communities that had become hubs of community and culture.¹²³ For more on this, please see the [Seventh Street](#) case study.¹²⁴
- **BART:** In the 1960s and 1970s, BART construction displaced South Berkeley residents, destroying homes and South Berkeley Square (a business and entertainment district).¹²⁵ Paul Lee, a Black Berkeleyan, explained the impact at a city council meeting: South Berkeley Square *“was the northern end of South Berkeley’s vital business and entertainment district, but it also included homes and apartments. The construction of the BART station not only wiped out this still-robust square, whose businesses spoke to ‘Black’ people’s needs, desires and dreams, but it also disrupted for nearly five years the businesses south of it.”*¹²⁶

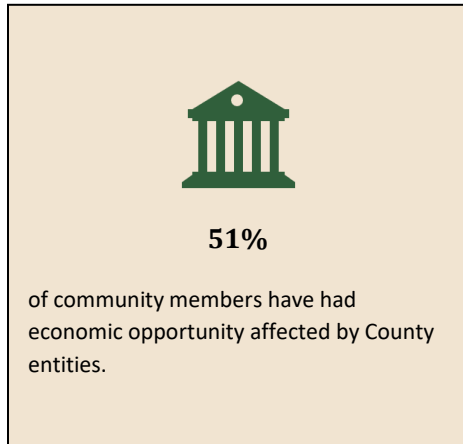
Redevelopment & Gentrification

- According to the Bay Area Equity Atlas, *“Many of the Bay Area’s historic communities of color merit comprehensive investment due to infrastructural deficits, poor housing stock and public transportation, and/or environmental hazards. However, redevelopment can come with the risk that existing low-income residents will be displaced as property values and rents rise and new, higher-spending residents are drawn to the area.”*¹²⁷

B. ECONOMIC OPPORTUNITY & WEALTH GAP

B.1. Community Perceptions & Experiences

Community members' experiences highlight historic and ongoing harm related to economic opportunity and the wealth gap in Alameda County.



“I'm a soldier, I'm a survivor. My people have been hurting for so many years. I just keep on fighting ... It's really sad how rent is so high, and you have to work so many jobs. I'm a heart patient, and I work three jobs.”

– COMMUNITY LISTENING SESSION ATTENDEE

“[The county] took all these properties; they promised folks jobs, but they let that land lay barren and didn't build anything for over 10 years. So, they displaced these folks, left it empty land for 10 years, and then built the post office where they said all these jobs would be promised to them. Now I look at that community, and in that same place, these homes are selling for millions of dollars.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members' testimonies highlight experiences related to exclusion from unions, losing local jobs, being denied insurance coverage and insurance payouts, systemic exclusion from government contracts, and inequitable distributions of COVID-19 federal funding to Black businesses, receiving limited to no compensation while being displaced, having economic hubs and community businesses destroyed, predatory lending, exclusion from educational opportunities that could enhance economic opportunities, and others.

Community members indicated that addressing economic opportunities and the wealth gap are priorities for reparations.

FORMS REPARATIONS SHOULD TAKE

Community members say the most needed types of repair include:

- ✦ Debt forgiveness (69%)
- ✦ Direct payments (67%)

Community members agree (strongly or somewhat) that reparations should take the following forms:

- ✦ Scholarships & Grants (99%)
- ✦ Direct Compensation (96%)
- ✦ Increased funding for equity programs in county agencies (97%)

Community members discussed a number of priorities related to repairing economic opportunity and closing the wealth gap, including:

- Free education
- Tax breaks (e.g., tax credits, property tax relief, temporary suspension of taxes)
- Increased support for Black-owned businesses and banks
- Direct payments and compensation
- Educational opportunities such as apprenticeship programs, investment into HBCUs
- Low-interest business loans
- Teaching financial literacy to youth

“Invest in Black communities that were historically excluded from opportunity and/or harmed.”

– COMMUNITY LISTENING SESSION ATTENDEE

“We need to have our own banks, our own business lending, where we can have our own business. We can’t rely on other people to hire us and keep us making money, taking care of our families. If we don’t have our own businesses, we don’t get to decide our own futures.”

– COMMUNITY LISTENING SESSION ATTENDEE

B.2. Historical Data & Evidence

Median Earnings & Hourly Wages

- **Median earnings 2010-2020:** The median earnings for Black workers in Alameda County (\$55,789) were 79% of the median earnings for all County workers (\$70,915) in 2020. The racial wage gap has increased over time, increasing by 10% in the 2010s. In 2000, the median earnings for Black workers in Alameda County (\$55,200) was 86% of the median earnings for all workers (\$63,985). In 2010, the median earnings for Black workers in Alameda County (\$55,273) was 87% of the median earnings for all workers (\$63,593).¹²⁸
- **Stagnant wages:** Across Alameda County, wages have meagerly increased in the past 20 years, with median earnings for all workers increasing by less than \$10,000. For Black workers in Alameda County, median earnings have increased by less than \$1,000 in the past 20 years.¹²⁹
- **Median income:** According to an Alameda County dashboard, the median income for African American households in Alameda County in 2026 is \$73,175, while the median income for all Alameda County households is \$133,140.¹³⁰
- **On average, Black men make \$12/hour less than the general population:** In Alameda County in 2022, the median hourly wage for full-time working men was \$44/hour, compared to Black full-time working men making \$32/hour.¹³¹
- **On average, Black women make \$6/hour less than the general population:** In Alameda County in 2022, the median hourly wage for full-time working women is \$37, compared to Black full-time working women making \$31/hour.¹³²

- **Labor force participation:** According to the Bay Area Equity Atlas, Black workers have a lower labor force participation rate and a higher unemployment rate than all workers in Alameda County. The labor force participation rate for all of Alameda County was 83%, and the unemployment rate was 4%, compared to 79% and 7% for Black workers, respectively.¹³³
- An analysis of the 9-County Bay Area found that, in addition to having lower median wages overall—\$10 less an hour on average in Alameda County—**the gap widens, in general, in higher wage occupations.** The highest median hourly wage in the 9-County Bay Area was for computer and mathematical workers, \$75/hour; Black computer and mathematical workers earn a median wage \$27 lower (\$48/hour).¹³⁴
- **Per capita income:** From 2019 to 2023, the per capita income of Alameda County residents was \$63,442. During that same period, the per capita income of Black/African American Alameda County residents was \$44,883.¹³⁵
- Bay Area Council Economic Institute analyzes that in the Bay Area economy, **closing the racial wage gap in income could add \$6.7 billion in wages** for Black residents, based on 2021 wages.¹³⁶

Wealth & Access to Capital

- Black individuals, families, and businesses were excluded from fair access to bank loans, federally-backed mortgages, insurance, business financing, and investment opportunities through practices such as redlining, discriminatory lending, racially restrictive covenants, and unequal credit standards. These barriers limited Black families' ability to purchase homes, start businesses, build savings, invest in education, or pass wealth from one generation to the next.¹³⁷
- According to the Bay Area Equity Atlas, many majority-Black communities are systemically underbanked, shown in the lack of financial institutions other than check-cashing and payday lending firms. This contributes to a lack of Black generational wealth through homeownership, as well as to a lack of general knowledge in navigating financial systems and developing financial literacy to further accumulate wealth.¹³⁸

Employment Rates, Industry, & Black-Owned Businesses

- In 2022, in Alameda County, all workers had a labor force participation rate of 83%, and African American workers had a labor force participation rate of 79%.¹³⁹
- **Unemployment rate in Alameda County in 2022:** 4% of all eligible workers are unemployed, 7% of African American workers are unemployed.¹⁴⁰
- In Alameda County in 2022, 75% of all workers have full-time jobs, 69% of African American workers have full-time jobs.¹⁴¹
- According to the Bay Area Equity Atlas, *“the region’s white-collar employers continue to have disproportionately small Black workforces: African American workers, including both US-born and immigrant workers, are largely underrepresented in the region’s highest-paying job fields, and these trends have persisted for decades.”*¹⁴²
- In 2017, 29% of white workers owned a business in Oakland, while only 16% of Black workers owned a business.¹⁴³
- There is documented history and presence of racial and gender discrimination when City governments hire contractors. The 2017 City of Oakland Disparity Study, published in 2019, found that African

American construction contractors willing to contract with the City of Oakland accounted for 16% of the city's construction businesses but received less than 1% of the total public dollars.¹⁴⁴

Poverty

The poverty level is an imperfect calculation of economic well-being. Created in the 1960s, it is calculated by multiplying the cost of a minimum food diet (which is age- and gender-dependent) by 3.¹⁴⁵ It does not account for changing expense types or geographic differences in cost of living. Please keep the reality of the poverty line, that it is a mark of extreme economic deprivation in our society, in mind as you review the following statistics.

- From 2019 to 2023, 9.2% of all Alameda residents lived below the poverty level. During that same period, **17.6% of Black/African American people** in Alameda County lived below the poverty level.¹⁴⁶
- From 2020 to 2024, 8.8% of Alameda County children (under the age of 18) were living below the poverty level. During that same period, **23.9% of Black/African American children** in Alameda County were living below the poverty level.¹⁴⁷
- From 2020 to 2024, 5.7% of Alameda County families lived below the poverty level. During that same period, **13.1% of Black/African American Alameda families** lived below the poverty level.¹⁴⁸
- From 2019 to 2023, 11% of Alameda County residents 65+ lived below the poverty level. During that same period, **17.7% of elderly (65+) Black/African American Alameda County residents** were living below the poverty level.¹⁴⁹
- In 2023, 27.4% of Alameda County households were below the real cost measure^c, defined as “the minimum income necessary for a household to afford basic living expenses specific to each community in California such as housing, food, health care, and transportation.” In comparison, **38.4% of Black/African American households were below the real cost measure** in 2023.¹⁵⁰

Impact of Economic Precarity on African American Women & Families

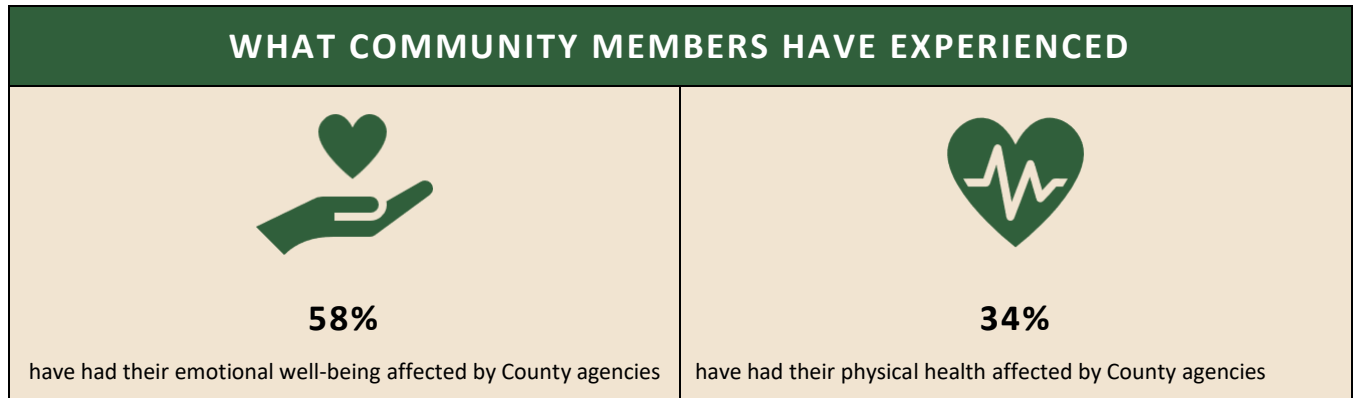
- From 2018 to 2022, the poverty rate among African American women of reproductive age (15-44) in Alameda County was significantly higher than the poverty rate among the general population of women of reproductive age in Alameda County (20.8% vs. 12.1%).¹⁵¹
- From 2017 to 2021, 30.1% of African American children under the age of 6 were living at or below the poverty level, compared to 8.9% of the general population of children under 6.¹⁵²
- From 2019 to 2021, 10.4% of African American women reported moving or having problems paying rent during pregnancy, compared to 3.9% of the general population.¹⁵³
- From 2019 to 2021, 10.5% of African American pregnant people reported being homeless or lacking a place to sleep during their pregnancy compared to 4.1% of the general population surveyed.¹⁵⁴

^c The statistics for the real cost measure do not include households headed by people with a disability.

C. PHYSICAL & MENTAL HEALTH

C.1. Community Perceptions & Experiences

Community members' experiences highlight historic and ongoing harms related to physical and mental health in Alameda County.



COMMUNITY TESTIMONY
<p><i>"[M]y girlfriend was sterilized without her consent, and the trauma keeps replaying."</i></p> <p>– COMMUNITY LISTENING SESSION ATTENDEE</p>
<p><i>"I was pregnant with my first child and went to a clinic that was primarily African American clientele. I was given medication that I didn't know that I was taking, and I found out later it caused my first child to be born a congenital amputee. This was something that was going on with a lot of African American women. This was in the early 70s. There are some things about reparations that can't be fixed. My child having one arm can't be fixed. I was in a hospital for a procedure for which I was not supposed to be released before I passed my urine, and they let me go. Because of that, I permanently have kidney problems. It's very important to realize the harm done to us physically, psychologically, can't be fixed...."</i></p> <p>– COMMUNITY LISTENING SESSION ATTENDEE</p>
<p><i>"My grandma kind of was having symptoms [of] cancer. And so she was talking to her doctor...and they would just disregard it ... then, like, a week after that, ... her vision started getting blurry and stuff, and, she was just having worse symptoms. Then we took her to a different doctor's office, and then that's when they had diagnosed her with lung cancer. Three days after that, she passed away."</i></p> <p>– COMMUNITY LISTENING SESSION ATTENDEE</p>

COMMUNITY TESTIMONY

"I was thinking about Oscar Grant. I just remember seeing it on the news, and I remember seeing it again, and seeing it again, and it just would not stop playing that shit. And I just didn't understand. And I started figuring it out, I think it's trying to torture us. It's not to inform us, it's not for our benefit, it's to torture us. And I came to a real understanding of that. ... I kept seeing it. One brother after another, and it's always a white cop shoots a Black man. They always put these labels on this shit. I began to hate so much, I couldn't watch the news [during] COVID after the last of the riots and things I seen going on.

So that's my story, that's the trauma that I've had. I didn't understand that it was an attack on us. From just seeing it, and inviting myself, I began to see them attack us from all angles. They kill us, then they fill it in our face, so that's the point we gonna keep doing this to you. We gonna do this to your sons. We gonna do this to your daughters. A real trauma, like PTSD, I don't think it's PTSD, because I'm still going through it, so it's not over, because we go through it, we live it every day."

– COMMUNITY LISTENING SESSION ATTENDEE

Community members' testimonies highlight experiences related to physical and mental health harms, including unequal health outcomes, rates of Black maternal and infant mortality, reproductive state violence such as sterilization without consent, forced family separations, doctors dismissing health issues and concerns, limited access to mental health services, intergenerational trauma/psychological slavery related to historical harms and ongoing harms (e.g., over policing, incarceration, ongoing stereotyping), exposure to infrastructure and toxic sites (e.g., freeways, ports, and power plants), and others.

Community members indicated that addressing physical and mental health is a priority for reparations.



71%

of community members say the most needed types of repair or repayment include better healthcare

"Having mental health resources that are culturally sensitive... because of the lack of mental healthcare that is available from Black providers, and people are being re-traumatized by seeing non-Black providers and white providers who are negating their experience, who aren't able to understand it ... Having community resources around being able to provide accessible, affordable mental healthcare from Black providers is important."

– COMMUNITY LISTENING SESSION ATTENDEE

Community members discussed a number of priorities related to repairing physical and mental health disparities, including:

- Reestablishing community health centers and specialty clinics (e.g., for elders, women)
- Building additional hospitals
- Investing in mental health services
- Address disparities in health (e.g., detection and treatment for breast cancer)
- Disaggregate data about and provide nuanced care for the Black community
- Improve how doctors treat and care for people of different races

- Access to and coverage for care for all ailments
- Access to trauma-informed mental-health services

C.2. Historical Data & Evidence

Community members shared stories of personal harm and harm to loved ones, including the loss of loved ones. Data from multiple sources, but particularly the Alameda County Department of Health, shows just how common such stories must be. Across multiple indicators related to life expectancy and mortality; maternal, fetal, and infant health; and the health impacts of violence, addiction, cancer, diabetes, mental health, and other health metrics, the Black/African American community in Alameda County experiences worse health outcomes and is disproportionately impacted by social determinants of health in comparison to the general population of Alameda County.^D

Life Expectancy & Mortality

According to the Alameda County Public Health Department, the life expectancy of African American Alameda County residents was **10.7 years lower than that of the general population in 2020-21**.¹⁵⁵ Specific causes of mortality show an even bleaker picture:

- African American Alameda County residents have a heart disease mortality rate 1.8x higher than the general population, and the median age of death for African American Alameda County residents was 72 years of age compared to 83 years of age for white Alameda County residents who died of heart disease in 2020-21.¹⁵⁶
- The age-adjusted death rate due to heart disease and stroke in Alameda County in 2022 was 36.7 deaths per 100,000 people over 35 years old; it was 67.2 deaths per 100,000 African American Alameda County residents over 35.¹⁵⁷
- African American Alameda County residents have a cancer mortality rate 1.6x the general population's mortality rate: There are 191.3 deaths per 100,000 African American Alameda County residents to cancer compared to 121.4 deaths per 100,000 people of all races in Alameda County. The median age for African American Alameda County residents with cancer was 72, in comparison to 76 for white Alameda County residents in 2021.¹⁵⁸
- African American Alameda County residents' diabetes mortality rate is 2.4x that of the general population. For every 100,000 people, the general population has a diabetes mortality rate of 19.9 deaths, while African American Alameda County residents have a diabetes mortality rate of 47.6 deaths per 100,000 people.¹⁵⁹
- African American Alameda County residents have a stroke mortality rate that is 1.8x that of the general population (84.3 deaths per 100,000 people vs. 42.8 general population).¹⁶⁰
- From 2008 to 2020, Alameda County's infant mortality rate decreased from 4.3 deaths per 1,000 live births to 3.3 deaths per 1,000 live births. During that same period, the infant mortality rate for African American Alameda County residents increased from 7.7 deaths per 1,000 live births to 8.4 deaths per 1,000 live births. In 2020, the infant mortality rate for African American babies in Alameda County was 2.5x higher than the rate of the general population.¹⁶¹

^D The population of Alameda County as a whole in this case is defined as "All Races" in Alameda Public Health Department data, and therefore includes African Americans.

- From 2020 to 2023, Alameda County’s child (under 20) mortality rate was 34.4 per 100,000 residents under 20. For African American children in Alameda County, the rate was 107.2 per 100,000 residents under 20.¹⁶²
- From 2021 to 2023, for every 100,000 Alameda County residents, there were 5,157.9 years of potential life lost before age 75. For every 100,000 African American Alameda County residents, there were 13,981.9 years of life lost before age 75. Years of Potential Life Lost (**YPLL**) is an estimate of premature mortality.¹⁶³
- African American Alameda County residents have the highest unintentional overdose rate of any race/ethnicity group in Alameda County.¹⁶⁴

Maternal, Fetal, & Infant Health

Metrics related to maternal and infant health, including access to care, paint a picture of disproportionate harm in comparison to the aggregate experience of Alameda County residents. From 2019 to 2021, **53.7% of African American women and pregnant people in Alameda County said they experienced racism often over their lifetime**, in comparison to 16.6% of the entire population of Alameda County.¹⁶⁵

Healthcare Access Statistics for Pregnant Alameda County Residents¹⁶⁶

	BLACK/AFRICAN AMERICAN RESIDENTS	GENERAL POPULATION (“ALL RACES” IN DATA)
Alameda County Percentage of Pregnant Women and People Not Receiving First Trimester Prenatal Care, by Race/Ethnicity (2018-2022)	14.3%	9.3%
Alameda County Percentage of Pregnant Women and People Who Did Not Receive Adequate/Adequate Plus Prenatal Care, by Race/Ethnicity (2018-2022)	36.8%	35.6%
Alameda County Percentage of Women and Pregnant People Who Were Uninsured Pre-Pregnancy, by Race/Ethnicity (2019-2021)	8.6%	7.2%
Alameda County Percentage of Women and Pregnant People Who Did Not Have a Postpartum Medical Visit (2019-2021)	16.0%	10.7%
Alameda County* Percentage of Women and Pregnant People Who Did Not Receive Dental Care During Pregnancy, by Race/Ethnicity (2019-2021)	58.8%	53.2%
Alameda County Percentage of Women and Pregnant People Who Did Not Receive Tdap Vaccine During Pregnancy, by Race/Ethnicity (2019-2021) ^E	37.5%	21.8%
Alameda County Percentage of Women and Pregnant People who Did Not Receive Flu Shot During Pregnancy, by Race/Ethnicity (2019-2021)	51.3%	17%
Alameda County Percentage of Residents Who Received COVID-19 Vaccination, by Race/Ethnicity (2023)	13%	19%
Alameda County Percentage of Women and Pregnant People Supported by Nutrition Programs, by Race/Ethnicity (2019-2021): WIC	43.4%	26.4%
Alameda County Percentage of Women and Pregnant People Supported by Nutrition Programs, by Race/Ethnicity (2019-2021): Cal-Fresh	34%	12.5%

^E The “p” part of the Tdap is pertussis, known colloquially as whooping cough. While risk of death or severe health problems from whooping cough is low for most populations, infants are at a much higher risk of serious medical complications and death. This is why pregnant people and people around them are advised to get Tdap boosters.

	BLACK/AFRICAN AMERICAN RESIDENTS	GENERAL POPULATION ("ALL RACES" IN DATA)
Alameda County Percentage Reporting Food Insecurity by Race/Ethnicity (2019-2021)	34.4%	15.5%
Alameda County Percentage of Women and Pregnant People who Did not Place Infant on Back to Sleep, by Race/Ethnicity (2019-2021) ^F	20.5%	11.1%

Maternal Health Statistics in Alameda County¹⁶⁷

	BLACK/AFRICAN AMERICAN RESIDENTS	GENERAL POPULATION ("ALL RACES" IN DATA)
Alameda County Percentage of Pregnant Women and People Who Had Any Diabetes at Delivery, by Race/Ethnicity (2021-2023)	12.9%	16.9%
Alameda County Percentage of Pregnant Women and People Who Had Any Hypertension at Delivery, by Race/Ethnicity (2021-2023)	30.3%	19.2%
Alameda County Rate of Severe Maternal Morbidity Among Pregnant Women and People, by Race/Ethnicity per 10,000 (2021-2023)	224.1 per 10,000 people	136.5 per 10,000 people
Alameda County Percentage of Women and Pregnant People Who Experienced Depressive Symptoms During or After Pregnancy (2019-2021): <u>Prenatal</u> Depressive Symptoms	29.3%	15.3%
Alameda County Percentage of Women and Pregnant People Who Experienced Depressive Symptoms During or After Pregnancy (2019-2021): <u>Postpartum</u> Depressive Symptoms	15.2%	12.0%
Alameda County Percentage of Women and Pregnant People with Pre-pregnancy Chronic Conditions, by Race/Ethnicity (2019-2021): <u>Chronic Asthma</u>	19.2%	8.8%
Alameda County Percentage of Women and Pregnant People with Pre-pregnancy Chronic Conditions, by Race/Ethnicity (2019-2021): <u>Chronic Diabetes</u>	5.6%	3.0%
Alameda County Percentage of Women and Pregnant People with Pre-pregnancy Chronic Conditions, by Race/Ethnicity (2019-2021): <u>Chronic Hypertension</u>	7.9%	3.3%

Infant Health Statistics in Alameda County¹⁶⁸

	BLACK/AFRICAN AMERICAN RESIDENTS	GENERAL POPULATION ("ALL RACES" IN DATA)
Alameda County Infant Mortality Rate, by Race/Ethnicity (2019-2021)	8.9 deaths per 1,000 live births	3.4 deaths per 1,000 live births
Alameda County* Percentage of Fetal Deaths, by Race/Ethnicity (2018-2020)	8.1 per 1,000	4.5 per 1,000
Alameda County Premature Birth and Very Premature Birth, by Race/Ethnicity (2020-2022): <u>Singleton Premature Birth (<37 weeks gestational age)</u>	9.4%	7.2%
Alameda County Premature Birth and Very Premature Birth, by Race/Ethnicity (2020-2022): <u>Singleton Very Premature Birth (<32 weeks gestational age)</u>	1.6%	1.0%

^F The safest position for infants to sleep is on their backs. One in 10 families in Alameda County, and 1 in 5 Black/African American families, reported not placing infants on their back to sleep, putting babies at greater risk of ill health outcomes. While the reason for this disparity is unknown, it's likely that culturally responsive and trustworthy clinics and healthcare providers, the kind of reparative infrastructure recommended by the commission, could lead to greater adoption of safer sleeping patterns.

	BLACK/AFRICAN AMERICAN RESIDENTS	GENERAL POPULATION ("ALL RACES" IN DATA)
Alameda County Low Birth Weight and Very Low Birth Weight Births, by Race/Ethnicity (2020-2022): Low Birth Weight (<2,500 g)	10.2%	6.1%
Alameda County Low Birth Weight and Very Low Birth Weight Births, by Race/Ethnicity (2020-2022): Very Low Birth Weight (<1,500 g)	1.6%	0.8%

Health Impacts Related to Violence

African American Alameda County residents are more likely to be harmed through physical and mental trauma by violence than the general Alameda County population.

- The age-adjusted death rate due to firearms for the general population of Alameda County is 7.5 deaths per 100,000; the rate for African American Alameda County residents is 27.5 per 100,000, a 266.67% difference.¹⁶⁹
- Gun homicide is highly geographically correlated with neighborhood poverty level; neighborhoods with high poverty levels experience more gun violence than wealthier neighborhoods. African Americans in Alameda County are more likely to live in high-poverty areas than the general population of Alameda County.¹⁷⁰
- From 2019 to 2023, the age-adjusted firearm homicide rate per 100,000 people for the general population of Alameda County was 6.7; it was 39.3 deaths per 100,000 African American Alameda County residents.¹⁷¹ A report by the Alameda County Health Department noted that, *"No other disease or injury in Alameda County displays such stark disparities by race and ethnicity as gun violence victimization."*¹⁷²
- A report by the Alameda County Health Department noted, "Approximately one in 700 Black males ages 15 to 34 die by gun homicide each year. Put another way, if current gun homicide rates persist, a Black male turning 15 today has roughly a 2.9% risk of dying by gun homicide before reaching age 35."¹⁷³
- According to the Alameda County Public Health Department, "Each year, an average of 114 young Alameda County residents (ages 0-24) visit the emergency room for gunshot wounds, and an additional 83 are hospitalized. These injuries have a profound and often lifelong physical toll. Even after physical wounds heal, psychological trauma remains. If left untreated, this trauma can lead to depression, posttraumatic stress disorder (PTSD) or complex trauma, stunted emotional development, and anti-social behavior. Parents or caregivers are also adversely impacted by child and youth gun violence. Many face the devastation of burying their children or managing long-term care for a child injured by gunfire. This emotional toll impacts their ability to lead otherwise healthy, productive lives untouched by gun violence."¹⁷⁴

Health Impacts Related to Addiction

- The age-adjusted death rate due to all opioid overdoses for the general population of Alameda County is 16.2 per 100,000 Alameda County residents; for Black/African American Alameda County residents, it is 47.1 per 100,000 residents.¹⁷⁵

- The age-adjusted **emergency department visit rate due to all drug overdoses** for the general population is 106.3 per 100,000 residents; for Black/African Americans in Alameda County, it is 270.6 per 100,000 residents.¹⁷⁶
- The age-adjusted hospitalization rate due to all drug overdoses for the general population was 45.5 per 100,000 residents in 2024; for Black/African American Alameda County residents, it was 115.7 per 100,000.¹⁷⁷

Cancer, Diabetes, Mental Health, & Other Health Disparities

- **Colorectal cancer:** The incident rate for colorectal cancer from 2017 to 2021 for the general population of Alameda County was 30.7 cases per 100,000; for the Black/African American community, it was 37.4 per 100,000.¹⁷⁸
- **Lung and bronchus cancer:** The incident rate for lung and bronchus cancer from 2017 to 2021 in Alameda County's general population was 35.5 cases per 100,000 residents; in Alameda County's Black/African American community, the rate was 48.5 per 100,000 people.¹⁷⁹
- **Prostate cancer:** The incident rate for prostate cancer from 2017 to 2021 for the general population of Alameda County was 91.8 cases per 100,000 males; for Black/African American males, it was 147.1 per 100,000.¹⁸⁰
- **Adults with diabetes:** From 2023 to 2024, 8.3% of Alameda County adult residents have ever been diagnosed with diabetes; in comparison, 18.2% of adult Black/African American Alameda County residents have ever been diagnosed with diabetes.¹⁸¹
- **Adults needing and receiving behavioral healthcare:** From 2023 to 2024, 63.1% of the general population of Alameda County who needed care for emotional, mental, or substance abuse health received it. During that same period, only 36.0% of Alameda's Black/African American population reported receiving care.¹⁸²
- **Persons with a disability:** From 2019 to 2023, 9.9% of Alameda County's general population (all ages) were persons with a disability; in comparison, 16.4% of Black/African American Alameda County residents were persons with a disability.¹⁸³
- **High blood pressure:** In 2024, the prevalence of high blood pressure for the general population of Alameda County was 31.9% of residents; the prevalence rate for Black/African American Alameda County residents was 37.4%.¹⁸⁴
- **Acute preventable hospitalizations:** From 2009 to 2011, there were 447.7 acute preventable hospitalizations per 100,000 Alameda County residents; during the same period, there were 681.5 per 100,000 Black/African American residents.¹⁸⁵
- **Chronic preventable hospitalizations:** From 2009 to 2011, there were 787.5 chronic preventable hospitalizations per 100,000 Alameda County residents; for Alameda County's Black/African American community, there were 2,055.1 per 100,000 residents.¹⁸⁶
- **HIV prevalence:** In 2023, the HIV prevalence rate for the general population of Alameda County was 432.7 cases per 100,000 people; for Alameda County's Black/African American population, it was 1,576.3 per 100,000.¹⁸⁷

D. LEGAL SYSTEM & PUBLIC SAFETY


D.1. Community Perceptions & Experiences


Community members' experiences highlight historic and ongoing harm related to the legal system and public safety in Alameda County.


“My neighbor had thought somebody had broken into her house. ... The police officers, they [went] to my house. And then they was screaming at us, ‘Get down on the ground. Get down on the ground. Why break into this house? Get on the ground.’ Then they went into our own house, and they seen that our pictures are up on the wall. Like, ‘It’s our house.’ And they was like, “Oh, well, I apologize.” And they drove off. Right, like nothing. We was scared and I thought I was gonna get arrested.”

– COMMUNITY LISTENING SESSION ATTENDEE

WHAT COMMUNITY MEMBERS HAVE EXPERIENCED

 **69%** of respondents or their family members have been stopped, searched, or questioned by police in a way that felt biased or unnecessary

 **68%** of respondents or their family members experienced unfair treatment by police, sheriffs, or other law enforcement

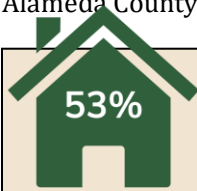
 **42%** of respondents or their family members have been arrested or jailed for unfair reasons or reasons connected to racial bias

“I remember as a kid having to go visit my brother ... at that county jail up top. And there was a little slot in the wall, I’d have to look at him. And then there was a thing on the wall you had to put your head to it ... you couldn’t look at a person and talk at the same time. I remember my mom ... and my dad had to make the tough decision to mortgage their house. They needed to come up with \$10,000. They said they could either pay \$1,000 to the bail bondsman and they wouldn’t have got it back. Or they could have paid \$10,000 if [my brother] was found guilty, they would lose it. If he was found innocent, they would get it back, all of it back.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members’ testimonies highlight harmful experiences perpetrated via police and the legal system, including wrongful arrests, being pulled over for no clear reason other than “driving while Black,” and being tried as adults while still under the age of 18. Several community members shared that because of arrests and incarceration, they now experience limited employment options, family dispossession, have lost educational

opportunities, and have difficulty finding housing. Community testimony further highlights that support in Alameda County is limited and insufficient to help



of respondents or their loved ones faced barriers to jobs, housing, or school because of a criminal record

COMMUNITY TESTIMONY

“After serving 30 years and two months straight in the prison system, when I was paroled ... I attempted to move in with my youngest sister, and then a person [from my support team] informed me that I was putting her housing at jeopardy because she has a Section 8 voucher and a Section 8 unit. They had a rule, that anyone who had been convicted of a felony could not live o/n those types of premises. If I was caught living [there], if someone snitched on her, she would have lost her voucher and get kicked out of her unit. So I had to remove myself from there.

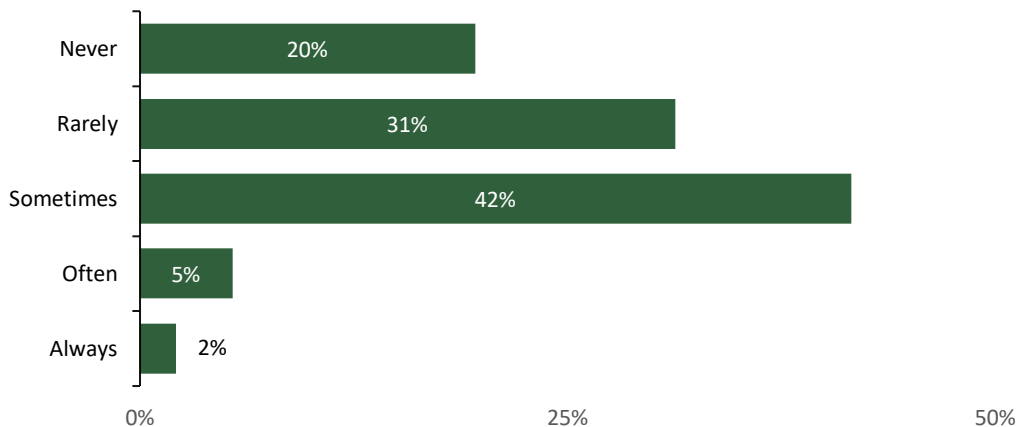
Both my sisters and my daughter were on section 8. So I attempted to move in with my moms, and although she lived in a privately owned apartment complex, part of her lease and agreement states that anyone who's been convicted of a felony cannot live on the premises ... So I was forced to sleep in a vehicle for seven months.

That's prior to the Fair Chance Housing Laws being passed, where I was able to obtain a lease of my own. I committed a crime, yes, but why continue punishing my family? Why would you put a mother in a position to tell her son that you can't live with me?

Then, speaking about my colleague, she had to tell her son, ‘You can't live with me.’ And he was like me. He couldn't find nowhere in Northern California to find a place to live. So he moved out in Southern California, where he found an apartment. And a day later, he was murdered. Someone say his music too loud. But now when she tell her story, she tell her story that, ‘Had my son been able to live with me, he'd still been alive.’ So that's some of the harms that have been done and continue [for] our family in Alameda County.”

– COMMUNITY LISTENING SESSION ATTENDEE

Q: How often does the criminal justice system in Alameda County treat Black residents fairly? (n=428)



COMMUNITY TESTIMONY

"I was a slave for the past 23 years. I was just released October 24th off a life sentence. I did 23 years straight. I was making 13 cents an hour.

In the year 2003, I discharged a weapon at a fire on my vehicle after a heated dispute. No one in the vehicle got injured, but I received a life sentence for that crime. In 2003 the sentencing law was really aggressive.

As I was sitting in that courtroom, I remember the judge, he was sitting there having a hard time with this. He was asking his colleagues, 'Do I have to get this man life?' 'Do I have to get this man life?' I'm oblivious, I'm looking, and they say, 'Yes...' so he gave me life. I went into the prison system, ups and downs through the whole process. Somewhere in the middle, I came across my mother having some health issues. She was declining. It really messed with my mental health. I started contemplating suicide.

There was a letter under my pillow that fell as I was carrying out these thoughts. It was a letter by her. I couldn't read it because she was paralyzed but I knew what she was trying to say. I started documenting everything that I was going through in that mirror on paper. Like, 'Man, you got a life sentence, but what you gonna do, deteriorate? Accept that and keep moving forward. Your mom got dementia, but deteriorate? Keep moving forward.' So that's the method that I took."

– COMMUNITY LISTENING SESSION ATTENDEE

RESPONDENTS SAID THE FOLLOWING ISSUES EXIST IN THE ALAMEDA COUNTY JAIL SYSTEM



75.1%

Lack of medical or mental healthcare



63.7%

Mistreatment by staff



73.8%

Unsafe conditions



61%

Long wait times for court dates



67%

Overcrowding



51.4%

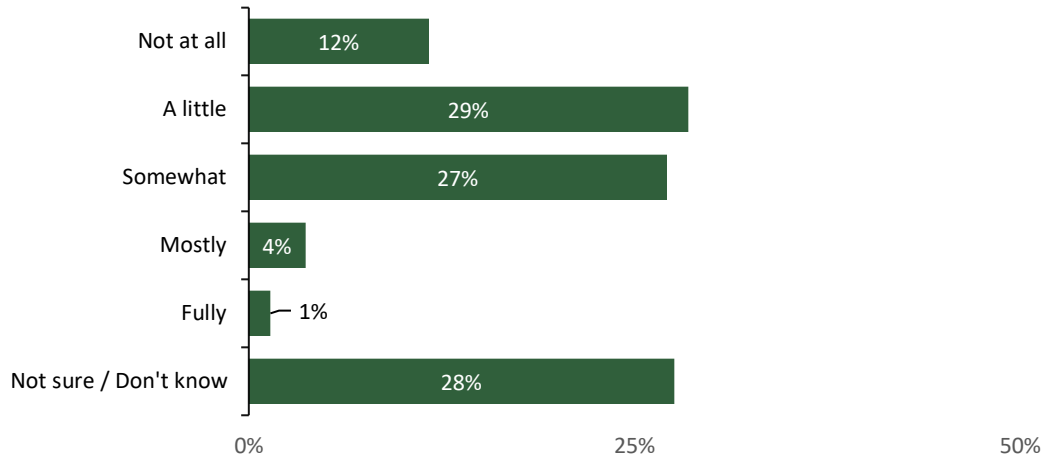
Poor communication with families



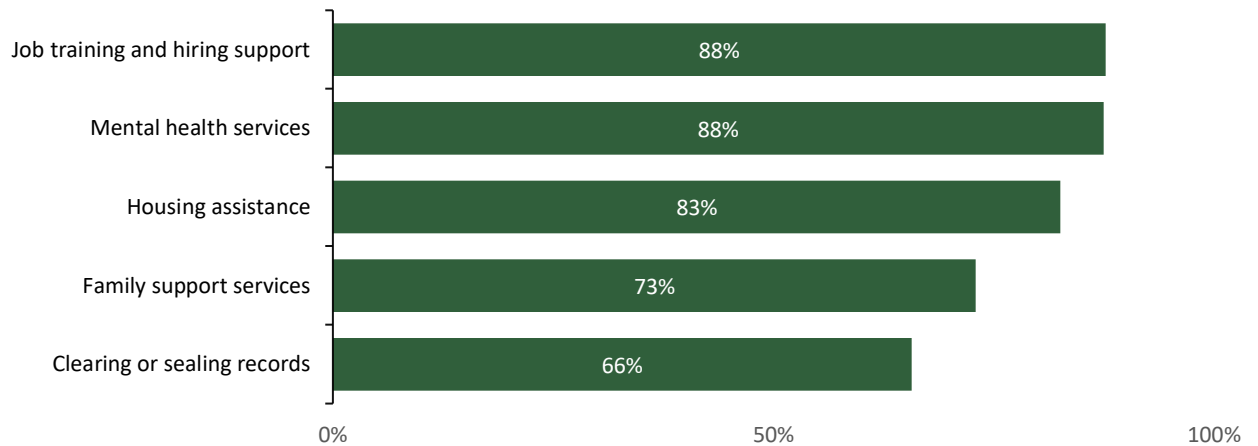
64.5%

Lack of programs for reentry

**Q: How well do reentry services meet the needs of people returning from jail or prison?
(n=428)**



Respondents said people impacted by policing or incarceration most need the following types of repair or support.



COMMUNITY ENCOUNTERS WITH THE LEGAL SYSTEM

"I feel uncomfortable reporting a crime to law enforcement because I am worried about being targeted by police. I also worry that they might murder a person if I report someone for a small crime."

– COMMUNITY SURVEY RESPONDENT

"Me and my family were coming back from somewhere and got pulled over. The police officer asked my brother if he was in gang ... It was just a weird way to think."

– COMMUNITY LISTENING SESSION ATTENDEE

"I've been followed across the island multiple times all the way to my home. I see police and feel uncomfortable due to the history of Alameda."

– COMMUNITY SURVEY RESPONDENT

"When I was in high school, I went down to OUSD school board and said, 'Police officers on campus are having sex with students.' They dismissed everything I said. 16 years later there was an expose on it. It's very frustrating. We will see things and know what's happening and people make you feel like you're crazy. Then a decade later, a book or movie will come out about it."

– COMMUNITY LISTENING SESSION ATTENDEE

"I want to echo that poverty is the strongest predictor of recidivism amongst women, and I've seen that specifically with my clients that I support ... I try to connect with [my clients] before they're released. But sometimes they do get released randomly ... which just makes it really difficult to even get to them ... One particular client didn't have a phone. ... When she gets released, how is she going to be able to contact me? How am I going to be able to contact her?"

– COMMUNITY LISTENING SESSION ATTENDEE

"Alameda County [gets] \$14.5 million a year for reentry, and only a small portion of that goes to women in the state. I want to know where these monies are going, because they sure as hell didn't go to me in my reentry."

– COMMUNITY LISTENING SESSION ATTENDEE

"I don't believe that the system looks at everyone equally. So not much trust there."

– COMMUNITY SURVEY RESPONDENT

COMMUNITY TESTIMONY

"I just wanted to share just a little bit that when I was 16 years old, I committed a robbery with some friends of mine that are around my age too, 16, 17. I was 16. I was sentenced and charged as an adult. Also, when we first were arrested in juvenile, I was the only one charged as an adult. I also was the only Black one too here. So I did a lot of time in prison.

Over, of course, eight years for that charge, I did a prison time and I worked inside of the prison. So a lot of you don't know you could work in prison for either next to no money or no money. It's involuntary servitude. So I spent a lot of those years doing a lot of work, some dangerous work, hard work, kitchen work, yard labor, fighting fires, and stuff. So I've done those years.

Then when I got out, years later, I was incarcerated again. I was sentenced based on my first crime from when I was 16 and on some trumped-up charges. And during that time, I had children.

So just when I think about reparations, I think about a lot of the time I was taken away from my children, how they suffered financially, how they suffered from maybe emotionally or even mentally from not having their father around. And it set me back a lot. Also, when I was 16, it was even before I graduated high school. So just think about reparations. I think about a lot of my education that was taken away from me that I possibly could have continued. And I just want to bring that up.

So we think about that type of stuff as well. And also, when I think about the involuntary servitude, it makes me think about my mom. She was incarcerated. Her dad, my grandpa, was incarcerated. And as far back as I go, then I know my family someone was incarcerated. So were we ever out of slavery at any point?"

– COMMUNITY LISTENING SESSION ATTENDEE

Community members discussed a number of priorities related to repairing within the legal system and public safety, including:

- Ending racial profiling and excessive force
- Institute checks and balances
- Screening and training of law enforcement.
- Cultural representation in the recruitment efforts
- A national database to prevent officers from going from one community to another without any accountability
- Changing the culture of police systems
- Increasing accountability
- De-escalation tactics
- Review boards that include community representation
- More funding and resources for re-entry
- Listen to people who are currently or formerly incarcerated about what support they need
- Community support for re-entry
- Political education for community members
- Replicating programs that successfully support re-entering society after being incarcerated

D.2. Historical Data & Evidence

Current Data Related to Black/African American Community Members in Alameda County's Justice System

As you read through this data, please remember that African Americans make up **only approximately 10%** of Alameda County's population.

- **Arrest rates:** The adult arrest rate for the general population of Alameda County in 2024 was 18.3 arrests per 1,000 Alameda County residents age 18+. The arrest rate for adult African American residents of Alameda County was 68.5 arrests per 1,000 African American Alameda County residents in 2024.¹⁸⁸ The juvenile arrest rate for the general population of Alameda County in 2024 was 2.5 arrests per 1,000 residents aged 0-17. For young African Americans, it was 15.3 arrests for every person aged 0-17.¹⁸⁹
- **Deaths in custody:** Deaths in custody in 2023 per 10,000 Alameda County residents in custody=0.1, African American residents in custody=0.4¹⁹⁰
- **Hate crime rates in Alameda:** 139 offenses in 2024, of which 69 were based on race/ethnicity/ancestry, nearly double the next highest category (religion, 35 offenses).¹⁹¹
- **Sentencing and incarceration:** In December 2025, 2,050 incarcerated Californians were sentenced in Alameda County. Of these individuals, 63% were Black, 21% Hispanic, and 8% white. Of the 1,300 African Americans in custody who were sentenced in Alameda County, the average sentence was 29.3 years, and the average time served was 15 years. In comparison, the average sentence for white people sentenced in Alameda County was 26.2 years, and the average time served was 16 years.¹⁹² The average sentence for a Black incarcerated person for first-degree murder was 47.3 years, and 29.3 years for second-degree murder. In comparison, the average sentence for a white incarcerated person was 46.8 and 20.0 years, respectively.
- **Probation:** According to the Alameda County Probation Department, in the fourth quarter of 2024, 44% of their adult clients were African American.¹⁹³ Of the youth supervised by the county in the Positive Youth Development program, 47% are African American. Of their juvenile facilities population—including youth at Camp Sweeney, Firm Roots, under GPS monitoring, and in Juvenile Hall—58% are African American.¹⁹⁴
- **Use of force:** In 2024, the Bay Area Equity Atlas found that use of force incidents by police for the general population of Alameda County was 0.8 per 100,000 people; for African Americans in Alameda County, the rate was 1.8 per 100,000 people.¹⁹⁵ From 2016 to 2022, the use of force rate for Alameda County's general population was 9 incidents per 100,000 residents, for African Americans, it was 26.3 incidents for every 100,00 residents. From 2016 to 2022, there were 24 incidents of police use of gun(s) with non-serious injuries, 42% (10) of those involved African Americans; there were 89 incidents resulting in serious injury, 28% (25) of which involved African Americans, and there were 36 incidents resulting in death, 25% (9) of which involved African Americans. From 2016 to 2022, African Americans made up approximately 10%^G of Alameda County's population, but accounted for 30% of all police use-of-force incidents.¹⁹⁶

^G The exact percent of Alameda County's population that is African American fluctuates based on how it is calculated. Resources may calculate the number of African American residents using different data sets, and/or using different definitions. For example, one dashboard may include only those identifying as solely African American or Black, another may include people identifying as African American or Black as well as another race.

- **Officer-initiated stops:** The rate of officer-initiated stops in Alameda County for the general population was approximately 48.5 stops per 1,000 people; for African Americans in Alameda County, it was 111.6 stops per 1,000 people.¹⁹⁷ In 2023, Black/African American citizens of Alameda County account for 1 in 4 individuals stopped by county law enforcement agencies, despite being only 1 in 10 county residents. Additionally, Black/African American Alameda County residents were twice as likely to be stopped on ambiguous grounds instead of on concrete/defined grounds, like a traffic violation or warrant.¹⁹⁸
- **Arrests for status offenses:** Arrests for status offenses, which are offenses like curfew violations and truancy that can only be committed by people under the age of 18, occur at a substantially higher rate for African American young people in Alameda County. For the general population, the arrest rate is estimated at 4.8 arrests per youth under 18. For African American youth, it is estimated to be 28.8 arrests for every 10,000 youth.¹⁹⁹

The History of Public Safety Harm in Alameda County

The history of harms to Alameda County’s Black community from public safety officials is expansive. The harm includes broken promises and a lack of protection, as well as historic cases of active, malicious targeting. Few case studies better exemplify these phenomena than the histories of the **Black Panther Party** and the **Ku Klux Klan** in Alameda County.

HISTORIC CASE STUDY: THE BLACK PANTHER PARTY IN ALAMEDA COUNTY



The **Black Panther Party**, founded in Alameda County and initially known as the Black Panther Party for Self Defense, is considered by some to be one of the most impactful political movements for Black liberation in US history. The effectiveness of the Black Panther Party was certainly, and purposefully, diminished by widespread discrimination by police and the FBI, with one scholar arguing that government harassment in the Oakland Bay Area, in particular, led to the Party being “*effectively neutralized*” as a large-scale, cohesive political force by 1971.²⁰⁰

Founded in October 1966 in Oakland, California, by Huey P. Newton and Bobby Seale, the Black Panther Party’s initial motivation was to protect African American community members from harassment by the Oakland police through surveillance, “*copwatching*” of police in public places, and publicly armed presence.²⁰¹ Within two years, the Black Panther Party grew from a local organization to a national one, eventually including over 2,000 members and 32 chapters across 15 states. Across the US, they implemented community survival projects, including their Free Breakfast Program,

Liberation Schools, and Medical Clinics.²⁰² Through their newspaper, they reached hundreds of thousands of people at the height of their popularity.

A comprehensive study found that, from 1966 to 1971, the government (local, state, and federal) engaged in 128 acts of political repression against the Black Panther Party in the Oakland Bay Area, including 92 acts of legal repression (arrests). One of the most well-known was an incident where *“23 Panthers who were protesting the consideration of legislation that would have prevented the Panthers from carrying their weapons in public. The Panthers did not break any California law, but the Attorney General’s Office charged them with disturbing the peace and set bail at \$2,200 for each person.”*²⁰³ Every specious charge meant the use of resources—funds, time—for legal defense, instead of for programs that would support the African American community, and reinforce the base of support. Additionally, many of the charges led to increased negative press coverage of the party, further sapping support: *“Because it was very difficult to convince the public that the Party was a victim of malicious governmental repression, the Panthers were forced to devote much of their energy to finding ways of gaining sympathy on “law and order” issues where the public was predisposed to support the police and law enforcement generally.”*²⁰⁴

In addition to specious arrests and charges, the FBI engaged in an extensive extra-legal campaign against the Black Panther Party with the stated goal of dismantling their programs and public support. A 1988 study found 27 incidents of this in the Bay Area, including:

- The targeting of the Free Breakfast Program by sending false letters to program contributors like *“Mayfair Markets, Safeway Stores, Inc., and the Jack-in-the-Box Corporation in an effort to dissuade these companies from contributing to the Free Breakfast Program.”* The Free Breakfast Program was also targeted through anonymous letters sent by the FBI to discourage churches and property owners from allowing the program to use their properties.
- The targeting of the *Black Panther* newspaper, which at its height sold 100,000 copies a week in 1970. An FBI memorandum in 1970 stated: *“It is the voice of the BPP and if it could be effectively hindered it would result in helping cripple the BPP.”*²⁰⁵ The San Francisco FBI field office suggested that the FBI use the IRS to audit the paper.
- The FBI also engaged in widespread activities to cause conflict between the Black Panther Party and its members and non-member supporters. These included attempts to sow distrust between the Black Panther Party and the “Friends of the Panthers” organization of white Party supporters by falsely claiming Donald Freed, head of the Friends of the Panthers, was a police informant. A (false) letter sent to Ed Pearl of the Peace and Freedom Party claiming that the sender had *“learned from BPP members that certain whites in PFP who get in the way of the Panthers will be dealt with in a violent manner.”*²⁰⁶
- The FBI also actively stoked conflict within the Black Panther Party, sending false letters to party leaders Huey P. Newton and Eldridge Cleaver that amplified a conflict between them. The San Francisco Field Office reported that attempts to drive a wedge between them were successful in February 1971: *“Fortunes of the BPP are at low ebb ... Newton is positive there is an informant in Headquarters. Cleaver feels isolated in Algeria and out of contact with Newton and the Supreme Commander’s [Newton’s] secretary [Connie Matthews] has disappeared and been denounced.”*²⁰⁷

The impact of years of surveillance and pressure on the Black Panther Party and its members in Alameda County was clear. While individual Party members’ activism and Party programs would continue, by the mid- to late 1970s, the Party was greatly diminished or defunct in many respects before being formally disbanded in 1982.²⁰⁸ Damaged reputations, specious legal cases, conflicts with supporters, and conflicts between each other took resources away from the survival programs the Black Panthers implemented to support their community. Malicious persecution by police heightened and

sustained distrust of government institutions whose stated goal is protection, but whose activities included attempting to end programs to feed children.

HISTORIC CASE STUDY: THE KU KLUX KLAN IN ALAMEDA COUNTY

The history and activities of the Ku Klux Klan (KKK) in Alameda County are extensive; the organization was active across county municipalities for decades, often operating from within the government, especially within police forces, or with tacit government approval.

From the 1920s to the 1930s, Klan members openly pursued or held multiple government positions in Alameda County. The Klan was particularly powerful in Oakland, with over 2,000 members by 1921. It was so powerful that when a list of all Pacific region Klan members was obtained by the LA District Attorney and shared with district attorneys across California, the Alameda County District Attorney, Ezra DeCoto, refused to release the list of 50 Oakland residents, which reportedly included current and former city police officers. During the 1920s, local Alameda County Klan members *“functioned as a semi-official vigilante group, accompanying federal agents on prohibition raids, and as a secret fraternal society, at a time when fraternal societies were a common vehicle of grassroots political organization.”*²⁰⁹ Klan members in Alameda County at the time *“included Protestant churchmen, small businessmen, professionals, managers and salesmen, skilled blue-collar workers, members of the Oakland Fire Department, and even the son of a congressman.”*²¹⁰ In August 1925, the Klan held a ceremony in the Oakland Auditorium *“attended by 8,500 Klansmen and women and their supporters, and featured a 75-piece band from the Oakland organization and drill teams from the national Klavaliars and Women of the Ku Klux Klan.”*²¹¹ The Oakland Auditorium still stands, now as the Kaiser Convention Center, the location that hosted a massive cross burning has hosted Martin Luther King Jr. in 1962 and a Black Panther Party conference in 1969.²¹² Cross burnings in public parks were common, including one in Tilden Park, Albany Hill, and Cragmont Park.²¹³ The local Klan politicians included Piedmont Police Chief Burton F. Becker and William H. Parker, who *“edited a monthly neighborhood newspaper and was first president of the East Oakland Consolidated Clubs, an association of some thirty neighborhood improvement clubs,”* and would eventually serve as an Oakland City Councilor.²¹⁴ Burton was elected sheriff in 1926 and immediately appointed Klansmen to the positions of undersheriff and county jailor. He would eventually be convicted on corruption charges brought by Alameda County District Attorney and future Supreme Court Justice Earl Warren.²¹⁵ A Stege Presbyterian church in the Albany area *“hosted ‘15 Klan members in full regalia’ who attended a service ‘to make a gift to the church and deliver a letter lauding the pastor’ a few years before the church launched its Easter cross-raising tradition on Albany Hill in 1933.”* The origins of that cross tradition remain a contested part of Albany's history to this day.²¹⁶

KKK power and activities were not confined to the 1920s and 1930s. An Associated Press photograph from August 19, 1979, shows three KKK security guards escorting two women Klan members after a Klan meeting in Castro Valley.²¹⁷ The meeting was attended by 50-60 Klan members.²¹⁸ At the time, the Klan was experiencing a resurgence in popularity and membership, in California Grand Dragon Tom Metzger *“organized some of his followers into a black-uniformed, helmeted ‘security force’ which ... had several violent clashes with groups of leftist protestors.”*²¹⁹ On that day in Castro Valley, *“30 anti-Klan protestors fought Klansman wielding clubs and plywood shields, sending one Klansman to the hospital for treatment of a head injury.”*²²⁰ Intimidation and violence by the Klan continued for decades; a 1992 Klan newsletter called for *“a ‘Negro Watch’ on Castro Boulevard.”*²²¹ In San Leandro, popularly known as Klan Leandro in the 1980s, a cross was burned on a Black family's lawn in 1989. In 2025, *“NO BLACK”* was spraypainted on a fence in San Leandro, likely as a way to intimidate a local Black resident.²²²

From cross burnings to Klan member political leaders, intimidation, and racist graffiti, the KKK has left a mark on Alameda County housing, law enforcement, and local government that created the structural conditions—segregation,

displacement, disinvestment—that reparative efforts like the Russell City Redress Fund and Vision 980 are trying to address today.

E. FAMILY

E.1. Community Perceptions & Experiences

Community members' experiences highlight the historic and ongoing harm to families and youth.

“I find it hard to trust these institutions. I often worry about my family’s safety.”

– COMMUNITY SURVEY RESPONDENT

Community members' testimonies highlight harmful experiences related to family and youth, including family separations and withdrawal of public support for children.

Community members discussed several priorities related to reparations for families and youth, such as:

- Free or subsidized education
- Investing in early childhood education and care
- Mentorship for young people
- Culturally competent educational and job training/apprenticeship approaches
- Investing in community centers for teenagers
- Support for families when family members return from incarceration
- Educating youth earlier in their educational journeys to increase financial literacy and historical understanding, and history's connection to reparations

COMMUNITY TESTIMONY

“When my mom was in prison, we were in foster care, and from foster care, I go into juvenile hall, to jail, and through these systems continuously. But as a foster youth, I was able to get access to some funding, which they call CHAFEE, and that was a grant that helped me to pay for some of my college. So, that was one resource that I think really did help me, and that's something that I think that we can think about: ways of paying for folks' education.”

– COMMUNITY FEEDBACK SESSION ATTENDEE

“My mom and grandmother came from Louisville, Mississippi. My grandmother was a slave. My mom came here at seven years old to better her life because of all the racism in Mississippi. Come to Berkeley, California, same old stuff. At 19 years old, my auntie ... got hung on Oregon and King. Berkeley police never did nothing. [My mom] passed away very young ... It took a toll on my children and then it left us homeless. Then the county took one [of my children] from me and left me with one. They said I was endangerment to my child, but left me with my baby, [and] left me confused. I was hurt and grieving for my mom, so I didn't fight.

– COMMUNITY LISTENING SESSION ATTENDEE

“When you hear a lot of conversation about the violence that's been happening in communities, especially in violence with young folks, it's always this narrative that there's no hope for the youth, and we're over-criminalizing and adultifying these youth, when it's like, actually, we haven't had the community and resources poured into us to fill that hole for ourselves, and we're not taught to value our safety and see ourselves as sacred and respected. So, one thing for sure would have to be our adult allies actively showing up and being present. I know a lot of folks who will have folks that are there for them physically, but not actually emotionally present or open-minded, so they can be dependent on, but also to reallocate money and resources from the police in the prison industrial complex back into our community resources, our schools, the youth programs, because we currently keep going, in Oakland, at least, keep going over-budget with no police accountability, no police oversight. ... We're—the community—is facing the consequences for this, because our resources are being stripped, but we're not getting anything in return, especially from a force that is supposed to protect us.”

– COMMUNITY LISTENING SESSION ATTENDEE

E.2. Historical Data & Evidence

Unhoused Black Youth

- In 2024, 425 children (under age 18) were experiencing homelessness in Alameda County, making up 4.5% of the homeless population.²²³
- In 2024, African American/African individuals accounted for 41.3% (3,904 people) of the Alameda County population experiencing homelessness.²²⁴

Abuse & Sex Trafficking

- **Child abuse allegation rate 2024:** 29.1 cases per 1,000 children in Alameda County, 97.3 allegations^H per 1,000 African American children in Alameda County.²²⁵

^H Child abuse includes allegations of abuse or neglect of a child by a parent, caregiver, or other person “in a custodial role (e.g., a religious leader, a coach, or a teacher).”

- **Substantiated child abuse rate 2024:** 1.5 cases per 1,000 children in Alameda County, 5.7 cases per 1,000 African American children in Alameda County.²²⁶

Juvenile Justice

- The 2018 Oakland Equity Indicators report found that the juvenile felony arrest rate for *“African Americans was 1,971.0 per 100,000, compared to 370.5 among Latinos, 30.1 among Asians, and 17.5 among Whites.”*²²⁷ The study’s authors noted that this meant that in 2017, African American youth were 113 times more likely to be arrested than their white peers, *“which is a truly staggering disparity and by far the most extreme of any Indicator in this entire report.”*²²⁸

Foster System

- **Foster care entry rates (2024):** 1 case per 1,000 children in the general population compared to 4.6 cases per 1,000 Black/African American children in Alameda County.²²⁹
- **Foster care in care rate (2024):** 2.1 cases per 1,000 children in Alameda County, compared to 10.2 cases per 1,000 Black/African American children in Alameda County.²³⁰
- A 2025 state audit of the Alameda County Department of Children and Family Services—where Black youth are overrepresented—from 2019-24 revealed serious deficiencies in staffing, documentation, timely investigations, timely service delivery, training, and efforts to maintain foster youth’s connections with family.²³¹
- In 2025, Alameda County placed 56.2% of its foster children in homes outside the county; only three California counties did so at a higher rate.²³²

F. EDUCATION

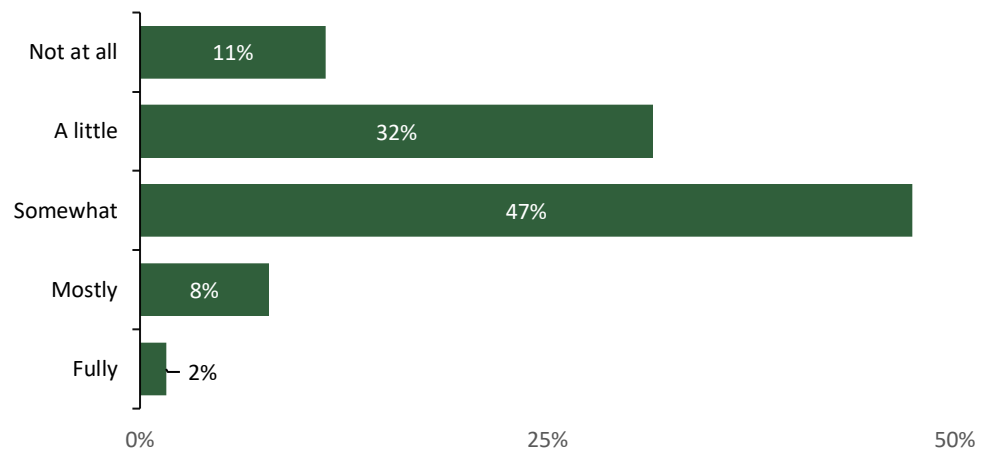
F.1. Community Perceptions & Experiences

Community members' experiences highlight the historic and ongoing harms in education in Alameda County.

WHAT COMMUNITY MEMBERS HAVE EXPERIENCED

- ✦ **66%** of community members or their family members attended schools where their culture, history, or language was ignored
- ✦ **44%** of community members or their family members have had trouble getting into advanced classes or being treated fairly at school due to bias
- ✦ **27%** of community members or their family members have had their access to education affected by County offices, schools, police, or other agencies

Q: How well do local schools support and show the culture and history of Black students and other students of color?
(n=428)



COMMUNITY TESTIMONY

“Something that really shocked me when I went to Cal was the disparities ... I think there were like 3% of Black students at the university. And when I think about what actions need to be taken and what roles local governments need to play ... There needs to be more of a direct pipeline between the university, which is a huge gentrifier, and these localities like Berkeley and Oakland, which also have insane histories of redlining and all these terrible systemic things.”

– COMMUNITY LISTENING SESSION ATTENDEE

“At my school, we have this program, basically ... an advanced class. I was in that class last school year, and I remember I was the only Black person and the only Black girl in that class. I didn't really talk-- like, nobody talked to me in that class. I remember it was one day we were working on a group assignment or project or whatever, and I was like contributing, giving, like, ideas on what to do. And then there was this boy, he would like disregard everything I say, but then he would come back and then say the same thing I said, but he would make it seem like it wasn't. And I feel like I had a lot of premade judgments on me because I was Black and I don't think-- nobody thought I was smart in that class. I ended up switching out of that class, not because it was hard, but because it was—nobody in there.”

– COMMUNITY LISTENING SESSION ATTENDEE

“I remember asking the principal what can I do if I want to practice math? I'm already pretty good at it, but I wanted to be really good at it because my dad was really good at math. So, I just kind of wanted to see how far I could take it. And he said, ‘Oh, if you do that, it's considered remedial.’ I didn't know what remedial meant. So, I came home and asked my mom about it. Of course she was really upset ... Some of the other kids who were not Black that were doing that were considered advanced. But for me to ask about it, he kept insisting that it was remedial and I would need to just go to summer school.”

– COMMUNITY LISTENING SESSION ATTENDEE

“We had teachers that recommended me on a different track than the White and Jewish students that I went to school with at Chabot Elementary. See, we all went to the same school, elementary school, but when we got to middle school, we had teachers that would be like, you take pre-calc, and you take, or you take geometry, we gonna put you in Arithmetic. Same elementary school, knew the same stuff, and that was just a microcosm of how they start different people on tracks that will develop into ... now you're thinking about going into engineering, and you still over here doing pre-algebra as a senior. Because lo and behold, I didn't go to Tech. I would've gone to Tech in the 90s, and my mom wasn't happening. So, I went to private school, but when we had a day off for Rosh Hashanah. And because they don't have that in public schools, I went to Tech, and the same friends that I had in elementary school, middle school, I could see which kids were in the academy, because the academy had just started. Which kids in the academy, and which kids weren't in the academy.

I walked through the classroom of the academy and all the kids I knew from my elementary school were [there] ... But none of the Black kids are in the room ... and I remember in middle school, I had a teacher that told me, I was like, I could do the math in my head. And she was like, ‘No, you can't, because I can't do that’. So having teachers that stunted the growth of a lot of Black children, whether it's through Mesa or the game programs and things of that nature, that is a way that redlined our minds.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members’ testimonies highlight harmful experiences related to education, including a lack of Black history and Black-relevant studies, limited sense of belonging, exclusion from Advanced Placement (AP) and other advanced classes, racial profiling and stereotyping at school, a limited number of teachers and professors with shared culture and understanding, limited culturally-relevant curricula, active destruction of books and materials, declining extracurriculars, withdrawal of public support for children, limited funding for advanced education, and suppression of Black intellectual traditions in schools.

Community members indicated that addressing educational harms is a priority for reparations.



“Celebrate more and educate more. We have more than Rosa Parks and Martin Luther King ... We need to learn more about our ancestors who contributed to more than just slavery.”

– COMMUNITY SURVEY RESPONDENT

“Bringing back erased History is and should be 1st and putting Black history back into the school systems.”

– COMMUNITY SURVEY RESPONDENT

“I’d like to see investment in the education of youth. The correlation of higher education prices increased as Black people entered these institutions, and now it’s widely inaccessible. And now even the smartest youth aren’t able to go to college, including myself, and continue our education because of the cost.”

– COMMUNITY LISTENING SESSION ATTENDEE

Community members discussed a number of priorities related to education, including:

- Improved access to quality education
- Free or subsidized education, including early childhood education
- Support for multicultural and humanitarian educational approaches.
- Emphasizing HBCUs
- Increasing Black studies and Black Panther programs that are sources of identity and pride
- Restoring extracurriculars, like music and sports
- Stronger apprenticeship bridges to tech and trades and increases in credentialing and job placement

- Mentorship to increase comfort, connection, and belonging for parents and students (especially families experiencing incarceration)
- Recognize and celebrate community brilliance
- Access to funding for education

F.2. Historical Data & Evidence

Alameda County consists of 18 public school districts and multiple additional public schools.²³³ According to the Education Data Partnership, in the 2024-25 school year, there were 218,146 total students in Alameda County school districts. 17,822 (8.2%) of those students are Black or African American.^{1 234}

In addition to Alameda County-wide statistics, we have highlighted data from three school districts:

- Oakland Unified School District (**OUSD**) (19.5% Black students, out of 47,022 total students)²³⁵
- Berkeley Unified School District (**BUSD**) (11.3% Black students, out of 9,425 total students)²³⁶
- Hayward Unified School District (**HUSD**) (6.6% Black students out of 21,068 total students)²³⁷

Enrollment Demographics

- According to KidsData,^l from 1993 to 2021, the percentage of Black/African American students in Alameda County school districts dropped from 23% to 9%. In the 2000-01 school year, 20% of the student population was Black/African American; in the 2010-11 school year, it was 14%.²³⁸
- **OUSD**: From 1993 to 2021, the percentage of Black/African American students in OUSD dropped significantly from 54% to 22%. In the 2000-01 school year, 47% of the student population was Black/African American; in the 2010-11 school year, it was 31.5%.²³⁹
- **BUSD**: From 1993 to 2021, the percentage of Black/African American students in BUSD dropped significantly from 46% to 13%. Through the 1990s and until 2006, Black students were the largest racial student group in the school district. In the 2000-01 school year, 36% of the student population was Black/African American. In the 2010-11 school year, 22% of the student population was Black/African American.²⁴⁰
- **HUSD**: From 1993 to 2021, the percentage of Black/African American students in HUSD decreased from 18% to 8%. In the 2000-01 school year, 16% of the student population was Black/African American. In the 2010-11 school year, 14.5% of the student population was Black/African American.²⁴¹

Graduation Rates

- Graduation rates of Black students in OUSD, BUSD, and HUSD are higher than the graduation rate of the total student population in their districts. In 2025, the four-year adjusted cohort graduation rate^k was 85% for Black or African American students and 89% for all students in Alameda County.²⁴²

^l This data is based on Cumulative Enrollment collected at the end of the year and consists of the total number of unduplicated primary and short-term enrollments within the academic year.

^j This data is based on Census Day Enrollment numbers, which are collected at the start of the school year. Prior to 2020-21, these counts did not include short-term enrollments.

^k The four-year adjusted cohort is based on the number of students who enter grade 9 for the first time adjusted by adding into the cohort any student who transfers in later during grade 9 or during the next three years and subtracting any student from the cohort who transfers out, emigrates to another country, transfers to a prison or juvenile facility, or dies during that same period.

- **OUSD:** In 2025, 82% of Black students graduated from OUSD, in a school district where 78.6% of students graduate.²⁴³
- **BUSD:** In 2025, 96% of Black students graduated from BUSD, in a school district where 94.8% of students graduate.²⁴⁴
- **HUSD:** In 2025, 83.7% of Black students graduated from HUSD, in a school district where 82.4% of students graduate.²⁴⁵

Academic Preparation

- In Alameda County in 2025, 64% of all high school graduates met UC/CSU course requirements compared to 48% of Black high school graduates. This reflects a narrowing of the disparity, as overall academic preparation has improved since 2010, when 48% of all high school graduates and 30% of Black high school graduates met these requirements.²⁴⁶
- **OUSD:** In 2025, 71% of OUSD high school graduates met UC/CSU course requirements, compared to 60% of Black high school graduates. Disparities were similar in 2010, when 47% of all graduates and 33% of Black graduates met these requirements.²⁴⁷
- **BUSD:** In 2025, 67% of BUSD high school graduates met UC/CSU course requirements, compared to 35% of Black high school graduates. The academic preparation disparity has widened since 2010, when 54% of BUSD graduates and 30% of Black graduates met these requirements. The percentage difference has grown from 24% to 32% over fifteen years.²⁴⁸
- **HUSD:** In 2025, 46% of HUSD high school graduates met UC/CSU course requirements, compared to 35% of Black high school graduates. Disparities were similar in 2010, when 41% of HUSD graduates met these requirements, compared to 35% of Black graduates.²⁴⁹
- **BUSD:** According to the BUSD Reparations Task Force, in 2022-23, “There are large gaps between the percentages of African American students in BUSD who are at grade level in ELA and Math (assessments given in grades 3-8 and 11) as compared with all other students; the same is true in science (assessment given in grades 5, 8, and 10-12)...African American students in BUSD also report substantially lower levels of school connectedness than of all other students.”²⁵⁰
- **Degree attainment:** From 2019 to 2023, 51.5% of Alameda County residents above the age of 25 had a bachelor’s degree or higher, compared to 33.1% of African Americans above the age of 25 in Alameda County.²⁵¹

Attendance

- In the 2024-25 school year, the rate of chronic absenteeism for Black or African American students in Alameda County was 35.5%, compared to 18% for all Alameda County students.²⁵²
- In 2021, 8.5% of Alameda County youth (16-24) were not in school or in the labor force, compared to 16.5% of African American youth in Alameda County.²⁵³
- **OUSD:** In the 2024-25 school year, the rate of chronic absenteeism for Black or African American students in OUSD was 41%, compared to 29% for all OUSD students.²⁵⁴
- **BUSD:** In the 2024-25 school year, the rate of chronic absenteeism for Black or African American students in BUSD was 28%, compared to 13% for all BUSD students.²⁵⁵

- **HUSD:** In the 2024-25 school year, the rate of chronic absenteeism for Black or African American students in HUSD was 37%, compared to 25% for all HUSD students.²⁵⁶

Disciplinary Actions

- In the 2024-25 school year, the suspension rate for Black or African American students (8.3%) was nearly three times that of all other students in Alameda County (3%). Moreover, Black students received 1,483 out of 6,234 total student suspensions, nearly a fourth of suspensions in Alameda County, despite being 8.2% of the student population. In the same school year, Alameda County school districts had 68 total expulsions, with Black students receiving 17, or 25% of all expulsions.²⁵⁷
- **OUSD:** In the 2024-25 school year, the suspension rate for Black or African American students in OUSD (8.8%) was over two times that of all OUSD students (3.7%). Moreover, Black students received 820 out of 1,749 total student suspensions, almost half of OUSD suspensions, despite being 20% of the student population. In the same school year, OUSD had 23 total expulsions, with Black students accounting for 12, about half of them.²⁵⁸
- **BUSD:** In the 2024-25 school year, the suspension rate for Black or African American students in BUSD (5.1%) was over three times that of all other BUSD students (1.6%). Moreover, Black students received 55 out of 150 total student suspensions, a third of BUSD suspensions, despite being 11% of the student population.²⁵⁹
- **HUSD:** In the 2024-25 school year, the suspension rate for Black or African American students in HUSD (9.6%) was almost two times that of all other HUSD students (5%). In the same school year, HUSD had 14 total expulsions, with Black students accounting for 4 of them.²⁶⁰

G. CREATIVE, CULTURAL & INTELLECTUAL



65%

have seen or experienced important Black or Indigenous places being removed, renamed, or not cared for.

G.1. Community Perceptions & Experiences

Community members' experiences highlight historic and ongoing creative, cultural, and intellectual harms in Alameda County.

THE IMPORTANCE OF HISTORY & CULTURE TO THE COMMUNITY

"It is our culture, our art, our talents, that is so important, that keeps us resilient."

– **COMMUNITY LISTENING SESSION ATTENDEE**

"Black culture and cultural norms are no longer prevalent and often not accepted in most of Oakland."

– **COMMUNITY SURVEY RESPONDENT**

"Alameda County should preserve historic Black neighborhoods, protect cultural landmarks, fund Black-led organizations, and publicly acknowledge past harms like displacement. Education and public memorials should ensure these histories are not erased; Invest in Black historical spaces and organizations; name places and honor our heroes."

– **COMMUNITY SURVEY RESPONDENT**

"Honoring Black history cannot be symbolic only; it must include restored naming rights, physical markers, ongoing financial support for preservation work led by descendants and community members, and full restitution for the unjust seizure of property and displacement of families who never received just compensation."

– **COMMUNITY SURVEY RESPONDENT**

"Tell the true history. Don't bury history. Even the hard, hurtful kind. Tell the truth! Apologize! They should tell the whole story, warts and all. History is to learn from so we do not repeat the mistakes, but also promote the successes."

– **COMMUNITY SURVEY RESPONDENT**

Community members indicated that addressing creative, cultural, and intellectual harms is a priority for reparations.

FORMS REPARATIONS SHOULD TAKE

- ✦ 95% agree that reparations should take the form of memorials/commemoration
- ✦ 71% say the most needed types of repair include protecting and restoring culture

Community members discussed several priorities related to reparations for creative, cultural, and intellectual harm, such as:

- Acknowledging and apologizing for harmful history
- Investing in community-led historical, cultural, and enrichment programs
- Revitalizing and investing in cultural zones
- Creating and investing in Black arts and business districts, barbershops, and faith networks
- Supporting and providing more spaces to share stories and learn, including preserving elder oral-history projects
- Protecting cultural and historical landmarks, and uplifting places, events, and individuals through new historical markers and tours (e.g., memorialize the Black Panthers headquarters)
- Funding arts, culture, and cultural enrichment programs founded and led by Black people in the area
- Funding physical spaces, such as museums or community centers, that honor and teach African American history and culture, and offer enrichment opportunities (for youth, seniors, etc.)
- Investing in artists and cultural workers

G.2. Historical Data & Evidence

HISTORIC CASE STUDY: SEVENTH STREET



The story of Seventh Street depicts the harm caused by the destruction, through purposeful action or a lack of preservation, of historically Black/African American cultural institutions.

Oakland's WWII boom and the influx of African American residents from the Southern US led to the development of a thriving social and cultural community in West Oakland. In the 1940s and 1950s, Seventh Street was a center for art, dance, and music. While there were everyday businesses such as grocery markets during the daytime, Seventh Street was especially known for its flourishing nightlife, with dance halls, theatres, and more than 15 jazz clubs by the mid-1940s.²⁶¹ The vibrant art and cultural scene was the birthplace of West Coast Blues, and attracted *"the hottest names in jazz and blues like Nat King Cole, B.B. King, Charles Brown, The Ink Spots, Aretha Franklin, Duke Ellington, and Sarah Vaughan."*²⁶²

In the 1950s and 1960s, the African American community that supported Seventh Street was repeatedly displaced and disrupted. Segregation created overcrowding and discriminatory underinvestment that led to the declaration of "blight" and the use of eminent domain to expropriate and demolish historically African American neighborhoods in West Oakland. The construction of the Cypress Freeway in the 1950s bisected Seventh Street, displacing families and businesses.²⁶³ The 1960s construction of the U.S Postal Service distribution center demolished several hundred West Oakland Black homes and businesses, again displacing Black residents, taking away jobs on Seventh Street, and separating communities.²⁶⁴ Finally, in the late 1960s and early 1970s, the construction of the West Oakland BART station tore straight through Seventh Street, displacing the community, shuttering businesses, and silencing Seventh Street.²⁶⁵

In addition to the destruction of Seventh Street, the BART expansion and post office construction projects included no African American community members in well-paid, skilled¹ construction jobs. Despite a 1960s executive order prohibiting racial discrimination and requiring "affirmative action to recruit African Americans," local unions banned African American membership. As such, *"when a new central post office was authorized for Oakland, California (on land cleared by displacing more than 300 families, mostly African American), not a single Black plumber, operating engineer, sheet metal worker, ironworker, electrician, or steamfitter was hired for its construction. When...[BART] was built in 1967, not a single African American skilled worker was hired to work on it."*²⁶⁶

¹ It's possible that African American community members were hired in unskilled, low wage jobs on the projects, but they were barred from well-paid union jobs.

H. POLITICAL DISENFRANCHISEMENT

H.1. Community Perceptions & Experiences

Community members' experiences highlight historic and ongoing harms caused by political disenfranchisement in Alameda County.

“[I feel] like I'm not wanted and the city or county don't care.”

– COMMUNITY SURVEY RESPONDENT

“We came up in this area, in this place that was ground zero for the counterintelligence program. I grew up at a time when our phones were always bugged. There were ... police arrest and all the time. They were putting pressure on a lot of Black families. And there was a lot of covert spying going on, and they would take the information and turn us against each other.”

– COMMUNITY LISTENING SESSION ATTENDEE

“Raising political power through reparations probably won't alleviate all issues, but direct payments, housing AND mental health services would be a big step in the right direction.”

– COMMUNITY SURVEY RESPONDENT

“There are Oakland natives who have varying knowledge of Oakland's history. Especially Black history of how our city thrived years ago, and how our community wants our city to be revitalized, especially in the Black community, where our needs can be met.”

– COMMUNITY SURVEY RESPONDENT

Community members discussed priorities for reparations related to political disenfranchisements, such as:

- Introducing a mandate for equity-centered community engagement in major county projects
- Creating more policies and decisions with community input
- Include more Black community members in politics and paid leadership roles
- Asking community members about what can be done to protect, restore, and honor the community

H.2. Historical Data & Evidence

Voter Engagement

In 2024, 64.3% of Alameda County citizens indicated “they are ‘always’ or ‘frequently’ engaged in national, state, and local elections”, 61.8% of African American Alameda County residents asked indicated this.²⁶⁷

I. ENVIRONMENT & INFRASTRUCTURE

I.1. Community Perceptions & Experiences

Community members' experiences highlight historic and ongoing environmental and infrastructure-related harms in Alameda County.

“If you look at the schools in neighborhoods that have the highest concentration of Black children ... We know that there is lead and all this stuff. OUSD doesn't have the money to repair things, so how can the county invest in making our physical schools not environmentally harmful to our kids?”

– COMMUNITY LISTENING SESSION ATTENDEE

“We have one high school that is predominantly African American. We have a remodeling situation that is supposed to start in June. Nothing has happened. We can't use our football field, we have roaches, mice.”

– COMMUNITY LISTENING SESSION ATTENDEE

“Alameda County's been my home for 35 years. I've seen that community get devastated, where I lived up there with that power plant in the trash. And now there are million dollar homes up there.”

– COMMUNITY LISTENING SESSION ATTENDEE

“Reparations should not be understood only as a check. Financial repair matters, but we should also think about repair in terms of housing access, land access, business restoration, and long-term structural investment that directly impacts and addresses harm.”

– COMMUNITY FEEDBACK SESSION ATTENDEE

“One of the first things they can do is CLEAN UP the city. Though natives have a natural-born pride in where they come from, it's hard to maintain when all you see is trash, homelessness, boarded-up buildings, unkempt streets and infrastructure, etc.”

– COMMUNITY SURVEY RESPONDENT

Community members' testimonies highlight harmful experiences related to the environment and infrastructure, such as living on or around toxic sites (e.g., freeways, ports, power plants), living with asthma, toxic and unmitigated school building conditions, and limited access to utilities.

Community members discussed priorities for reparations related to the environment and infrastructure, such as:

- Address health conditions resulting from superfund sites
- Address zoning laws to improve overall health and well-being

I.2. Historical Data & Evidence

Topics such as environment and infrastructure tend to be more localized, so we highlight this section by focusing on specific neighborhoods. County-wide data is included when available, but much of the data will be city- or neighborhood-specific. Due to overlapping themes, some information may overlap with that discussed in the Housing section. We highlight West and East Oakland in particular, where most of Alameda County's Black population resides, and where there is pivotal environmental justice research and community mobilization.²⁶⁸

Zoning & Redlining

Zoning is the practice of designating some areas as residential, either with single-family homes or multi-family homes, and others as industrial.

- In West Oakland, majority-Black neighborhoods were zoned for heavy or light industrial use: “Activities allowed in light industrial areas included chemical, acid, disinfectant, chlorine, ammonia, cement, lime, gypsum, and alcohol manufacturing. In heavy industrial areas, the following were allowed: manufacturing explosives and fertilizer; petroleum refining; garbage, offal, or dead animal reduction or dumping; smelting.”²⁶⁹
- Neighborhood racial segregation was also coupled with industrial zoning differences. In Oakland in 1960, the three neighborhoods where Black residents lived had industrial zoning alongside residential areas. In contrast, the six zones where Black residents did not live were single-family zones with no industrial use.²⁷⁰
- Redlining, a housing practice created by the government-sponsored Home Owners’ Loan Corporation (HOLC), graded neighborhoods based on “risk” and desirability for investment. In the 1930s, HOLC created residential maps of over 200 cities to mark which neighborhoods they deemed fit for loans. Ultimately, predominantly white neighborhoods were labeled as ‘desirable’ and continued receiving investment, while neighborhoods of color were seen as undesirable and ‘hazardous’. Thus, affluent white communities thrived with continued investment, and industrial facilities were sited in communities of color, leaving a legacy of pollution. Bay Area Equity Atlas states, “*Today, historically redlined communities have worse CalEnviroScreen scores, and [Oakland and Berkeley] currently have emitting facilities in or near previously redlined communities.*”²⁷¹

Proximity to Environmental Hazards & Industrial Facilities

- Using an analysis of 2021 CalEnviroScreen data and the 2020 American Community Survey, RaceCounts identified proximity to hazardous waste sites in Alameda County (*i.e., Federal Superfund, State Response, Corrective Action, School Cleanup, Voluntary Cleanup, Tiered Permit, Evaluation, Historical, and Military Evaluation sites*). Black/African American residents had a hazard score – calculated from the hazard proximity and the sensitive land use score - that was 1.7 times higher than that of white residents in Alameda County.²⁷²
- According to data from Alameda County Environmental Health in 2013, neighborhoods with over 30% of residents living in poverty experienced 4x higher density of industrial chemical and fuel release sites than affluent neighborhoods where less than 10 percent of residents live in poverty.²⁷³
- One example of hazardous waste facilities in Alameda County is **Radius Recycling**, formerly known as Schnitzer Steel, a metal-shredding facility located in **West Oakland**. Radius Recycling has had multiple fires over the years, including a toxic fire in 2023, which has led to increased organizing from community advocacy groups.²⁷⁴ In addition, the Natural Resources Defense Council (NRDC) writes

about an ongoing court case to regulate the facility: *“In 2014, after years of pressure from the frontline communities most at risk from metal shredder pollution, California passed a bill that directed the state’s Department of Toxic Substances Control (DTSC) to establish more protective hazardous waste management standards for metal shredding facilities. But the DTSC failed to implement the law, prompting a lawsuit by the Oakland Athletics, a Major League Baseball team, which alleged that the state had failed to protect local communities from harmful pollution from Schnitzer Steel. The Center on Race, Poverty & the Environment, Communities for a Better Environment, San Francisco Baykeeper, and NRDC filed an amicus brief in support of the Oakland Athletics’ position in January 2021, calling on the DTSC to properly regulate metal shredding facilities throughout the state.”*²⁷⁵

Highway Creation & Segregation

- Adopted in 2023, the City of Oakland’s Environmental Justice Element reported that, “By 1958, the Oakland Planning Commission had declared that all of West Oakland was blighted. This action set the stage for the displacement and reconstruction of predominantly Black neighborhoods ... In West Oakland alone, government agencies used eminent domain to build the West Oakland Bay Area Rapid Transit (BART) station, elevated tracks along 7th Street, three major interstate highways (the Nimitz/I-880, Grove Shafter/I-980, and MacArthur/I-580), and a sizeable postal facility. While the plans for the highways were designed by the State Department of Public Works, the Oakland City Council selected the exact routes. Clearing land for those projects destroyed entire blocks of homes and thriving commercial districts, displacing many residents and small business owners permanently. About 8,000 housing units were razed in West Oakland between 1960 and 1966, contributing to the displacement of nearly 14,000 low-income residents from this historic center of Black culture and community.”²⁷⁶
- West Oakland Environmental Indicators Project identified major sources of diesel particulate matter impacting their community: on-road truck emissions from the various major roads and freeways, ocean-going vessels from the Port of Oakland, harbor crafts, and rail emissions from the Union Pacific rail line.²⁷⁷

HISTORIC CASE STUDY: INTERSTATE 980



The construction of Interstate 980 divided, destabilized, and displaced Black communities in Oakland. Built between the 1960s and 1980s during the height of federal urban renewal and freeway expansion, Interstate 980 cut directly through historically Black neighborhoods in West Oakland and severed long-standing social, economic, and cultural connections between downtown Oakland and surrounding Black communities. This transportation and

economic development project disproportionately burdened Black neighborhoods. Government agencies prioritized freeway construction that required large-scale land acquisition and demolition. Hundreds of homes, businesses, churches, and community institutions were destroyed or acquired through eminent domain to make way for the freeway corridor. Families who had built generational roots in West Oakland were displaced, often receiving inadequate compensation and limited relocation support.

Interstate 980 created a concrete barrier between downtown Oakland and West Oakland, isolating predominantly Black neighborhoods from economic activity, transportation access, investment opportunities, and political visibility. The project accelerated patterns of disinvestment that had already emerged from redlining and exclusionary planning policies. Property values in impacted Black neighborhoods declined while environmental burdens increased due to freeway pollution, noise, and traffic congestion. Residents experienced elevated exposure to diesel emissions and poor air quality that contributed to long-term health disparities, including asthma and respiratory illness.

The economic impacts of Interstate 980 were profound. Black-owned businesses lost customers, foot traffic, and commercial viability as neighborhood corridors were interrupted or destroyed. Community wealth built through homeownership and local enterprises was undermined by displacement and declining property values. Many displaced residents were pushed into neighborhoods with fewer resources, less stability, and higher housing insecurity. The freeway also limited opportunities for future community-centered development by dedicating valuable urban land to transportation infrastructure that primarily served regional commuter traffic rather than residents.

Community members and advocates repeatedly raised concerns about the project and broader freeway expansion in Oakland. However, Black residents had limited power within regional planning and transportation decision-making structures. Infrastructure planning decisions were often made without meaningful consultation, consent, or representation from the communities most affected.

Since its construction, scholars, community organizations, and local leaders have increasingly identified the freeway as a barrier to neighborhood connectivity, equitable development, and restorative investment. In recent years, community advocates and policymakers have proposed removing or redesigning Interstate 980 to reconnect West Oakland with downtown Oakland, create affordable housing, expand green space, and support equitable economic development.

The history of Interstate 980 illustrates how public infrastructure investments disproportionately harmed Black communities while excluding them from the benefits of development. The construction of Interstate 980 contributed to displacement, environmental injustice, economic loss, and the erosion of Black community stability in Oakland.²⁷⁸

Access to Green Spaces & Parks

- **Impervious Land Cover Percentage:** By analyzing 2023 National Land Cover Database data and the 2020 American Community Survey, RaceCounts identified that, on average, Black/African American residents in Alameda County have 54.6% of impervious land cover (e.g., roads, rooftops, and parking lots).²⁷⁹

Transit

- **Personal vehicle ownership:** Looking at zero-vehicle households by neighborhood poverty level in Alameda County in 2011, 2% of households did not have a personal vehicle in neighborhoods with less than 10% of residents living in. However, in neighborhoods with 30%+ of residents living in poverty, this is about 7x higher, with 14 percent of households without vehicles.²⁸⁰

- On average from 2019 to 2023, 9.2% of workers in Alameda County commuted by public transportation. Breaking this down into race/ethnicity, Black/African American workers were most likely to commute with public transportation, at 15.1%.²⁸¹

Food Security

As defined by the US Department of Agriculture Economic Research Service, food security is the means of access to enough food for an active, healthy life. Food insecurity is a condition in which household-level economic and social conditions limit or make access to adequate food uncertain.²⁸²

- In 2023, 182,080 Alameda County residents faced food insecurity, which was 11% of the overall population.²⁸³
- In 2023, the food insecurity rate for white non-Hispanic Alameda County residents was 8%. That same year, 25% of Black residents in Alameda County faced food insecurity. The rate of food insecurity for Black residents has increased since 2019, when it was at 18%.²⁸⁴
- In a Health Committee presentation to the Alameda County Board of Supervisors in November 2020, Bay Area Community Health noted that even among Alameda County residents living below 200% of the federal poverty level, African American residents (57.4%) are more than twice as likely as white residents (26.9%) to be unable to afford food on a consistent basis.²⁸⁵
- Alameda County Community Food Bank shares how historically redlined neighborhoods align with present-day food insecurity rates, finding that only 12% of residents in formerly grade “A” neighborhoods are food insecure, compared to 32% of residents in formerly grade “D” (redlined) neighborhoods.²⁸⁶

J. COUNTY AGENCIES & ADMINISTRATIVE DATA

J.1. Community Perceptions & Experiences

Community members discussed priorities for reparations related to administering County-level programs and preserving data, such as:

- Retaining a committee to advance reparations work and other County initiatives
- Redistributing County funds for reparations and programs that support a thriving community (e.g., economic, educational, health, re-entry)
- Preserving oral histories
- Retaining disaggregated data to understand the full scope of nuanced community needs
- Funding new research to preserve history



“There's a cost that'll be all paid for inequality. There's a cost, and it's measurable. I pushed hard because Proposition 209 was coming ... that every two years, the city of Oakland has to do a disparity study. They have to measure what's happening with the city spending and contract. Every two years, the city is supposed to keep upping it because disparities change. And the remedies and the tools have to change. The city has probably done it every five or six years. And they've broken the law.”

– COMMUNITY LISTENING SESSION ATTENDEE

“As I always say when I speak on something, one of the main things we ought to have is some good, powerful, potent, rich ideas and communication. But in order to get anything going, no matter what it is, we can talk all day ‘til next year. The number one thing to me, we need your money in order to make anything move. You need the funds for it to be put into action. Not just talk about it. Get it, and put it into action. And once we put it in action, we can keep going forward. This is what I see and what I think, and I think this is a great.”

– COMMUNITY FEEDBACK SESSION ATTENDEE

J.2. Historical Data & Evidence

Proposition 209 continues to be a legal barrier to creating race-specific or gender-specific programs using public funding. Passed in 1996, Proposition 209 eliminated state and local government affirmative action programs in areas of public employment, public education, and public contracting.²⁸⁷

“A few key points that came up for us, is:

First, we felt strongly that if harm is not clearly documented ... it can be denied.

If data is not tracked, progress cannot be measured, and if the information is not public, then no one can truly be held accountable.

Second, we talked about the importance of naming both historical harm and present-day harm. Historical harm includes things like redlining, displacement, over-policing, disinvestment in Black communities, incarceration patterns, and barriers to wealth building.

But we also have to connect that history to what we are seeing right now in Alameda County, which includes disparities in home ownership, income and wealth, health outcomes by zip codes, educational outcomes, and juvenile and criminal justice system impacts.

Third, our group felt it is critical that this section not only describe outcomes, but also named the systems responsible for producing and maintaining those harms. And so that really includes housing policy, transportation and infrastructure decisions, public health systems, county contracting, and criminal justice systems.

We felt very strongly that this cannot just be framed as an individual outcome or individual choices, but it has to be framed as system responsibility.

Another major point was that data alone is not enough. Yes, strong research and quantitative data matter, but lived experience, community testimony, storytelling, and qualitative data are just as important.

And without that, the report will be incomplete and disconnected from what Black residents are actually living every day.

We also named that in some cases, missing data may itself be part of the harm.

Sometimes information was never tracked, never made public, or never made accessible, and that should not weaken the case. It actually tells us something important about accountability and design.

We also discussed the fact that even when the data is strong, the final decisions will still be political and personal.”

– COMMUNITY FEEDBACK SESSION GROUP REPORT OUT

CHAPTER 4 ENDNOTES

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5. Recommendations & Draft Action Plan

NOTE ABOUT THE RECOMMENDATIONS TEXT

The detailed text for each recommendation in this chapter maintains the spirit, content, and scope of those articulated by the Commissioners, whether put forward by individuals or by groups. As such, different recommendations may include ideas or suggestions that are similar or overlap with others. We encourage future adopters, implementers, and committees drawing on these recommendations to merge, separate, or streamline from the full list as appropriate.

SHORT-TERM (WITHIN 1 YEAR)	MEDIUM-TERM (1-3 YEARS)	LONG-TERM (3-5 YEARS)
1. Housing Justice 2. Economic Justice 3. County Reparations Administration 4. Physical & Mental Health 5. Centering Black Youth	6. Reparative Education 7. Reparative Criminal Justice 8. Institutional Accountability 9. Preserving Black Culture & Heritage	10. Civic Power & Representation 11. Data Restoration 12. Reparative Environmental Investments

Short-Term Recommendations: Within 1 Year

Foundational investments in housing, economy, and health.

1. HOUSING JUSTICE

Advance an integrated approach featuring down payment assistance, a right-to-return program, direct compensation for victims of unjust property takings, and anti-displacement zoning protections.

Housing justice must be the cornerstone of reparations, advancing an integrated approach that includes down payment assistance and a right-to-return program for Black residents impacted by redlining and displacement, alongside direct compensation for victims of unjust property takings. This framework should be reinforced through enforceable racial equity conditions on all County housing subsidies and robust anti-displacement zoning protections to ensure long-term community stability and restoration.

- 1.1 – Down Payment Assistance and Right to Return Program
- 1.2 – Equitable Housing Restoration for Black Residents Impacted by Redlining and Displacement
- 1.3 – Direct Compensation for Victims of Unjust Property Takings
- 1.4 – Racial Equity Conditions in County Housing Subsidies and Anti-Displacement Zoning Protections

1.1 – Down Payment Assistance and Right to Return Program

Harm Statement: Black residents in Alameda County were systematically denied access to homeownership and displaced from their neighborhoods through redlining, racially restrictive covenants, discriminatory lending, urban renewal projects, freeway construction, and redevelopment policies. These practices—often implemented or supported through County land-use decisions, redevelopment approvals, public housing administration, and collaboration with financial institutions—resulted in generational wealth loss, housing instability, and the

displacement of Black families from historically rooted communities such as West Oakland and other impacted areas. The long-term impact is a persistent racial homeownership and wealth gap, rising displacement, and reduced ability for Black families to return to or remain in the communities they helped build.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish and fund a targeted Down Payment Assistance and Right to Return Program to restore homeownership opportunities and address the displacement and generational wealth loss experienced by Black residents harmed by discriminatory housing policies.

Proposed Action Steps

8. Layer County DPA funds with state programs (e.g., CalHFA), mortgage credit certificates, and shared-equity models to increase affordability.
9. Structure assistance as forgivable loans tied to long-term occupancy to prevent speculation.
10. Incorporate anti-displacement protections, including property tax stabilization for eligible participants.
11. Include tenant-to-owner conversion pathways in redevelopment or rehabilitation projects.

Implementation Considerations

- **Lead Agency:** Alameda County Housing and Community Development Department (HCD)
- **Supporting Departments:** County Administrator’s Office (for cross-agency coordination), Social Services Agency (for eligibility verification alignment), and Assessor’s Office (for property data support)
- **External Partners:** Community Development Financial Institutions (CDFIs), Black-led housing organizations, local nonprofit housing developers, and first-time homebuyer counseling agencies
- **Oversight Body:** Office of Reparations (if established) to ensure eligibility standards, equity compliance, and annual reporting

Potential Funding Considerations

- Dedicate a percentage of County-controlled housing revenue sources (e.g., property transfer tax, housing trust funds, or housing bond proceeds) to create a stable Down Payment Assistance pool.
- Utilize federal funding streams such as HOME Investment Partnerships Program (HOME) and Community Development Block Grants (**CDBG**) to support eligible program components.
- Leverage state housing programs (e.g., CalHFA down payment programs) to layer subsidies and reduce County-only exposure.
- Explore allocation of surplus land sale proceeds or redevelopment successor funds to support right-to-return housing development.
- Consider a phased funding model, beginning with a pilot allocation (e.g., \$3–5 million annually) with built-in evaluation to inform scaling.
- Include a fiscal note outlining per-household investment, projected number of beneficiaries, administrative costs, and long-term wealth-building impact to support budget transparency and sustainability planning.

Intended Beneficiaries

- Black residents of Alameda County, particularly descendants of individuals harmed by redlining, redevelopment displacement, racially restrictive covenants, and discriminatory lending practices.
- Black renters and first-time homebuyers who have been structurally excluded from homeownership and wealth-building opportunities.
- Families displaced from historically Black neighborhoods such as West Oakland and other areas impacted by redevelopment and freeway construction, who would benefit from right-to-return access.

- Black youth and future generations, who gain long-term intergenerational wealth stability through restored homeownership pathways.
- Black-owned small businesses and community institutions in historically impacted neighborhoods, which benefit from stabilized residency and reinvestment.

Success Metrics / Outcomes

- Increase in Black homeownership rate in Alameda County within 3–5 years.
- Number of households receiving Down Payment Assistance annually.
- Number of displaced families utilizing right-to-return provisions.
- Reduction in racial wealth gap indicators over time.
- Geographic reinvestment in historically impacted neighborhoods.

Community Input Referenced: Listening sessions consistently highlighted displacement, inability to purchase homes in neighborhoods where families were raised, and frustration over rising housing costs. Residents described generational wealth loss due to exclusion from homeownership and redevelopment-driven removal from historically Black communities. Youth and elders emphasized the need not just for rental protections, but for ownership opportunities that restore stability, cultural continuity, and economic security.

Final Considerations: This recommendation directly addresses one of the most significant drivers of racial wealth inequality—exclusion from homeownership and displacement from historically rooted communities. A Down Payment Assistance and Right to Return Program not only restores access to ownership but also affirms the right of Black residents to reclaim presence, stability, and investment in neighborhoods they helped build. For it to be impactful, the program must be adequately funded, legally sound, protected from speculative abuse, and tied to long-term affordability and anti-displacement safeguards. If implemented with transparency and measurable targets, it can serve as a tangible, wealth-building component of Alameda County’s broader reparative strategy.

1.2 – Equitable Housing Restoration for Black Residents Impacted by Redlining and Displacement

Harm Statement: Black residents of Alameda County were systematically denied fair access to housing through discriminatory practices such as redlining, racially restrictive covenants, and exclusion from federally supported homeownership programs. In addition, the use of eminent domain, urban renewal, and other government actions resulted in the destruction of Black neighborhoods, the loss of Black-owned homes, and the displacement of Black families and communities. These actions significantly limited wealth-building opportunities and contributed to housing instability and the racial wealth gap that persists today.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County provide equitable housing opportunities and reparative housing programs for Black residents and Black communities harmed by historic redlining, eminent domain, and government actions that displaced Black households and destroyed Black neighborhoods.

Proposed Action Steps

12. Establish a Housing Reparations Program that prioritizes homeownership and housing stability for eligible Black residents.
13. Provide down payment assistance, housing grants, and subsidized mortgage programs for Black residents impacted by past housing discrimination.

14. Support the development of affordable housing and community land trusts in historically Black neighborhoods to preserve community stability.
15. Create programs to restore property ownership opportunities for families displaced by urban renewal or eminent domain.
16. Partner with community development organizations to expand housing counseling, financial literacy, and homeownership support services.
17. Track and publicly report on progress toward reducing the racial homeownership gap in Alameda County.

Implementation Considerations

Responsible Departments / Entities

- Alameda County Housing & Community Development Department
- Alameda County Administrator’s Office
- Proposed Reparations Implementation Office or Department
- Community development organizations and housing partners

Implementation Ideas

- Implementation should prioritize residents and descendants of families impacted by discriminatory housing policies and displacement. Programs should be designed with community input and integrated with existing housing programs to ensure accessibility and long-term housing stability.

Potential Funding Considerations

- Alameda County housing funds
- State housing and equity programs
- Federal housing programs (HUD funding)
- Philanthropic partnerships and housing investment funds
- Public-private housing development partnerships

Intended Beneficiaries

- Black residents of Alameda County, particularly those whose families experienced housing discrimination, displacement, or loss of property due to redlining, urban renewal, and eminent domain.

Success Metrics / Outcomes

- Increase in Black homeownership rates in Alameda County
- Reduction in the racial homeownership gap, inclusive of closing the racial wealth gap
- Number of Black households receiving housing assistance or homeownership support
- Increase in Black land and property ownership
- Stabilization of historically Black neighborhoods

Community Input Referenced: Community testimony and lived experiences shared in listening sessions highlighted the lasting impacts of housing discrimination, displacement, and the destruction of historically Black neighborhoods. Significant documented research publications, investigative reporting, and county department reports and assessments.

Final Considerations: Housing discrimination was a central driver of the racial wealth gap in Alameda County, as redlining, eminent domain, and other government-sanctioned policies stripped Black families of homes, land,

and the primary means of building generational wealth. Reparative housing policies are necessary to directly repair these harms by restoring access to housing, rebuilding historically displaced Black communities, and creating meaningful pathways to homeownership and intergenerational wealth for Black residents.

1.3 – Direct Compensation for Victims of Unjust Property Takings

Harm Statement: Black residents of the County have repeatedly been vulnerable to unjust takings (e.g., Russell City in the 1960s, the forced sale of a Black-owned home in Piedmont in the 1920s), whereby they were forced to give up their homes (and the opportunity to amass generational wealth) in exchange for sums that typically fell well below market value. The impact of the harm was magnified by the prevalence of redlining, racial steering, restrictive covenants, and other methods of enforcing segregation.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County make direct restitution to the victims of racially-motivated, unjust takings.

Proposed Action Steps (adapted from *The California Reparations Report*⁵⁶⁸):

1. Research and document county properties acquired as a result of racially-motivated eminent domain OR any other instance of coerced sales that were racially motivated.
2. Utilize records from the county assessor's office to create a database of ownership for the aforementioned properties.
3. Review and investigate public complaints from people who claim their property was taken without just compensation.
4. Distribute just compensation for the fair market value, adjusted for property price appreciation, of the property at the time of the taking.

Implementation Considerations: *The California Reparations Report* suggests two ways for calculating the value of unjustly taken property: "This could be accomplished by examining the market value of the seized property at the time it was taken, subtracting the amount paid to the owner after eminent domain, and adding the increase in the property's net value by adding in a fair measure of the estimated appreciation to the present day. A second method of estimating loss could measure the compensation due by using the current value of the property seized from African Americans. These methods for calculating harm are complicated if the property value has declined in value since it was seized, or if the seized property is now being used for infrastructure whose value is difficult to quantify."⁵⁶⁹

Potential Funding Considerations: The county should enlist the various municipalities to 'chip in' if they were the site of any particular incident.

Intended Beneficiaries: Black former property owners and/or their immediate heirs.

Success Metrics / Outcomes

- Nonzero processed claims related to unjust takings
- Actual disbursement of funds for verified recipients

Community Input Referenced: This recommendation is adapted from *The California Reparations Report*.

Final Considerations: High urgency if adopted, given that many first-order sufferers of these takings are in or nearing old age.

1.4 – Racial Equity Conditions in County Housing Subsidies and Anti-Displacement Zoning Protections

Harm Statement: Black residents in Alameda County have experienced systematic housing discrimination, displacement, and exclusion through practices such as redlining, racially restrictive covenants, urban renewal, and discriminatory lending and zoning policies. These policies limited homeownership, destabilized historically Black neighborhoods, and enabled speculative investment that displaced long-standing residents. County housing subsidies and development incentives have not consistently incorporated racial equity safeguards, allowing public funds to unintentionally accelerate gentrification and displacement in historically Black communities.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County require racial equity conditions in all county housing subsidies and establish zoning overlays that protect historically Black neighborhoods from speculative displacement.

Proposed Action Steps

1. Adopt a countywide Racial Equity Housing Standard that requires developers receiving county subsidies to demonstrate anti-displacement strategies and equitable housing outcomes.
2. Require racial equity impact assessments for all housing projects receiving county financing, subsidies, tax incentives, or land contributions.
3. Establish anti-displacement zoning overlays in historically Black neighborhoods that limit speculative redevelopment and prioritize affordable and community-controlled housing.
4. Prioritize Black resident homeownership, cooperative housing models, and community land trusts in projects receiving county housing subsidies.
5. Require long-term affordability covenants (e.g., 30–55 years) and right-to-return protections for displaced residents.
6. Create a public accountability dashboard tracking the racial equity outcomes of county housing investments.
7. Fund technical assistance for Black-led housing developers and community organizations to compete for county housing subsidies.

Implementation Considerations

- Alameda County Housing and Community Development Department
- Alameda County Community Development Agency
- Alameda County Office of Equity
- City planning departments within Alameda County
- Community land trusts and Black-led housing organizations

Potential Funding Considerations

- County housing program administrative budgets
- State housing equity grants
- Federal housing and community development funds (e.g., CDBG, HOME)
- Philanthropic housing equity initiatives
- Planning and anti-displacement grants

Intended Beneficiaries: Black residents and descendants in Alameda County—particularly those living in historically Black neighborhoods experiencing gentrification and displacement—would benefit from stronger

housing protections, improved access to affordable housing opportunities, and increased pathways to homeownership and housing stability. Secondly, the broader community benefits from increased housing stability, preservation of cultural neighborhoods, and equitable development practices.

Success Metrics / Outcomes

- Increase in the percentage of county-subsidized housing units occupied by Black residents.
- Number of anti-displacement zoning overlays established in historically Black neighborhoods.
- Reduction in displacement rates of Black households in high-risk neighborhoods.
- Increase in Black homeownership or cooperative housing participation supported by county housing programs.
- Number of housing developments led by Black developers or community land trusts receiving county subsidies.

Community Input Referenced: This recommendation reflects community testimony and feedback shared during Alameda County Reparations Commission meetings, community listening sessions, and reports documenting displacement and housing inequities experienced by Black residents across Alameda County.

Final Considerations: Housing has been one of the most significant mechanisms through which racial inequity was created and maintained in Alameda County. Ensuring that public housing subsidies actively advance racial equity—and that historically Black neighborhoods are protected from displacement—is a critical step toward repairing the harms of past discriminatory policies and supporting long-term community stability and wealth-building.

2. ECONOMIC JUSTICE

Transform public funds into reparative investments that support Black-owned businesses, commercial corridors, and directly target the racial wealth gap through asset ownership.

Alameda County should advance a comprehensive economic justice strategy that transforms public funds into reparative investments, prioritizing support for Black-owned businesses, neighborhood commercial corridors, and expanded access to homeownership and economic opportunity. This approach must directly target the racial wealth gap by building pathways to asset ownership, community wealth, and long-term economic stability for Black residents.

- 2.1 – Recommendation for Economic Justice for Alameda County
- 2.2 – Omnibus Recommendation: Transforming Alameda County Public Funds from Harm to Reparative Investment
- 2.3 – Reparative Support for Black-Owned Businesses and Neighborhood Commercial Corridors
- 2.4 – Reducing the Wealth Gap in Alameda County by Increasing Access to Homeownership and Economic Opportunity
- 2.5 – Addressing the Racial Wealth Gap Through Reparative Economic Investment

2.1 – Recommendation for Economic Justice for Alameda County

Harm Statement: Despite the Bay Area’s overall economic prosperity, Black residents in Alameda County were systematically denied equal access to employment due to racism and discriminatory hiring practices. Black community members faced exclusion from higher-wage industries, unequal treatment in public and private sector employment, and barriers to advancement, resulting in long-term unemployment, underemployment, and suppressed wages. Black entrepreneurs and small business owners faced additional harm through unequal access to business loans, credit, and affordable commercial space, restricting their ability to start, sustain, or grow businesses. Alameda County contributed to this harm through its historical role as an employer, regulator, and contractor, as well as through policies and practices that failed to prevent or correct racial discrimination in hiring and workforce development. These ongoing harms have limited wealth-building, economic mobility, and stability for Black families and Businesses across generations.

Recommendation Statement: Alameda County should repair the economic harm caused by racially driven job loss experienced by the Black community by guaranteeing free access to job training and career development programs. This includes no-cost skills training, certifications, apprenticeships, and career pathways tied directly to living-wage employment in County departments, public works, and County-funded projects. The County should also provide paid training, job placement support, and reemployment assistance for Black workers impacted by past discriminatory employment practices. These actions are essential to restoring lost income, improving long-term economic stability, and reversing the effects of systemic employment exclusion.

- Fix County hiring + promotion, fast
- Set time-bound targets for Black representation in higher-wage classifications, management, and “hard-to-enter” job families.
- Require bias-resistant hiring: structured interviews, skills-based screening, diverse panels, and audit trails.
- Create paid pathways into county careers: apprenticeships, fellowships, and “returnship” programs for underemployed adults.
- Build a Black workforce pipeline tied to real jobs
- Fund sector partnerships in high-wage industries (health, construction trades, tech, clean energy, public infrastructure).
- Pay for barriers that actually block participation: childcare, transportation, tools, fees, exam prep, and wraparound coaching.

- Put it in writing: training providers must show placements, retention, and wage gains—or lose funding.
- Repair business financing gaps with dedicated capital
- Stand up a Black Business Capital Fund (grants + low-interest loans + credit-building support).
- Offer loan loss reserves and interest rate buy-downs to bring banks/CDFIs to the table without predatory terms.
- Provide contract-readiness + back-office support so firms can scale without collapsing under compliance/admin load.
- Unlock affordable commercial space
- Create a Commercial Stabilization Program: master leases, rent guarantees, tenant improvements, and a “right-size space” matching service.
- Prioritize County-owned/controlled properties and partner sites for below-market leases for Black-owned firms.
- Make County contracting a real wealth-building tool
- Set enforceable Black business utilization goals with department-level scorecards.
- Break up large contracts where possible, simplify procurement, and pay small vendors faster (net-15).
- Require prime contractors to deliver measurable subcontracting dollars and mentorship—not “good faith” paperwork.

Proposed Action Steps

1. Establish a direct cash restitution pilot tied to documented county actions (urban renewal, freeway construction, incarceration).
2. Create a county-funded debt forgiveness program for fines, fees, and penalties disproportionately imposed on Black residents.
3. Establish a Black business capitalization fund with grants (not loans).
4. Create a county procurement set-aside for Black-owned firms beyond existing small business programs.
5. Capitalize a Black cooperative development fund for worker-owned enterprises.

Implementation Considerations: The Economic & Civic Development Department promotes economic development and public/private investment in the unincorporated communities of Alameda County.

Potential Funding Considerations

- Raise parking fees and violation fines to fund repair efforts.
- A land development benefit fee will be allocated to support repair initiatives.
- Marijuana tax revenue will be redirected to fund repair efforts. This is not a tax increase.

Intended Beneficiaries: Black residents and businesses in Alameda County

Success Metrics / Outcomes

- Quantifiable Business Growth and Job Creation Success can be measured by tracking the direct economic impact of the county's investments. A proposed 5-year benchmark for this type of reparative investment is the creation or expansion of 500 Black-owned small businesses that collectively support 2,000 to 3,000 new jobs.
- Additionally, the county can track the number of program participants who transition off of public assistance programs and into higher-paying jobs, calculating the direct fiscal savings to the county.

Community Input Referenced: Information from the survey and the stories shared by people within Alameda County.

Final Considerations: Implementing recommendations on employment, business support, contracting, and workforce development in Alameda County would require a collaborative effort. This would include proposed oversight bodies, existing county departments, and external partner organizations working together to ensure effective execution.

2.2 – Omnibus Recommendation: Transforming Alameda County Public Funds from Harm to Reparative Investment

Harm Statement: Alameda County currently directs billions of dollars annually toward systems that disproportionately confine, surveil, and marginalize Black residents—including policing, incarceration, and reactive social services. These expenditures perpetuate racial inequities, destabilize communities, and create long-term financial inefficiencies. Black residents experience disproportionate harm through limited access to generational wealth, economic opportunity, stable housing, and culturally affirming community institutions.

Recommendation Statement: Alameda County should strategically redirect public funds historically used for punitive and reactive systems into targeted reparative investments that repair harm, build generational wealth, strengthen community infrastructure, and improve overall well-being for Black residents.

Proposed Action Steps

1. Reallocate Policing and Incarceration Budgets

- Redirect funds from detention, probation, and policing to community-led initiatives:
 - Restorative justice programs
 - Violence interruption and conflict resolution programs
 - Workforce training and employment pipelines for justice-impacted residents

2. Transform Social Services and Welfare Expenditures

- Shift reactive social service funding toward proactive investments:
 - Affordable housing and homeownership programs in historically marginalized neighborhoods
 - Early childhood education and after-school programs
 - Preventive health programs and culturally competent care

3. Establish a Reparative Investment Fund

- Consolidate redirected funds into a dedicated fund for Black community investment:
 - Black-owned small business incubators and cooperative development
 - Cultural district restoration and community infrastructure projects
 - Microgrants for education, skills training, and entrepreneurship

Implementation Considerations

Responsible Departments / Partners

- Alameda County Social Services Agency
- Alameda County Sheriff's Office
- Alameda County Probation Department
- Alameda County Public Health Department
- Local Black-led community organizations and small business incubators

Implementation Ideas

- Establish a cross-departmental task force to oversee fund reallocation and monitor program outcomes.
- Partner with local community organizations to co-design and co-manage programs.
- Use phased budget reallocation to test pilot programs and scale effective interventions.

Potential Funding Considerations

- Redirect a portion of existing policing, incarceration, and social services budgets
- Apply for federal and state grants for community development, workforce, and housing initiatives
- Partner with philanthropic organizations focused on reparative justice and economic equity

Intended Beneficiaries

- Black residents of Alameda County, particularly those impacted by incarceration, housing inequities, economic disenfranchisement, and historical discrimination.
- Black-owned businesses and cultural institutions.
- Families and multigenerational households that systemic inequities have historically harmed.

Success Metrics / Outcomes

- Reduction in incarceration and probation rates among Black residents
- Increase in Black homeownership and business ownership in Alameda County
- Improved health outcomes and access to preventive care in historically marginalized neighborhoods
- Measurable increase in local employment and workforce participation among justice-impacted residents
- Restoration and preservation of cultural districts and community infrastructure

Community Input Referenced

- Listening sessions with Black community organizations and leaders
- Testimonies from justice-impacted residents and families
- Feedback from economic development and housing advocacy groups

Final Considerations: Redirecting Alameda County public funds from punitive and reactive systems into reparative investments represents both a moral imperative and a fiscally responsible strategy. This approach repairs historical harm, strengthens Black communities, and generates long-term social and economic benefits, aligning County resources with equity, justice, and sustainable community development.

2.3 – Reparative Support for Black-Owned Businesses and Neighborhood Commercial Corridors

Harm Statement: Black entrepreneurs and business owners in Alameda County have historically faced systemic barriers to capital, land ownership, and access to commercial infrastructure due to redlining, discriminatory lending, zoning restrictions, and targeted displacement. These practices undermined generational wealth creation, destabilized neighborhood commercial corridors, and limited the ability of Black communities to build sustainable local economies. Alameda County bears responsibility for enabling or failing to prevent these inequities through past planning, economic, and investment policies, and now has the opportunity to repair harm and foster community wealth.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement targeted programs to support Black-owned businesses, strengthen commercial corridors, and promote entrepreneurship and mixed-use retail development as a pathway to economic empowerment and neighborhood revitalization.

Proposed Action Steps

1. Establish a Black Business Development Fund offering grants, low-interest loans, and technical assistance for Black-owned businesses.
2. Provide commercial corridor revitalization grants for façade improvements, infrastructure upgrades, and public space enhancements in historically Black neighborhoods.
3. Offer business incubation, mentorship, and capacity-building programs tailored for Black entrepreneurs, including financial literacy and access to legal and planning support.
4. Create priority procurement policies for county contracts that support Black-owned businesses and cooperative enterprises.
5. Partner with local chambers of commerce, community development corporations, and faith-based organizations to facilitate access to capital and business resources.
6. Monitor and evaluate business growth, corridor revitalization, and wealth-building outcomes through a county-managed reporting system.

Implementation Considerations

- Launch a pilot program in key historically Black commercial corridors to test grants, business support, and infrastructure improvements.
- Build partnerships with financial institutions to leverage matching capital for business development and corridor revitalization.
- Track metrics and conduct regular community feedback sessions to ensure programs meet local needs.

Potential Funding Considerations

- County general fund allocations
- State economic development grants targeting historically underserved communities
- Philanthropic foundations focused on Black entrepreneurship and economic equity
- Public-private partnerships with financial institutions and corporate sponsors

Intended Beneficiaries

- Black entrepreneurs, business owners, and workers
- Residents of historically Black neighborhoods
- Local communities dependent on thriving commercial corridors
- Cooperative enterprises and minority-owned startups

Success Metrics / Outcomes

- Number of Black-owned businesses receiving grants or loans.
- Number of commercial corridors improved or revitalized.
- Increases in revenue, employment, and business longevity for supported businesses.
- Measurable growth in community wealth and neighborhood economic activity.
- Documented partnerships and participation in mentorship and capacity-building programs.

Community Input Referenced: Feedback from local business owners, economic development advocates, community leaders, and residents emphasizing the need for capital access, infrastructure investment, and business support to rebuild wealth in historically Black neighborhoods.

Final Considerations: Investing in Black-owned businesses and neighborhood commercial corridors is essential for repairing economic harm, fostering sustainable wealth creation, and revitalizing historically

marginalized communities. This recommendation aligns reparative justice with tangible, community-driven economic outcomes.

Companion recommendation for cultural/heritage commercial districts, linking preservation of Black-owned spaces with economic development, which often strengthens funding eligibility and community impact.

2.4 – Reducing the Wealth Gap in Alameda County by Increasing Access to Homeownership and Economic Opportunity

Harm Statement: Black residents in Alameda County were systematically excluded from homeownership, higher-paying jobs, and wealth-building opportunities through policies such as redlining, racially restrictive covenants, discriminatory lending, and employment discrimination. These practices limited where Black families could live, restricted access to stable and well-paying careers, and prevented many from building generational wealth through property ownership and income growth. Local housing policies, land use decisions, and institutional practices contributed to and reinforced these inequities over time. As a result, Black residents in Alameda County continue to experience a significant racial wealth gap compared to other populations.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement targeted policies and investments to close the racial wealth gap for Black residents by expanding equitable access to homeownership, career pathways, and wealth-building opportunities.

Proposed Action Steps

1. Establish a targeted homeownership reparations program that provides down payment assistance, mortgage subsidies, or home purchase grants for Black residents who were historically excluded from homeownership due to discriminatory housing policies.
2. Create a housing acquisition and land access fund that prioritizes Black residents for purchasing homes, land, and multi-family properties to support generational wealth building.
3. Provide direct financial investments or grants to Black residents and families harmed by discriminatory housing, lending, and employment practices that contributed to the racial wealth gap.
4. Develop career and workforce pathways for Black residents into high-paying sectors such as construction trades, government employment, infrastructure projects, and emerging industries.
5. Invest in Black-owned businesses and entrepreneurship programs to expand economic mobility and community wealth in historically underinvested Black neighborhoods.
6. Establish accountability measures and annual reporting to track progress in closing the racial wealth gap for Black residents in Alameda County.

Implementation Considerations

- Alameda County could implement this recommendation by establishing a Black Reparative Wealth Building Program administered through the county’s housing, economic development, and workforce development departments. The program should provide targeted down payment assistance, home purchase grants, and wealth-building investments for Black residents who were historically harmed by discriminatory housing, lending, and employment policies.
- In addition to housing support, Alameda County should create career and workforce development pathways that increase access for Black residents to stable, high-paying jobs, including union trades, public sector employment, infrastructure projects, and emerging industries.
- The County should partner with community-based organizations, workforce training programs, unions, employers, and Black-led nonprofits to expand job placement, apprenticeship opportunities, and career advancement for Black residents.

- Data tracking and public reporting should also be required to measure progress in closing the racial wealth gap through increased homeownership, income growth, and economic mobility for Black residents in Alameda County.

Potential Funding Considerations

- Potential funding sources could include dedicated reparations funding established by Alameda County, allocations from the County’s general fund, housing trust funds, and economic development budgets.
- Additional funding could be leveraged through state and federal housing and workforce development programs, including funds that support homeownership, infrastructure jobs, and career pathway initiatives.
- The County could also partner with philanthropic organizations, financial institutions, and community development lenders to expand access to capital for Black residents through targeted homeownership programs, small business investment, and workforce development initiatives
- Alameda County may also consider establishing a Reparative Wealth Building Fund to support long-term investments in homeownership, employment pathways, and generational wealth building for Black residents harmed by past discriminatory policies.

Intended Beneficiaries

- This recommendation would primarily benefit Black residents of Alameda County, particularly those who are descendants of individuals harmed by discriminatory housing, lending, and employment practices.
- It would also benefit Black first-time homebuyers, Black families seeking to build generational wealth, and Black residents seeking access to higher-paying career opportunities.
- Communities that have experienced historic disinvestment, displacement, and barriers to economic mobility would see increased opportunities for homeownership, stable employment, and long-term wealth building.

Success Metrics / Outcomes

- Successful reentry outcomes, including housing stability and employment among formerly incarcerated residents.

Community Input Referenced: This recommendation is informed by one commissioner’s professional and lived experience as a real estate agent in Alameda County, a homeowner in Alameda County, and someone who works directly with clients striving to purchase homes in the county. Through the commissioner’s work with homebuyers, they regularly see the housing gap that exists for Black residents, including barriers related to affordability, access to financing, and the lasting impacts of historic housing discrimination. The commissioner also sees how these barriers make it more difficult for many Black families to enter the housing market and build generational wealth through homeownership. These experiences, along with broader community conversations about housing equity and economic opportunity, highlight the need for targeted reparative investments that expand pathways to homeownership and economic mobility for Black residents in Alameda County.

Final Considerations: Closing the racial wealth gap requires intentional and sustained investment that directly addresses the historical harm experienced by Black residents. By expanding access to homeownership, stable employment, and wealth-building opportunities, Alameda County can begin to repair decades of discriminatory policies that limited economic mobility for Black families. This recommendation supports long-term community stability, economic growth, and generational wealth building for Black residents in Alameda County.

2.5 – Addressing the Racial Wealth Gap Through Reparative Economic Investment

Harm Statement: Black residents of Alameda County experienced significant economic harm due to discriminatory public policies and practices, including redlining, racially restrictive housing covenants, discriminatory lending, urban renewal displacement, and exclusion from wealth-building opportunities. Alameda County institutions participated in or enabled these systems through policy decisions, enforcement practices, and patterns of public investment that disproportionately excluded Black residents. These cumulative harms contributed to a persistent racial wealth gap that continues to limit economic opportunity and intergenerational wealth-building for Black residents today.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement targeted reparative policies and investments to repair the economic harms caused by discriminatory policies and practices that contributed to the racial wealth gap experienced by Black residents of Alameda County, and to restore pathways to wealth-building and intergenerational economic security.

Proposed Action Steps

1. Establish a County Reparative Wealth Fund dedicated to addressing the racial wealth gap experienced by Black residents.
2. Develop asset-building programs including housing down payment assistance, homeownership support, and property acquisition opportunities for eligible residents.
3. Provide capital access programs, grants, and loan guarantees for Black-owned businesses and entrepreneurs.
4. Invest in community wealth-building initiatives such as community land trusts, cooperative ownership models, and neighborhood revitalization in historically impacted Black communities.
5. Partner with philanthropic institutions, financial institutions, and community development organizations to leverage additional public and private investment.
6. Establish data tracking and accountability systems to measure progress in closing the racial wealth gap in Alameda County.

Implementation Considerations

Responsible Department / Entity

- Alameda County Administrator’s Office
- Alameda County Housing & Community Development Department
- Proposed Alameda County Reparations Implementation Office or Department
- Community-based organizations and economic development partners

Implementation Ideas

- Implementation should include eligibility criteria aligned with the County’s reparations framework for Black residents harmed by historic discrimination. Programs should be developed in collaboration with community organizations and financial institutions to ensure accessibility, transparency, and culturally competent program delivery.

Potential Funding Considerations

- Alameda County General Fund
- State equity and reparations initiatives
- Federal housing and economic development funds

- Philanthropic partnerships and foundations
- Public-private investment partnerships
- Fines and Fees asserted by the County based on community input and confirmation

Intended Beneficiaries

- Black residents of Alameda County, particularly descendants of individuals harmed by discriminatory policies that limited access to housing, capital, employment, and economic opportunity.

Success Metrics / Outcomes:

- Reduction in the racial wealth gap between Black and white residents in Alameda County
- Increase in Black homeownership rates
- Increase in the number and sustainability of Black-owned businesses
- Growth in Black household assets and net worth
- Increased access to capital and wealth-building opportunities for Black residents

Community Input Referenced: This recommendation reflects testimony from community listening sessions, lived experiences shared by one commissioner and other Black residents, and historical research documenting racial discrimination and economic exclusion in Alameda County.

Final Considerations: Legal Framework: Because Defendant, Alameda County, through discriminatory policies and practices, caused economic harm to Plaintiffs, Black residents of Alameda County, resulting in a persistent racial wealth gap, the County should implement targeted reparative policies and investments to repair these harms and restore pathways to wealth-building and intergenerational economic security.

3. COUNTY REPARATIONS ADMINISTRATION

Establish a permanent, fully resourced Office of Reparations anchored by a dedicated, sustained Reparations Fund to ensure long-term accountability.

Alameda County should establish a permanent Department (or Office) of Reparations, fully staffed and resourced to design, implement, and oversee all reparative programs and policies. This department should be anchored by a dedicated Reparations Fund, with sustained public financing to ensure long-term accountability, effective administration, and the full realization of reparative commitments.

- 3.1 – Establish an Office of Reparation
- 3.2 – Permanent County Reparations Department
- 3.3 – Establish a Reparations Fund
- 3.4 – The Cost of Inequality and Public Accountability Initiative

3.1 – Establish an Office of Reparation

Harm Statement: Establishing an Office of Reparations addresses the historical and ongoing harms experienced by Black residents in Alameda County because of slavery’s legacy, redlining, racially restrictive covenants, urban renewal displacement, discriminatory lending, over-policing, and inequitable access to education, healthcare, and economic opportunity. These harms were perpetuated or enabled through County policies, budget allocations, land-use decisions, criminal legal system practices, and contracting processes that disproportionately excluded or criminalized Black communities. A fully funded Office of Reparations with a direct reporting line to the Alameda County Board of Supervisors would ensure accountability and coordinated implementation of the Alameda County Reparations Commission (ACRC) recommendations across all focus areas, including investments that prioritize youth and future generations to disrupt intergenerational inequities.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish and fully fund an Office of Reparations, with a direct reporting line to the Board of Supervisors, to implement and coordinate all Commission recommendations across focus areas, including dedicated investments in youth and future generations.

Proposed Action Steps

1. Adopt a formal ordinance or resolution establishing the Office of Reparations, defining its authority, scope of work, reporting structure (with a direct line to the Board of Supervisors), and mandate to implement all Alameda County Reparations Commission recommendations.
2. Allocate a dedicated, multi-year funding stream in the County budget sufficient to support staffing, community engagement, program implementation, data analysis, evaluation, and youth-focused initiatives.
3. Hire an Executive Director and core staff with expertise in racial equity, public policy, community engagement, youth development, data analysis, and program implementation, ensuring representation from impacted communities.
4. Develop a comprehensive implementation plan with timelines, measurable goals, and performance indicators aligned with each Commission focus area, including specific strategies to support youth and future generations.
5. Establish cross-departmental coordination protocols requiring County agencies (e.g., housing, health, behavioral health, social services, probation, and economic development) to collaborate with and report progress to the Office.
6. Create a transparent accountability framework, including annual public reports, community oversight mechanisms, and regular presentations to the Board of Supervisors to track progress and outcomes.

Implementation Considerations

- Establish the Office through ordinance with a direct reporting line to the Board of Supervisors and clearly defined authority to coordinate across departments.
- Secure a dedicated, multi-year funding stream to ensure stability and prevent political or budgetary erosion.
- Hire an Executive Director and core staff with expertise in racial equity, youth development, policy implementation, and data evaluation.
- Require each County department to designate a reparations liaison and submit measurable implementation plans aligned with Commission focus areas.
- Launch early, visible investments in youth and intergenerational equity to demonstrate immediate impact while developing a phased, long-term implementation roadmap with public reporting and accountability mechanisms.

Potential Funding Considerations

- Allocate a dedicated line item in the County's General Fund with a multi-year commitment (3–5 years minimum) to ensure operational stability.
- Earmark a percentage of discretionary revenues (e.g., real property transfer tax, cannabis tax, unallocated settlement funds, or interest earnings) to create a sustainable funding stream.
- Leverage state and federal grants aligned with equity, workforce development, housing stability, public health, and youth development to support programmatic components.
- Explore public-private partnerships and philanthropic matching funds for pilot initiatives, research, and youth-focused investments.
- Include a fiscal note outlining startup costs (staffing, infrastructure, community engagement, evaluation) and projected annual operating expenses to support transparency and long-term planning.

Intended Beneficiaries

- Black residents of Alameda County, particularly those descended from enslaved people and those harmed by discriminatory housing, lending, policing, education, and health policies, would be the primary beneficiaries through targeted investments, policy reform, and accountability.
- Black youth and future generations would benefit from intergenerational wealth-building, education access, workforce pathways, mental health supports, and leadership development designed to interrupt systemic inequities.
- Black-owned businesses and community-based organizations would benefit from equitable contracting, capital access, and sustained investment in community infrastructure.
- County systems and the broader community would also benefit from increased transparency, coordinated equity strategies, reduced disparities, improved economic participation, and stronger social cohesion.

Success Metrics / Outcomes

- Office Established and Operational: Office of Reparations formally created by ordinance, fully staffed, and publishing annual public reports within the first year of operation.
- Departmental Alignment and Compliance: 100% of relevant County departments designate reparations liaisons and submit measurable implementation plans aligned with Commission focus areas within 12 months.
- Youth and Intergenerational Investment: Launch of at least 2–3 funded youth-focused initiatives (e.g., workforce pathways, leadership programs, education or wealth-building supports) with documented participation and outcome tracking.

- **Reduction in Disparities:** Measurable improvements over 3–5 years in key indicators affecting Black residents (e.g., homeownership rates, median income, health access, diversion from criminal legal system, or County contract participation).
- **Community Accountability and Engagement:** Annual public reporting, community forums held at least twice per year, and documented community feedback integrated into policy or budget decisions.

Community Input Referenced: This recommendation is informed by testimony shared during Alameda County Reparations Commission listening sessions. Community members consistently emphasized the need for accountability, sustained funding, and a permanent infrastructure to ensure recommendations are implemented rather than delayed or deprioritized.

Final Considerations: Establishing a fully funded Office of Reparations is essential to move from acknowledgment to sustained structural change. Without a dedicated entity with clear authority, funding stability, and direct accountability to the Board of Supervisors, implementation risks becoming fragmented or symbolic. This Office should be positioned as a systems-level coordination and accountability hub that embeds reparative policy into budgeting, contracting, and departmental operations, not just a standalone program. If designed with transparency, measurable goals, and strong community partnership, especially prioritizing youth and intergenerational equity, it can serve as a long-term infrastructure for racial equity and institutional accountability in Alameda County.

3.2 – Permanent County Reparations Department

Harm Statement: Since the commissioner who brought forth this recommendation was a child, the County has routinely minimized the value and contributions of African Americans, profiling, redlining, and, in many cases, terrorizing African Americans in the community. The wealth gap due to a lack of equal resources, job discrimination, and limited opportunities gives us an uneven playing field.

Recommendation Statement: Creating a permanent Office of Reparations would allow for the county to have an ongoing impact in creating and implementing a plan to rectify the harms of the past.

Proposed Action Steps - Blueprint: Creating a Department of Reparations for Alameda County

I. Foundational Steps to Establish the Department

1. Legislative & Administrative Authorization
 - a. Draft enabling legislation or a Board of Supervisors ordinance establishing:
 - i. Mission, scope, and authority of the Department.
 - ii. Governance structure (Director, Advisory Council, Community Oversight Board).
 - iii. Budget allocation and staffing requirements.
 - b. Require annual reporting to the Board of Supervisors and the public.
2. Governance & Leadership Structure
 - a. Director of Reparations (Cabinet-level, reporting to CAO).
 - b. Deputy Directors aligned with major harm categories (e.g., Housing, Economic Opportunity, Health).
 - c. Community Reparations Advisory Council:
 - i. Representatives from impacted communities.
 - ii. Subject-matter experts.
 - iii. Youth and elder delegates.
 - d. Interdepartmental Reparations Task Force:
 - i. Liaisons from each county department to ensure integration.
3. Core Functions of the Department
 - a. Program design & implementation.

- b. Data collection, evaluation, and impact measurement.
- c. Community engagement & listening sessions.
- d. Policy development & interdepartmental coordination.
- e. Reparative funding distribution (grants, subsidies, direct benefits).
- f. Historical documentation & public education.

II. Cross-Departmental Integration Framework

Each category below includes:

- Primary County Partners
- Reparations Department Responsibilities
- Joint Initiatives & Programs
 1. Housing & Property
 - a. Primary Partners
 - i. Community Development Agency (CDA)
 - ii. Housing & Community Development (HCD)
 - iii. Assessor's Office
 - iv. County Counsel
 - b. Reparations Department Roles
 - i. Identify historical housing discrimination patterns.
 - ii. Develop eligibility criteria for reparative housing programs.
 - iii. Oversee restorative property initiatives.
 - c. Joint Initiatives
 - i. Down payment assistance for descendants of displaced residents.
 - ii. Property tax relief for historically harmed families.
 - iii. Restorative zoning and anti-displacement protections.
 - iv. Land return or land-use priority programs.
 2. Economic Opportunity
 - a. Primary Partners
 - i. Workforce Development Board
 - ii. Social Services Agency
 - iii. Treasurer-Tax Collector
 - iv. Local Chambers & Small Business Associations
 - b. Joint Initiatives
 - i. Guaranteed income pilots for impacted families.
 - ii. Reparative small business grants and low-interest loans
 - iii. Priority procurement for Black-owned businesses.
 - iv. Job training pipelines in high-growth sectors.
 3. Education
 - a. Primary Partners
 - i. Alameda County Office of Education
 - ii. School Districts
 - iii. Early Childhood Education Programs
 - b. Joint Initiatives
 - i. Scholarships for descendants of harmed residents.
 - ii. Reparative tutoring, literacy, and STEM programs.
 - iii. Funding for a culturally responsive curriculum.
 - iv. Teacher pipeline programs for Black educators.

4. Physical & Mental Health
 - a. Primary Partners
 - i. Alameda County Health Care Services Agency
 - ii. Behavioral Health Department
 - iii. Public Health Department
 - b. Joint Initiatives
 - i. Free or subsidized mental health services for impacted families.
 - ii. Trauma-informed care programs.
 - iii. Maternal health equity initiatives.
 - iv. Community wellness centers in historically underserved neighborhoods.
5. Legal System
 - a. Primary Partners
 - i. Public Defender
 - ii. District Attorney
 - iii. Probation Department
 - iv. Sheriff's Office
 - v. Superior Court (collaboration, not oversight)
 - b. Joint Initiatives
 - i. Record expungement and sealing clinics.
 - ii. Reparative justice diversion programs.
 - iii. Legal aid for housing, employment, and civil rights.
 - iv. Oversight of racial bias audits.
6. Environment & Infrastructure
 - a. Primary Partners
 - i. Public Works Agency
 - ii. Environmental Health
 - iii. Sustainability Office
 - b. Joint Initiatives
 - i. Remediation of environmental harms in Black neighborhoods.
 - ii. Infrastructure investment in historically neglected areas.
 - iii. Clean air and water initiatives.
 - iv. Climate resilience programs for impacted families.
7. Racial Terror
 - a. Primary Partners
 - i. District Attorney
 - ii. Public Defender
 - iii. Sheriff's Office
 - iv. Community-Based Organizations
 - b. Joint Initiatives
 - i. Documentation and memorialization of racial terror incidents.
 - ii. Reparative justice programs for survivors and families.
 - iii. Anti-hate crime rapid response teams.
 - iv. Community safety alternatives.
8. Political Disenfranchisement
 - a. Primary Partners
 - i. Registrar of Voters
 - ii. Board of Supervisors
 - iii. County Counsel
 - b. Joint Initiatives

- i. Voter registration and civic education programs.
 - ii. Leadership development for Black residents.
 - iii. Restoration of voting rights for impacted individuals.
 - iv. Equity audits of county boards and commissions.
- 9. Creative, Cultural, and Intellectual Life
 - a. Primary Partners
 - i. Arts Commission
 - ii. Libraries
 - iii. Cultural Affairs Offices
 - iv. Local Museums
 - b. Joint Initiatives
 - i. Grants for Black artists, historians, and cultural workers.
 - ii. Preservation of Black historical sites.
 - iii. Public art installations and cultural festivals.
 - iv. Archival projects documenting Black Alameda County history.
- 10. General Harms
 - a. Primary Partners
 - i. All county departments
 - ii. Community organizations
 - b. Joint Initiatives
 - i. Reparative public education campaigns.
 - ii. Countywide racial equity training.
 - iii. Data transparency dashboards.
 - iv. Community listening sessions and participatory budgeting.
- 11. Family
 - a. Primary Partners
 - i. Social Services Agency
 - ii. Child Support Services
 - iii. Family Justice Center
 - b. Joint Initiatives
 - i. Family reunification support.
 - ii. Childcare subsidies for impacted families.
 - iii. Parenting and intergenerational healing programs.
 - iv. Reform of child welfare practices that disproportionately impact Black families.
- 12. Wealth Gap
 - a. Primary Partners
 - i. Treasurer-Tax Collector
 - ii. Economic Development Agency
 - iii. Local Financial Institutions
 - b. Joint Initiatives
 - i. Reparative savings and investment programs.
 - ii. Homeownership pathways.
 - iii. Financial literacy and wealth-building academies.
 - iv. Intergenerational wealth transfer support.

III. Implementation Timeline

- Phase 1: Establishment (0–6 months)
 - Pass ordinance.
 - Appoint Director and Advisory Council.

- Secure initial budget and staffing.
- Launch community engagement plan.
- Phase 2: Integration (6–18 months)
 - Form an interdepartmental task force.
 - Conduct racial equity audits across departments.
 - Develop program frameworks for each harm category.
- Phase 3: Program Rollout (18–36 months)
 - Launch pilot programs in each category.
 - Begin direct benefits distribution.
 - Publish annual impact report.
- Phase 4: Long-Term Sustainability (3–10 years)
 - Expand successful pilots.
 - Institutionalize reparative practices across county systems.
 - Maintain ongoing community oversight.

IV. Accountability & Community Oversight

- Annual public hearings.
- Transparent dashboards tracking outcomes.
- Independent evaluation every 3 years.
- Community co-governance through advisory bodies.

Implementation Considerations: See previous statement

Potential Funding Considerations

I. County-Level Funding Sources

1. General Fund Allocation
 - a. Initial seed funding through the County’s annual budget.
 - b. Modeled after how counties fund new departments (e.g., Office of Race & Equity).
 - c. Can be phased in over 2–3 years to reduce fiscal impact.
2. Reallocation of Existing Equity or Justice Funds
 - a. Redirect a portion of:
 - i. Equity initiatives
 - ii. Anti-displacement programs
 - iii. Community development funds
 - iv. Aligns existing spending with reparative goals.
3. Measure-Based Revenue (Local Ballot Measures)
 - a. A future ballot measure could:
 - i. Create a dedicated Reparations Fund.
 - ii. Add a small tax on luxury real estate transfers, vacant properties, or high-value commercial transactions.
4. Fines, Fees, and Penalty Reinvestment
 - a. Redirect a portion of
 - i. Cannabis tax revenue
 - ii. Code enforcement penalties
 - iii. Civil penalties related to discrimination or environmental harm
 - b. Creates a justice-aligned funding stream.

II. State-Level Funding Sources

1. California State Reparations Legislation (Pending/Future)
 - a. The state task force recommendations include:
 - i. Direct funding for local reparations offices
 - ii. Grants for counties implementing reparative programs
 - b. Alameda County can position itself as a pilot site.
2. State Grants for Equity, Housing, and Health
 - a. These can be braided into reparations programs:
 - i. CalHHS equity grants
 - ii. Affordable Housing & Sustainable Communities (AHSC)
 - iii. California Climate Investments (CCI)
 - iv. State Workforce Development Grants
 - v. California Arts Council grants
3. State Budget Appropriations
 - a. Counties can request line-item appropriations for:
 - i. Reparations infrastructure
 - ii. Data systems
 - iii. Community engagement
 - iv. Pilot programs

III. Federal Funding Sources

1. HUD Programs
 - a. Community Development Block Grants (CDBG)
 - b. HOME Investment Partnerships
 - c. Fair Housing Initiatives Program (FHIP)
 - d. Choice Neighborhoods

These can support:

- Housing repair
- Anti-displacement
- Down payment assistance
- Neighborhood revitalization

2. Department of Health & Human Services (HHS)
 - a. Behavioral health grants
 - b. Trauma-informed care funding
 - c. Maternal health equity grants
3. Department of Justice (DOJ)
 - a. Community violence intervention grants
 - b. Reentry and diversion program funding
 - c. Civil rights enforcement support
4. Environmental Protection Agency (EPA)
 - a. Environmental justice block grants
 - b. Brownfield remediation
 - c. Air quality improvement funds
5. Department of Education
 - a. Literacy, STEM, and teacher pipeline grants

- b. Community school funding

IV. Philanthropic & Private Funding Sources

1. Local Foundations

- a. TBD

These fund:

- Racial equity
- Community healing
- Economic mobility
- Cultural preservation

2. National Foundations

- a. TBD

These can support:

- Research
- Pilot programs
- Community engagement
- Health equity initiatives

3. Corporate Social Responsibility (CSR) Partnerships

- a. TBD

CSR funds can support:

- Workforce development
- Small business grants
- Digital equity programs

V. Community-Based Funding Mechanisms

1. Participatory Budgeting

- a. Allocate a portion of county discretionary funds for community-directed reparations projects.

2. Public-Private Reparations Fund

- a. A hybrid model where:
 - i. County contributes seed funding
 - ii. Philanthropy matches
 - iii. Corporate partners contribute annually

3. Endowment Model

- a. Create a long-term Reparations Endowment Fund.
- b. Invest principal; use returns to fund programs.
- c. Ensures sustainability beyond political cycles.

VI. Revenue-Generating Programs

1. Social Impact Bonds

- a. Investors fund reparative programs upfront.
- b. County repays only if outcomes are achieved.
- c. Works well for:

- i. Recidivism reduction
 - ii. Workforce development
 - iii. Health interventions
- 2. Public Land Value Capture
 - a. When county-owned land is developed:
 - i. A portion of revenue goes to the Reparations Fund.
- 3. Naming Rights & Cultural Sponsorships
 - a. For museums, memorials, cultural centers, or public art.

VII. Internal Efficiency Savings

- 1. Cost Savings from Reduced Disparities
 - a. Lower incarceration costs
 - b. Reduced emergency healthcare usage
 - c. Increased employment and tax revenue

These savings can be reinvested in the department.

Intended Beneficiaries

- The focus is on African Americans who currently live in the county, but the county as a whole would benefit after the programs are in place and running

Success Metrics / Outcomes

- The outcomes would have to be developed in the formation of the department, as measurable goals are set and reset at least annually

Community Input Referenced: The listening sessions had a great deal of impact on what harms and inequities have happened over the years. The Commissioner who brought this recommendation has lived through many of the issues we are facing today.

Final Considerations: Keep your eyes on the prize.

3.3 – Establish a Reparations Fund

Harm Statement: Black residents and descendants in Alameda County have experienced generations of economic exclusion, land dispossession, discriminatory public policies, and systemic underinvestment that prevented wealth accumulation and community stability. County policies and practices—including discriminatory housing, criminal justice disparities, and inequitable public investment—contributed to long-term economic harm and structural inequality. The absence of a dedicated funding mechanism has historically prevented meaningful repair and investment in Black communities. Establishing a Reparations Fund ensures that Alameda County can address documented harms through sustained, accountable financial commitments.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish a permanent, dedicated Reparations Fund to finance the implementation of reparative programs, investments, and initiatives addressing historical and ongoing harms experienced by Black residents and descendants in Alameda County.

Proposed Action Steps

1. Establish a County Reparations Fund through ordinance or Board resolution to finance reparations initiatives.
2. Allocate initial seed funding from the County General Fund to operationalize the fund.
3. Identify and secure long-term revenue streams such as public funding allocations, philanthropic contributions, grants, and other public-private partnerships.
4. Create clear governance and oversight structures to ensure transparency and accountability in fund administration.
5. Prioritize funding for programs addressing housing, economic development, health equity, education, cultural preservation, and justice system repair.
6. Require annual public reporting on fund allocations, expenditures, and community outcomes.
7. Coordinate with cities within Alameda County to align funding strategies and leverage additional resources.

Implementation Considerations

Responsible Department or Body

- Proposed Alameda County Reparations Department (or designated County Office), in coordination with the Alameda County Board of Supervisors and an independent Reparations Oversight Commission.

Implementation Ideas

- Establish the fund through county ordinance to ensure permanence and legal authority.
- Develop transparent guidelines for funding eligibility and allocation priorities aligned with the Commission’s final recommendations.
- Create a community advisory structure to provide input on funding priorities.
- Ensure alignment with the Harms Report findings and reparations implementation strategy.
- Integrate financial management practices consistent with county fiscal policies and public accountability standards."

Potential Funding Considerations

- Alameda County General Fund allocations
- State and federal grants
- Philanthropic partnerships and foundation funding
- Public-private partnerships
- Settlement funds or special allocations tied to equity initiatives
- Contributions from participating municipalities within Alameda County

Intended Beneficiaries: Black residents and descendants of enslaved people or historically harmed Black communities living in Alameda County, particularly those affected by systemic discrimination in housing, economic opportunity, health, education, and criminal justice systems. The broader community also benefits through increased economic inclusion, community stability, and equitable development.

Success Metrics / Outcomes: Increased participation in restorative justice and diversion programs.

Community Input Referenced: This recommendation reflects testimony, public comments, community listening sessions, and lived experiences shared with the Alameda County Reparations Commission by Black residents, community leaders, faith organizations, and advocacy groups regarding the need for sustained financial commitments to address historical harms.

Final Considerations: Establishing a permanent Reparations Fund is a critical step in transforming the Commission’s recommendations into concrete action. A dedicated funding mechanism ensures that reparations commitments are not symbolic but instead represent a sustained, accountable investment in repairing historical harms and advancing equity for Black communities in Alameda County.

3.4 – The Cost of Inequality and Public Accountability Initiative

Harm Statement: For generations, systemic racial discrimination and structural inequities imposed upon Black residents in Alameda County have created profound economic, social, health, environmental, and public safety consequences that extend beyond the Black community and burden the County as a whole. Historic and ongoing inequities in housing, education, healthcare, employment, environmental conditions, and criminal justice systems have contributed to increased public expenditures associated with incarceration, emergency healthcare, homelessness, foster care, violence intervention, underemployment, untreated trauma, environmental illness, and lost economic productivity.

These costs are not abstract. They are borne collectively by Alameda County taxpayers through increased strain on public systems, reduced economic participation, suppressed property values, diminished tax revenues, and escalating expenditures on reactive governmental responses rather than preventative investments. The County has historically failed to fully measure, publicly communicate, or structurally address the true long-term fiscal and societal costs of inequality.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County formally recognize and publicly educate residents regarding the measurable economic and societal costs of racial inequality and structural discrimination. The County should establish an ongoing Cost of Inequality and Public Accountability Initiative to quantify, monitor, and publicly report the fiscal, social, environmental, health, and economic impacts of inequity on the County as a whole, and to integrate these findings into future budgeting, policymaking, and reparative investment decisions.

Proposed Action Steps

1. Establish a recurring County “Cost of Inequality Report” quantifying the fiscal impacts associated with racial disparities in housing, healthcare, education, environmental exposure, incarceration, homelessness, foster care, unemployment, and violence.
2. Require County departments and agencies to incorporate equity impact and long-term cost-benefit analyses into major policy, infrastructure, public safety, housing, and budget decisions.
3. Develop public-facing educational materials, dashboards, and annual presentations explaining the economic costs of inequity and the long-term public benefits of reparative investment.
4. Partner with universities, economists, public health experts, and community organizations to model the long-term economic benefits of reducing disparities and increasing opportunity in historically harmed communities.
5. Integrate “preventative reparative investment” principles into County budgeting, recognizing that investments in housing stability, health equity, education, violence prevention, and economic opportunity reduce long-term public expenditures.
6. Require annual reporting to the Board of Supervisors and the public regarding measurable reductions in inequality-related public costs and disparities.

Implementation Considerations: The initiative should be coordinated through the proposed Reparations Department or Office in partnership with the County Administrator’s Office, Health Care Services Agency, Social Services Agency, Community Development Agency, Probation Department, and outside academic institutions.

Potential Funding Considerations: Funding may include County General Fund allocations, equity and public health grants, university research partnerships, philanthropic support, and integration into existing departmental research and planning budgets.

Intended Beneficiaries: Black residents of Alameda County, who have disproportionately borne the harms of structural inequity, as well as Alameda County residents and taxpayers broadly, who benefit from reduced public expenditures, increased economic participation, healthier communities, and strengthened social stability.

Success Metrics / Outcomes

- Reduction in measurable racial disparities across major County indicators
- Reduction in public expenditures associated with reactive systems
- Increased public understanding of the economic impacts of inequality
- Increased investment in preventative and reparative community infrastructure
- Growth in economic participation, wealth-building, and community stability in historically harmed communities

Final Considerations: Reparations are not solely a moral imperative; they are also a practical and fiscally responsible public policy strategy. Structural inequality imposes measurable long-term costs on all residents of Alameda County. By confronting and reducing those inequities, Alameda County can improve public health, reduce governmental expenditures, strengthen economic productivity, increase community stability, and build a more prosperous and equitable future for all residents.

4. PHYSICAL & MENTAL HEALTH

Target social determinants of health and establish community-based Trauma Recovery and Healing Centers to repair intergenerational harm.

Alameda County should advance health equity as a core reparations priority through targeted, reparative investments that address the social determinants of health impacting Black communities, including housing, environmental conditions, economic stability, and access to care. This must include establishing community-based Trauma Recovery and Healing Centers to support holistic wellness, repair intergenerational harm, and ensure sustained, culturally grounded health outcomes.

- 4.1 – Health Equity
- 4.2 – Reparative Health Investment for Black Communities in Alameda County
- 4.3 – Community Trauma Recovery and Healing Center

4.1 – Health Equity

Harm Statement: The lack of access to quality healthcare (physical, dental, and mental) and disparities for Blacks in Alameda County have led to an increase in Blacks leading across all categories of disparities in the top diagnoses with comorbidities (i.e., Black infant mortality, hypertension, diabetes, cancer, obesity, mental health).

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish a Health Equity Committee to develop initiatives to address health disparities and social determinants of health, thereby closing care gaps for Black residents.

Proposed Action Steps

1. Establish a Health Equity Committee and identify the scope and focus on closing healthcare gaps for Black residents
2. Create initiatives to measure progress and improvement in closing disparities and gaps in care
3. Implement ongoing programs to address the greatest disparities and social determinants of health (transportation, childcare, housing, nutrition/food insecurity)

Implementation Considerations: Establish a Health Equity Committee (like other Alameda County Committees)

Potential Funding Considerations: Need to assess/Not sure

Intended Beneficiaries: Black residents of Alameda County impacted by health disparities

Success Metrics / Outcomes

- Established Health Equity Committee
- Identified the greatest Health disparities
- Creating initiatives and programs to improve and close gaps in care
- Create metrics benchmarks to monitor the improvement of gaps and disparities

Community Input Referenced: Testimony from attendees at Community Listening Sessions who shared personal or family members' experiences who were impacted by inequality and the lack of quality healthcare in Alameda County health systems.

Final Considerations: Provide ongoing support for establishing a Health Equity Committee, engage in next steps to support Alameda County in approving the recommendation, create the Committee requirements, define the scope, and recruit members.

4.2 – Reparative Health Investment for Black Communities in Alameda County

Harm Statement: Black communities in Alameda County have faced persistent health disparities due to structural racism, underinvestment in medical services in Black neighborhoods, and inequities in access to culturally competent care. These harms include higher rates of chronic disease, maternal and infant mortality, mental health crises, and life expectancy gaps. Alameda County, as the provider of public health services and the region's largest healthcare funder, bears responsibility for addressing these inequities through targeted reparative interventions.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish a Reparative Health Equity and Investment Initiative to directly improve health outcomes and access for Black residents through targeted programs and community-driven governance.

Proposed Action Steps

1. Establish community-based Black health clinics in historically underserved neighborhoods, offering primary care, preventative services, and chronic disease management.
2. Launch a Black Maternal Health Initiative, including community doulas, midwives, and culturally responsive prenatal and postpartum care.
3. Expand behavioral health and trauma-informed services specifically designed for Black residents, including partnerships with faith organizations and trusted community groups.
4. Develop a Black community health workforce program to train and employ community health workers and peer counselors.
5. Allocate funding toward preventative health programs, including nutrition access, environmental health interventions, and chronic disease prevention.
6. Create a Black Health Equity Advisory Council to guide program design, monitor outcomes, and ensure accountability to the community.

Implementation Considerations

Health-Focused Reparations Recommendations (Alameda County)

Expand Access to Quality and Culturally Competent Healthcare

- Fund community-based clinics and mobile/telehealth services in historically underserved Black neighborhoods.
- Ensure preventive care, chronic disease management, and maternal/infant health programs.

Address Mental Health and Trauma

- Provide free or low-cost trauma-informed therapy for individuals and families impacted by systemic racism, over-policing, and incarceration.
- Support healing circles, restorative justice programs, and youth mental health initiatives.

Invest in Preventive Public Health Programs

- Fund screenings for chronic diseases prevalent in Black communities.

- Support nutrition, wellness, and environmental health initiatives (food access, pollution remediation).

Support Families and Caregivers

- Provide resources for caregivers, home visiting programs, doula services, and postpartum support.
- Offer education and training to manage chronic conditions and promote family health resilience.

Implement Structural Health Equity Reforms

- Conduct health equity audits of all County-funded programs and reallocate resources to historically neglected communities.
- Establish a Black Health Advisory Council to oversee program design, funding allocation, and outcomes tracking.

Potential Funding Considerations

- County health budget allocation (portion of \$1.09B)
- Federal and state public health grants
- Philanthropic partnerships with health and equity-focused foundations

Intended Beneficiaries

- Black residents and families across Alameda County, particularly in historically underserved neighborhoods
- Descendants of communities affected by structural health inequities
- Community health workers and local, Black-led nonprofits

Success Metrics / Outcomes: TBD

Community Input Referenced

- Community listening sessions and testimonies highlighting health inequities
- Lived experience shared by Black residents regarding access to care and outcomes
- Feedback from local faith organizations, nonprofits, and community clinics

Final Considerations: Addressing health inequities through targeted reparative investment recognizes that Black communities have historically borne disproportionate harm under public health and medical systems. By directing resources, building leadership, and establishing community accountability, Alameda County can take meaningful steps toward healing, empowerment, and economic and health equity.

4.3 – Community Trauma Recovery and Healing Center

Harm Statement: Black communities in Alameda County have experienced generations of trauma caused by structural racism, community violence, economic disinvestment, mass incarceration, and displacement. These conditions have produced significant mental health impacts, including unresolved grief, chronic stress, and intergenerational trauma, while access to culturally responsive mental health services has remained limited. Families and communities most impacted by violence often lack safe spaces for healing and support. Alameda County has a responsibility to address these harms by investing in community-based healing resources that promote recovery, resilience, and well-being.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County create Community Trauma Recovery and Healing Centers in neighborhoods most impacted by violence

and historic disinvestment to provide culturally responsive mental health services, grief support, and restorative justice programming.

Proposed Action Steps

1. Establish community-based trauma recovery centers offering free or low-cost culturally responsive mental health services for residents impacted by violence and systemic inequities.
2. Provide grief counseling and family support services for individuals and families affected by homicide, gun violence, and other forms of community trauma.
3. Develop restorative justice and healing circle programs that support conflict resolution, accountability, and community healing.
4. Partner with community organizations to provide peer support, mentorship, and culturally grounded healing practices, including faith-based and community-led approaches.
5. Integrate services with existing county programs, such as Alameda County Behavioral Health Care Services and the Alameda County Office of Violence Prevention, to ensure coordinated care and referrals.
6. Provide outreach and education to increase awareness of trauma recovery services in communities most impacted by violence.

Implementation Considerations

- Alameda County Behavioral Health Care Services
- Alameda County Office of Violence Prevention
- Alameda County Public Health Department
- Community-based mental health and restorative justice organizations
- Local faith-based institutions and community healing practitioners
- Proposed Alameda County Reparations Implementation Office

Implementation Ideas

The County can establish trauma recovery centers through partnerships with trusted community-based organizations located in neighborhoods most impacted by violence and historic disinvestment. Centers could be housed within existing community spaces such as health clinics, cultural centers, or nonprofit facilities to increase accessibility and trust. Services should be trauma-informed, culturally responsive, and available to individuals and families affected by violence, incarceration, and systemic inequities.

Potential Funding Considerations

- Behavioral health and public health funding streams
- State mental health and violence prevention grants
- Federal funding through the U.S. Department of Health and Human Services
- Philanthropic partnerships with foundations focused on mental health, trauma recovery, and community wellness
- Alameda County general fund allocations

Intended Beneficiaries: Black residents and families in Alameda County neighborhoods most impacted by violence, incarceration, and historical disinvestment. Youth, survivors of violence, families experiencing loss, and individuals returning from incarceration would benefit from culturally responsive healing and mental health services. Communities would also benefit through improved well-being, strengthened relationships, and reduced cycles of violence and trauma.

Success Metrics / Outcomes

- Number of individuals and families receiving trauma-informed counseling and support services.
- Increased access to culturally responsive mental health services in impacted neighborhoods.
- Reduction in trauma-related mental health crises and emergency interventions.
- Increased participation in restorative justice and community healing programs.
- Improved mental health and well-being outcomes reported by program participants.

Community Input Referenced: This recommendation reflects testimony from community members, survivors of violence, mental health advocates, and faith leaders who emphasized the need for accessible healing resources and culturally grounded mental health services during reparations listening sessions.

Final Considerations: Addressing the long-term impacts of violence and systemic inequity requires more than prevention—it requires healing. Community Trauma Recovery and Healing Centers provide safe and trusted spaces where individuals and families can process trauma, rebuild connections, and access the support they need to foster resilience and well-being. Investing in community healing is a vital component of repairing the harm experienced by Black communities and building healthier neighborhoods across Alameda County.

5. CENTERING BLACK YOUTH

Center youth across all economic, health, and educational investments to interrupt intergenerational inequities and build leadership pathways.

Centering Black youth is essential to reparative equity, ensuring that investments across economic opportunity, workforce development, education, and health are designed to repair harm while building pathways for long-term opportunity, leadership, and well-being. Youth-focused strategies must be embedded across all recommendations to interrupt intergenerational inequities and secure a more just and prosperous future for Black communities in Alameda County.

- 5.1 – Black Youth

5.1 – Black Youth

Harm Statement: Black youth have historically faced the harms committed against Black people via school push-out, harsh disciplinary action and discrimination, lack of culturally relevant curriculum in schools, and overrepresentation in the suspensions, expulsions, and in the juvenile justice system. These harms persist at alarming rates today, and we continue to witness the complete failure of our system to protect and nurture Black youth. Today, we are witnessing exponential growth in 1) unhoused Black youth and 2) abuse through sex trafficking, as youth are forced to navigate complex systems without any safety nets or support.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County assigns a Black Youth Advocate in each County Department to ensure the highest priority is placed on supporting Black youth in their education needs, securing safe permanent housing, accessing scholarships for higher education, tutors, coaches, economic mobility, access to mental and physical health support, support exiting the justice system, clothing, food, hygiene, transportation, social activities, leadership development activities and all other forms of support that may be requested by Black youth.

Proposed Action Steps

1. Establish a permanent Alameda County Reparations Commission.
2. Dedicate a minimum of 1 FTE in each county department designated as a Black Youth Advocate.
3. Biannually train Black Youth Advocates on culturally relevant and trauma-informed coaching methodologies.
4. Research and determine budget allocations to adequately fund departmental support to be set aside specifically for Black Youth.
5. Convene Black Youth Advocates quarterly to report out data, including # of youth served, # of youth on waiting lists, what supports are most requested, and other metrics as identified.
6. Provide written quarterly reports to the Alameda County Reparations Commission.

Implementation Considerations: Each county department should have at least 1 FTE dedicated solely to serving as a Black Youth Advocate. All Black Youth advocates should be accountable to a fully funded AC Reparations Department and a permanent AC Reparations Commission.

Potential Funding Considerations: Each departmental budget should have a line item for a Black Youth Persistence Fund. The allocation should be 3% to 5% of the department's overall budget and used exclusively to support Black Youth up to age 30.

Intended Beneficiaries: By supporting Black Youth in this way, we ensure that they have their basic needs met, receive culturally relevant support to navigate complex systems, and have a pathway to economic stability. The entire population of our County would benefit, as numerous studies show that support for basic needs over 18 months lifts individuals out of poverty. This will increase our skilled talent in the future, provide hope, support, and opportunity for those who have been pushed to the margins, and create safety for our most vulnerable population.

Success Metrics / Outcomes

- Number of Black Youth Served
- Number of Black Youth Permanently Housed via rental or homeownership for 2 years or more
- Number and Percentage increase of Black Youth graduating from high school, graduating from college, and attaining certifications
- Number and Percentage increase of Black Youth employment
- Number and Percentage decrease of Black Youth Incarceration

Community Input Referenced: In each listening session and pop-up event, many community members spoke passionately about the over-policing, school push-out, and overt discrimination Black Youth face daily in our County.

Final Considerations: Black Youth represent the future of the Black community. It is urgent that we immediately invest in them, remove all obstacles & red tape, and ensure they receive the critical support every young person deserves to thrive and create the future they want for themselves.

Medium-Term Recommendations: 1-3 Years

Systemic reforms in justice, education, and culture.

6. REPARATIVE EDUCATION

Eliminate structural barriers to access and invest in lifelong reparative education and workforce development pathways.

Alameda County should advance reparative education by eliminating structural barriers to access, retention, and completion, while investing in comprehensive education and workforce development pathways for Black residents across the lifespan. In partnership with local school districts, the County should align funding, services, and accountability to expand equitable opportunities, support transitions into quality jobs, and repair historic educational harms.

- 6.1 – Eliminating Barriers to Education
- 6.2 – Reparative Education and Workforce Development Programs for Black Residents

6.1 – Eliminating Barriers to Education

Harm Statement: African Americans in Oakland and throughout Alameda County have faced many barriers to education because of systemic racism and unequal investment in schools serving Black communities. These barriers reduced our ability to access quality educational resources and opportunities for many generations. Unfortunately, Alameda County institutions share responsibility for these disparities through policies and funding practices. It has affected us through inequities in schools and educational outcomes. It continues to affect us today.

Recommendation Statement: Establish and fund a comprehensive educational equity initiative that eliminates financial, structural, and resource barriers to educational access and attainment for Black residents who discriminatory policies and practices have historically harmed.

Proposed Action Steps

1. Establish a Reparative Education Fund dedicated to scholarships, tuition assistance, and stipends for eligible Black students and adult learners in Alameda County.
2. Invest in community-based educational support programs that provide tutoring, literacy development, mentorship, and college or career readiness services in historically under-resourced neighborhoods.
3. Expand access to school supplies, technology, and basic educational resources to ensure students have the tools needed to participate fully in school.
4. Create partnerships with community colleges, trade programs, and universities to provide guaranteed pathways, reduced tuition, or targeted enrollment opportunities for eligible residents.
5. Provide funding for community organizations that address barriers such as transportation, food insecurity, childcare, and housing instability that interfere with educational success.
6. Track and publicly report educational outcomes to ensure accountability and measure improvements in educational attainment among historically impacted communities.
7. Establish a community advisory body composed of educators, youth leaders, and community organizations to guide implementation and ensure the initiative reflects community needs.

Implementation Considerations: The County should commit to immediate steps that prioritize resources, remove barriers, and ensure community oversight so the recommendation leads to real change rather than a prolonged planning process.

Potential Funding Considerations: Dedicated community reinvestment funds to support education, housing stability, and economic development programs that benefit impacted residents.

Intended Beneficiaries: It will benefit African Americans in Alameda County who have experienced historic and ongoing barriers to educational access and attainment. Also, current students in Oakland and Alameda County will continue to face resource inequities if nothing changes. Addressing these barriers will increase community economic stability.

Success Metrics / Outcomes: TBD

Community Input Referenced: This recommendation is based on a commissioner’s lived experiences, testimonies from senior family members who have passed on, Black residents in Alameda County, listening sessions, and discussions among long-standing community leaders, educators, and more. It is highly recommended that these structural barriers to educational access be removed.

Final Considerations: Addressing educational barriers is a critical component of reparative justice. For generations, Black families in Alameda County have experienced inequities in school funding, access to quality education, and opportunities for advancement due to systemic racism that has persisted for far too long. A focused investment in ensuring equitable access to educational opportunities is a meaningful step toward repairing the harm experienced. While the past cannot be forgotten, these actions represent an important step toward healing and mending the lasting impacts on our communities.

6.2 – Reparative Education and Workforce Development Programs for Black Residents

Harm Statement: Black residents of Alameda County have faced systemic educational inequities, underfunded schools, limited access to career pathways, and barriers to workforce participation, including formerly incarcerated individuals. These inequities have limited economic mobility and the creation of generational wealth. Alameda County has contributed to these disparities through unequal school funding, underinvestment in vocational training, and limited support for Black educators and apprenticeships. Addressing these gaps through targeted education and workforce programs is critical to reparative justice and economic empowerment.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish and fund comprehensive education and workforce development programs for Black residents, including summer learning initiatives, teacher support, adult education, and paid apprenticeships linked to county projects.

Proposed Action Steps

1. Fund countywide Freedom School–style summer programs to provide enrichment, mentorship, and academic support for Black youth.
2. Support recruitment, retention, and professional development programs for Black teachers, coordinated with city education offices across Alameda County.
3. Fund adult education programs for formerly incarcerated Black residents to build skills for reentry and economic self-sufficiency.

4. Create paid apprenticeships linked to county infrastructure projects in skilled trades, vocational, or technical fields.
5. Establish partnerships with local unions, community colleges, and vocational training providers to facilitate pathways into stable, high-demand jobs.
6. Monitor program participation and employment outcomes to evaluate impact and guide program expansion.

Implementation Considerations

- Pilot summer programs and apprenticeship initiatives in high-need neighborhoods, scaling countywide over 1–3 years.
- Collaborate with city education offices to align teacher recruitment and retention programs.
- Use data collection to track student outcomes, apprenticeship completion, and adult education success.
- Provide stipends or wage support to participants in apprenticeships to ensure equitable access and participation.

Potential Funding Considerations

- County general fund allocations for education and workforce programs
- State workforce development and education grants
- Philanthropic support for Freedom School–style enrichment programs
- Partnerships with unions, community colleges, and private employers

Intended Beneficiaries: Black youth and students, Black educators, formerly incarcerated Black adults, apprentices entering skilled trades or technical careers, and the broader community through strengthened local workforce and economic development.

Success Metrics / Outcomes

- Number of students enrolled and completing Freedom School–style programs.
- Number of Black teachers recruited, retained, and supported through professional development.
- Number of formerly incarcerated Black residents completing adult education programs.
- Number of paid apprenticeships created and completed in county-linked infrastructure or technical projects.
- Measurable improvements in employment rates, income levels, and workforce readiness for program participants.

Community Input Referenced: Community feedback from parents, educators, youth, formerly incarcerated residents, and workforce development advocates emphasizing the need for enrichment programs, adult education, and apprenticeships to address long-standing disparities.

Final Considerations: Investing in reparative education and workforce development addresses historical inequities, creates tangible economic opportunities, strengthens the county’s talent pipeline, and supports community stability and empowerment.

7. REPARATIVE CRIMINAL JUSTICE

Create a restitution fund for wrongful convictions and unpaid prison labor, support reentry, establish an independent Justice Ombudsperson, and transition to community-led violence prevention.

Alameda County should advance a reparative criminal justice framework that transforms public safety through community-led violence prevention, reduces biased policing, and disrupts the school-to-prison pipeline, while investing in reentry and economic restoration for formerly incarcerated residents. This framework must include a fully funded restitution system to compensate individuals harmed by wrongful convictions, excessive sentencing, and exploitative jail and prison labor, alongside the establishment of an independent Justice Ombudsperson and Wrongful Convictions Review Office to ensure accountability, redress, and non-repetition.

- 7.1 – Reparative Criminal Justice
- 7.2 – Community Safety Transformation Initiative
- 7.3 – Reducing Biased Policing in Alameda County
- 7.4 – Reparative Reentry and Economic Restoration Program for Formerly Incarcerated Residents
- 7.5 – Wrongful Conviction and Over-Incarceration Reparations Fund
- 7.6 – Disrupt and Repair School-to-Prison Pipeline and Educational Restoration Initiative
- 7.7 – Create a County Restitution Fund for Individuals Harmed by Wrongful Convictions or Excessive Sentencing and Compensate Individuals for Unpaid or Underpaid Jail and Prison Labor Under County Authority
- 7.8 – Create a Restitution Fund for Wrongful Convictions and Compensate Jail and Prison Labor
- 7.9 – Establish an Independent Justice Ombudsperson and Wrongful Convictions Review Office
- 7.10 – Reparations-Aligned Community Violence Intervention Network in deep collaboration with the Alameda County Office of Violence Prevention

7.1 – Reparative Justice

Harm Statement: Black residents of Alameda County have experienced generations of disproportionate policing, racial profiling, discriminatory enforcement of laws, sentencing disparities, and exposure to police violence and excessive force. These practices contributed to the overrepresentation of Black residents in jails and prisons and created long-lasting economic, social, and psychological harms to families and communities. County systems, including law enforcement, courts, probation, and detention facilities, have played a role in sustaining a carceral system that criminalized poverty and destabilized Black communities through incarceration, surveillance, and barriers to reentry.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement a comprehensive Reparative Justice Initiative to repair harm caused by discriminatory policing, incarceration, and the criminalization of poverty affecting Black residents and their families.

Proposed Action Steps

1. Establish a Reparative Justice Fund to provide direct economic repair and support services to Black individuals and families harmed by discriminatory policing, wrongful convictions, excessive sentencing, and incarceration.
2. Expand community-based alternatives to incarceration, including restorative justice programs, violence prevention initiatives, and diversion programs that reduce reliance on the criminal legal system.
3. Eliminate policies that criminalize poverty, including excessive fines, fees, cash bail impacts, and administrative penalties that disproportionately burden low-income residents.
4. Create an independent review and accountability body to investigate patterns of racial profiling, police violence, and excessive force involving county law enforcement agencies.

5. Provide comprehensive reentry support for formerly incarcerated residents, including housing assistance, employment pathways, mental health services, and family reunification programs.
6. Invest in community-based safety infrastructure, including neighborhood-based crisis response teams, violence interruption programs, and culturally competent mental health responders.
7. Implement mandatory racial equity audits of policing, prosecution, sentencing, and detention practices across Alameda County justice institutions.

Implementation Considerations

Lead agencies may include:

- Alameda County Board of Supervisors
- Alameda County Public Defender's Office
- Alameda County District Attorney's Office
- Alameda County Probation Department
- Alameda County Sheriff's Office
- Alameda County Health Care Services Agency

Community partners:

- Restorative justice organizations
- Violence interruption programs
- Reentry service providers
- Black-led community organizations
- Legal advocacy groups

Implementation should include the creation of a County Reparative Justice Office or Task Force to coordinate reforms, manage funding allocations, and ensure accountability across justice system institutions.

The County should also develop data transparency systems to track racial disparities in arrests, charging decisions, sentencing, detention, and use-of-force incidents.

In addition, the County should prioritize community-based safety models that shift investments from punitive systems toward prevention, healing, and community stability.

Potential Funding Considerations

- Alameda County public safety budgets
- Reallocation of incarceration-related expenditures
- State criminal justice reform funding
- Federal justice reform grants
- Philanthropic partnerships focused on justice reform
- Significant savings may also occur through reduced incarceration costs and reduced recidivism.

Intended Beneficiaries

- Black residents disproportionately impacted by policing and incarceration
- Formerly incarcerated individuals
- Families affected by incarceration and criminal justice involvement
- Black youth and communities experiencing heightened surveillance and policing
- Secondary beneficiaries include all Alameda County residents through improved community safety and reduced justice system costs.

Success Metrics / Outcomes

- Reduction in racial disparities in arrests, prosecutions, and sentencing.
- Decrease in incarceration rates of Black residents in Alameda County facilities.
- Reduction in police use-of-force incidents involving Black residents.
- Increased participation in restorative justice and diversion programs.
- Successful reentry outcomes, including housing stability and employment among formerly incarcerated residents.

Community Input Referenced: This recommendation reflects testimony and lived experiences shared during Alameda County Reparations Commission meetings, community listening sessions, and advocacy efforts highlighting the harms caused by over-policing, mass incarceration, and criminalization of poverty in Black communities.

Final Considerations: Repairing the harm caused by generations of discriminatory policing and incarceration requires a shift from punitive systems toward justice, healing, and community stability. By investing in reparative justice and community-based safety models, Alameda County can address past harms while building a more equitable and humane public safety system.

7.2 – Community Safety Transformation Initiative

Harm Statement: Black residents of Alameda County have experienced generations of disproportionate policing, racial profiling, discriminatory enforcement of laws, sentencing disparities, and exposure to police violence and excessive force.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement a comprehensive Community Safety Initiative to repair harm caused by discriminatory policing, incarceration, and the criminalization of poverty affecting Black residents and their families.

Proposed Action Steps

1. Create an independent review and accountability body to investigate patterns of racial profiling, police violence, and excessive force involving county law enforcement agencies.
2. Provide comprehensive reentry support for formerly incarcerated residents, including housing assistance, employment pathways, mental health services, and family reunification programs.
3. Invest in community-based safety infrastructure, including neighborhood-based crisis response teams, violence interruption programs, and culturally competent mental health responders.

Implementation Considerations

Lead agencies may include:

- Alameda County Board of Supervisors
- Alameda County Public Defender's Office
- Alameda County District Attorney's Office
- Alameda County Probation Department
- Alameda County Sheriff's Office
- Alameda County Health Care Services Agency

Community partners

- Restorative justice organizations

- Violence interruption programs
- Reentry service providers
- Black-led community organizations
- Legal advocacy groups

Implementation should include the creation of a County Reparative Justice Office or Task Force to coordinate reforms, manage funding allocations, and ensure accountability across justice system institutions.

The County should also develop data transparency systems to track racial disparities in arrests, charging decisions, sentencing, detention, and use-of-force incidents.

In addition, the County should prioritize community-based safety models that shift investments from punitive systems toward prevention, healing, and community stability.

Potential Funding Considerations

- Alameda County public safety budgets
- Reallocation of incarceration-related expenditures
- Philanthropic partnerships focused on public safety

Intended Beneficiaries

- Black youth and communities experiencing heightened surveillance and policing
- Secondary beneficiaries include all Alameda County residents through improved community safety and reduced justice system costs.

Success Metrics / Outcomes: Decrease in incarceration rates of Black residents in Alameda County facilities.

Community Input Referenced: This recommendation reflects testimony and lived experiences shared during Alameda County Reparations Commission meetings, community listening sessions, and advocacy efforts highlighting the harms caused by over-policing, mass incarceration, and criminalization of poverty in Black communities.

Final Considerations: Repairing the harm caused by generations of discriminatory policing and incarceration requires a shift from punitive systems toward justice, healing, and community stability. By investing in reparative justice and community-based safety models, Alameda County can address past harms while building a more equitable and humane public safety system.

7.3 – Reducing Biased Policing in Alameda County

Harm Statement: Black people are disproportionately likely to be stopped, and are far more likely to be stopped based on so-called reasonable suspicion.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County (1) ban pretextual stops, (2) ban stops that rely on reasonable suspicion instead of probable cause, (3) mandate implicit bias training for sheriff’s deputies, and (4) encourage County cities to adopt similar policies.

Proposed Action Steps

1. The Board of Supervisors instructs the County Sheriff to update department policy to reflect the above by restricting enforcement of minor traffic offenses and barring stops based on a threshold below probable cause

2. The Board sends letters to the County's municipal governments to notify them of the impending changes and to encourage similar policy changes (if similar policies have not already been implemented).
3. The Sheriff creates a policy and develops an implementation plan (including sanctions for violations of policy) to present to the Board and any relevant County commissions
4. The Sheriff publicly posts the updates to department policy
5. The Sheriff's Office prepares a report detailing the uptake of implicit bias training

Implementation Considerations: The implicit bias aspect would pose issues in selecting and paying for the most effective educational materials (or educators); the update to policy around stops should not incur a fiscal burden (and data collection on stop demographics is already required by state law).

Potential Funding Considerations: TBD

Intended Beneficiaries: Black residents of (and Black visitors to) the County.

Success Metrics / Outcomes

- Reduced overall stop disparity in state RIPA data for Alameda County law enforcement agencies between Black and non-Black subjects
- Reduced disparity in stops based on "reasonable suspicion" between Black and non-Black subjects

Community Input Referenced: Being subject to arbitrary and racially-motivated policing was a recurrent topic in listening sessions.

Final Considerations: This draws in part on multiple state task force recommendations from Chapter 28 of *The California Reparations Report*.⁵⁷⁰

7.4 – Reparative Reentry and Economic Restoration Program for Formerly Incarcerated Residents

Harm Statement: Black residents in Alameda County have been disproportionately impacted by discriminatory policing, racial profiling, sentencing disparities, and the criminalization of poverty. These systemic inequities have contributed to higher incarceration rates, disrupted families, loss of income, and long-term barriers to employment, housing, and economic mobility. As a result, many formerly incarcerated Black residents face lifelong economic exclusion even after completing their sentences. Alameda County played a role in these harms through policies, law enforcement practices, and institutional systems that contributed to disproportionate incarceration and limited reentry support.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish a Reparative Reentry and Economic Restoration Program providing guaranteed financial stabilization, employment pathways, and business capital for formerly incarcerated Black residents impacted by discriminatory policing, sentencing, and incarceration practices.

Proposed Action Steps

1. Establish a reparative reentry fund providing direct financial stabilization grants or stipends to formerly incarcerated Black residents to address economic losses resulting from incarceration.
2. Develop priority access to county employment, apprenticeships, and workforce development programs for eligible participants.
3. Create a small business and entrepreneurship fund offering grants, technical assistance, and low-interest capital to support business creation by formerly incarcerated individuals.

4. Provide housing stabilization support, including rental assistance and access to transitional housing programs.
5. Partner with community-based organizations to deliver reentry services, mentorship, legal assistance, and record-clearing support.
6. Establish a data and evaluation framework to track outcomes related to employment, income stability, housing security, and recidivism reduction.

Implementation Considerations

Responsible Entities:

- Alameda County Social Services Agency
- Alameda County Probation Department
- Alameda County Workforce Development Board
- Community-based reentry and workforce organizations
- Proposed Alameda County Reparations Implementation Office (if established)

Implementation Ideas

The County could implement the program through partnerships with community-based organizations that specialize in reentry services and workforce development. A centralized county program could administer funding while contracting with trusted organizations to provide services such as job training, mentorship, legal support, and entrepreneurship development. Priority should be given to culturally competent organizations with demonstrated experience serving formerly incarcerated individuals in Black communities.

Potential Funding Considerations

- Alameda County general fund allocations
- Public safety reinvestment funds
- Workforce development and reentry grants from the State of California
- Federal funding through the U.S. Department of Justice reentry and Second Chance programs
- Philanthropic partnerships and impact investment funds

Intended Beneficiaries: Formerly incarcerated Black residents of Alameda County, particularly those disproportionately impacted by discriminatory policing, sentencing disparities, and systemic barriers to employment and economic opportunity. Families and communities in neighborhoods with high incarceration rates would also benefit through increased economic stability, reduced recidivism, and stronger community safety.

Success Metrics / Outcomes

- Increased employment rates among program participants within 12–24 months.
- Number of participants receiving business grants or starting new enterprises.
- Reduction in recidivism rates among program participants.
- Increased housing stability and reduction in homelessness among formerly incarcerated participants.
- Growth in participant income and economic stability over time.

Community Input Referenced: This recommendation reflects testimony from formerly incarcerated residents, community advocates, and reentry organizations during Alameda County reparations listening sessions, as well as broader research on racial disparities in incarceration and reentry barriers experienced by Black communities.

Final Considerations: Reentry without economic opportunity often leads to cycles of poverty and continued criminalization. A reparative approach recognizes that incarceration has imposed long-term economic harm on Black residents and their families. Investing in economic restoration, employment pathways, and entrepreneurship will help repair these harms while strengthening community safety and economic resilience across Alameda County.

7.5 – Wrongful Conviction and Over-Incarceration Reparations Fund

Harm Statement: Black residents have historically faced disproportionate policing, racially biased investigations, harsher charging decisions, and longer sentences within the criminal legal system. These practices have contributed to wrongful convictions, excessive incarceration, and severe social and economic harm, including lost income, family separation, housing instability, and long-term barriers to opportunity. Alameda County institutions, including law enforcement, courts, and prosecutorial systems, have participated in systems that produced these outcomes. As a result, many Black residents have experienced unjust imprisonment or excessive punishment that requires meaningful repair and compensation.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County create a Wrongful Conviction and Over-Incarceration Reparations Fund to compensate Black residents who were wrongfully convicted, excessively sentenced, or disproportionately impacted by racially discriminatory policing and prosecution practices.

Proposed Action Steps

1. Establish a county reparations compensation fund providing monetary compensation to individuals who were wrongfully convicted or excessively incarcerated due to discriminatory practices.
2. Develop clear eligibility criteria and an independent review process to evaluate claims based on documented wrongful conviction, prosecutorial misconduct, excessive sentencing disparities, or other verified injustices.
3. Provide compensation scaled to the number of years of wrongful incarceration, including restitution for lost wages, lost opportunities, and emotional harm.
4. Offer automatic record expungement and legal assistance to clear criminal records associated with wrongful or excessive incarceration.
5. Provide comprehensive reintegration support, including housing assistance, mental health services, healthcare access, and education or workforce training.
6. Establish a community advisory or oversight body to ensure transparency, fairness, and accountability in the administration of the fund.

Implementation Considerations

Responsible Entities

- Alameda County Public Defender’s Office
- Alameda County District Attorney’s Office (Conviction Integrity Unit)
- Alameda County Social Services Agency
- Alameda County Counsel
- Proposed Alameda County Reparations Implementation Office
- Community-based legal and reentry organizations

Implementation Ideas

The County could establish an independent review panel composed of legal experts, community representatives, and formerly incarcerated individuals to review claims and recommend compensation awards. Coordination with legal organizations, innocence advocacy groups, and reentry service providers will help identify eligible individuals and provide holistic support services. The program could also align with existing state compensation frameworks while expanding eligibility to address racial disparities in excessive sentencing and incarceration."

Potential Funding Considerations

- State compensation programs administered through the California Victim Compensation Board
- State and federal criminal justice reform grants
- Philanthropic and justice reform foundation partnerships
- Potential civil settlements or recovered funds from cases involving misconduct
- Alameda County general fund appropriations

Intended Beneficiaries: Black residents of Alameda County who were wrongfully convicted, excessively incarcerated, or disproportionately harmed by discriminatory policing and prosecution practices. Families of impacted individuals and communities with historically high incarceration rates would also benefit through restored economic stability, reduced long-term harm, and public acknowledgment of injustice.

Success Metrics / Outcomes

- Number of individuals receiving compensation through the fund.
- Number of wrongful convictions or excessive sentencing cases reviewed and resolved.
- Successful record expungements and legal relief granted.
- Increased housing, employment, and income stability among program participants.
- Improved access to mental health and reintegration services.

Community Input Referenced: This recommendation reflects testimony from formerly incarcerated individuals, families impacted by wrongful convictions, community advocates, and criminal justice reform organizations during reparations listening sessions and public testimony before the Alameda County Reparations Commission.

Final Considerations: Wrongful conviction and excessive incarceration represent some of the most profound injustices within the criminal legal system. A dedicated reparations fund acknowledges these harms while providing meaningful financial restoration and support for rebuilding lives. Establishing such a fund signals Alameda County's commitment to accountability, justice, and repairing the deep personal and community impacts of systemic racial discrimination.

7.6 – Disrupt and Repair School-to-Prison Pipeline and Educational Restoration Initiative

Harm Statement: Black students in Alameda County have historically faced discriminatory school discipline practices, racialized surveillance, and exclusionary policies such as suspensions and expulsions that have increased contact with the juvenile and criminal legal systems. These practices, commonly described as the School-to-Prison Pipeline, have disproportionately pushed Black youth out of educational environments and into incarceration. As a result, many individuals experienced interrupted education, reduced economic opportunities, and long-term barriers to employment and stability. Alameda County institutions, including public education and juvenile justice systems, have played a role in these outcomes through policies and practices that contributed to racial disparities in discipline and justice system involvement.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda

County develop a School-to-Prison Pipeline Repair Initiative focused on educational restoration and youth diversion programs for formerly incarcerated Black residents and those most at risk of criminal justice system involvement.

Proposed Action Steps

1. Establish tuition-free educational restoration programs, including GED completion, adult education, vocational training, and community college access for formerly incarcerated individuals.
2. Expand youth diversion and restorative justice programs that redirect young people away from the criminal legal system and toward educational and community-based support services.
3. Create mentorship and leadership programs led by credible messengers, including formerly incarcerated individuals, to support youth at the highest risk of system involvement.
4. Provide scholarships, stipends, and educational support services for individuals whose education was disrupted due to incarceration or criminal justice involvement.
5. Partner with school districts and community organizations to implement restorative discipline models and culturally responsive educational programming.
6. Establish data tracking and accountability systems to monitor reductions in suspensions, expulsions, and justice system referrals among Black youth.

Implementation Considerations

- Alameda County Office of Education
- Alameda County Probation Department
- Alameda County Social Services Agency
- Local school districts within Alameda County
- Community-based youth development and restorative justice organizations
- Proposed Alameda County Reparations Implementation Office

Implementation Ideas

The initiative could be implemented through partnerships between the County, school districts, community colleges, and community-based organizations with expertise in youth mentorship, restorative justice, and reentry support. Programs should prioritize neighborhoods with the highest rates of youth incarceration and school discipline disparities. The County could also provide grant funding to local organizations to operate diversion programs and educational restoration services.

Potential Funding Considerations

- State education and youth justice grants
- Federal education and workforce development funding
- Philanthropic foundations focused on education equity and youth development
- Potential partnerships with the California Department of Education and workforce development initiatives
- Alameda County general fund allocations

Intended Beneficiaries: Black youth and formerly incarcerated Black residents in Alameda County who have experienced educational disruption due to discriminatory discipline practices, incarceration, or justice system involvement. Families and communities disproportionately affected by the school-to-prison pipeline would also benefit through improved educational access, reduced justice system involvement, and increased economic opportunity.

Success Metrics / Outcomes

- Increased GED completion, vocational certification, and higher education enrollment among program participants.
- Reduction in school suspensions, expulsions, and law enforcement referrals among Black students.
- Increased participation in youth diversion and restorative justice programs.
- Decreased juvenile justice involvement among program participants.
- Increased employment and income stability for individuals receiving educational restoration support.

Community Input Referenced: This recommendation reflects testimony from formerly incarcerated residents, youth advocates, educators, and community members who participated in Alameda County reparations listening sessions and discussions regarding racial disparities in school discipline and justice system involvement.

Final Considerations: Repairing the harm caused by the school-to-prison pipeline requires both prevention and restoration. By investing in educational opportunity, diversion programs, and restorative justice approaches, Alameda County can help interrupt cycles of criminalization while restoring access to education and economic opportunity for Black residents whose lives were disrupted by these systems.

7.7 – Create a County Restitution Fund for Individuals Harmed by Wrongful Convictions or Excessive Sentencing and Compensate Individuals for Unpaid or Underpaid Jail and Prison Labor Under County Authority

Harm Statement: Black residents in Alameda County have been disproportionately impacted by wrongful convictions, excessive sentencing, and discriminatory criminal justice practices. These harms resulted in the loss of freedom, income, family stability, and long-term economic opportunity. Additionally, incarcerated individuals have historically been required to perform labor while receiving little or no compensation, further contributing to economic exploitation and the inability to build financial stability upon release.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish a restitution fund to compensate individuals harmed by wrongful convictions or excessive sentencing and provide compensation to individuals for unpaid or underpaid labor performed while incarcerated under county authority.

Proposed Action Steps

1. Establish a County Restitution Fund to compensate individuals who experienced wrongful convictions, excessive sentencing, or other unjust incarceration outcomes connected to county criminal justice systems.
2. Develop eligibility criteria and an application process for individuals seeking compensation, including documentation and review procedures.
3. Conduct a review of jail labor programs administered under county authority to determine historical wage practices and compensation gaps.
4. Provide financial compensation to formerly incarcerated individuals for unpaid or underpaid labor performed in county-operated facilities.
5. Partner with legal organizations, reentry programs, and community groups to identify eligible individuals and assist with the claims process.
6. Create an independent review panel or advisory body to evaluate claims and make recommendations regarding compensation.
7. Require public reporting on the number of claims processed and restitution payments issued.

Implementation Considerations

- Alameda County Sheriff's Office
- Alameda County District Attorney's Office
- Alameda County Public Defender's Office
- County Administrator's Office
- County Counsel
- Community-based reentry organizations and legal aid providers
- Alameda County Board of Supervisors

The County could establish a restitution fund, administered through an independent program office or a designated department, responsible for reviewing claims and issuing payments. Compensation for wrongful convictions or excessive sentencing could be aligned with existing state compensation frameworks, while allowing additional county-level restitution for harms resulting from county systems. For jail labor compensation, the County could review wage records and develop a standardized formula for calculating back pay for eligible individuals.

Potential Funding Considerations

- Alameda County general funds
- Dedicated restitution or justice reform funds
- State compensation program alignment or matching funds
- Philanthropic and justice reform grant funding
- Settlement funds or other legal recovery mechanisms

Intended Beneficiaries: Individuals harmed by wrongful convictions, excessive sentencing, or unjust incarceration connected to the Alameda County criminal justice system. Formerly incarcerated individuals who performed labor while incarcerated in county facilities and received little or no compensation will also benefit.

Success Metrics / Outcomes

- Number of eligible individuals identified and compensated through the restitution fund
- Total restitution payments issued to individuals harmed by wrongful convictions or excessive sentencing
- Number of individuals compensated for unpaid or underpaid jail labor
- Improved economic stability for formerly incarcerated individuals receiving restitution
- Annual public reporting on claims received, processed, and resolved

Community Input Referenced: This recommendation reflects testimony from community members, formerly incarcerated individuals, and advocates who described the economic and social harm caused by wrongful convictions, excessive sentencing, and exploitative jail labor practices.

Final Considerations: Establishing a restitution fund and compensating individuals for jail labor acknowledges the profound harm caused by wrongful incarceration and exploitative labor practices. These measures would provide meaningful economic repair, support reentry and financial stability, and reinforce Alameda County's commitment to accountability and justice.

7.8 – Create a Restitution Fund for Wrongful Convictions and Compensate Jail and Prison Labor

Harm Statement: Black residents in Alameda County have been disproportionately impacted by wrongful convictions, excessive sentencing, and discriminatory criminal justice practices. These harms resulted in the loss of freedom, income, family stability, and long-term economic opportunity. Additionally, incarcerated individuals

have historically been required to perform labor while receiving little or no compensation, further contributing to economic exploitation and the inability to build financial stability upon release.

Recommendation Statement

- Establish a County Restitution Fund to compensate individuals who experienced wrongful convictions, excessive sentencing, or other unjust incarceration outcomes connected to county criminal justice systems.
- Develop eligibility criteria and an application process for individuals seeking compensation, including documentation and review procedures.
- Conduct a review of jail labor programs administered under county authority to determine historical wage practices and compensation gaps.
- Provide financial compensation to formerly incarcerated individuals for unpaid or underpaid labor performed in county-operated facilities.
- Partner with legal organizations, reentry programs, and community groups to identify eligible individuals and assist with the claims process.
- Create an independent review panel or advisory body to evaluate claims and make recommendations regarding compensation.
- Require public reporting on the number of claims processed and restitution payments issued.

Proposed Action Steps

1. Conduct a countywide audit to assess compliance with all Board-adopted reparations mandates and identify gaps in implementation, staffing, and funding.
2. Establish a centralized reparations implementation unit or designate a lead office within the County Administrator's Office to coordinate and oversee countywide compliance.
3. Integrate reparations priorities into the county's annual budgeting and capital planning processes to ensure resources are aligned with reparative goals.
4. Allocate dedicated staffing, operational budgets, and administrative support to all offices and programs responsible for implementing reparations-related initiatives.
5. Develop and adopt performance metrics and reporting requirements that embed reparations goals into the county's performance management system.
6. Require annual public reporting to the Board of Supervisors and the community on progress, expenditures, and outcomes related to reparations implementation.
7. Provide training and technical assistance for county departments to ensure consistent understanding and application of reparations mandates across all agencies.

Implementation Considerations

- Alameda County Board of Supervisors
- Alameda County Sheriff's Office
- Alameda County District Attorney's Office
- Alameda County Public Defender's Office
- County Administrator's Office
- County Counsel
- Community-based reentry organizations and legal aid providers

Potential Funding Considerations

- Alameda County general funds
- Dedicated restitution or justice reform funds
- State compensation program alignment or matching funds

- Philanthropic and justice reform grant funding
- Settlement funds or other legal recovery mechanisms

Intended Beneficiaries: Individuals harmed by wrongful convictions, excessive sentencing, or unjust incarceration connected to the Alameda County criminal justice system. Formerly incarcerated individuals who performed labor while incarcerated in county facilities and received little or no compensation will also benefit.

Success Metrics / Outcomes

- Number of eligible individuals identified and compensated through the restitution fund
- Total restitution payments issued to individuals harmed by wrongful convictions or excessive sentencing
- Number of individuals compensated for unpaid or underpaid jail labor
- Improved economic stability for formerly incarcerated individuals receiving restitution
- Annual public reporting on claims received, processed, and resolved

Community Input Referenced: This recommendation reflects testimony from community members, formerly incarcerated individuals, and advocates who described the economic and social harm caused by wrongful convictions, excessive sentencing, and exploitative jail labor practices.

Final Considerations: Establishing a restitution fund and compensating individuals for jail labor acknowledges the profound harm caused by wrongful incarceration and exploitative labor practices. These measures would provide meaningful economic repair, support reentry and financial stability, and reinforce Alameda County’s commitment to accountability and justice.

7.9 – Establish an Independent Justice Ombudsperson and Wrongful Convictions Review Office

Harm Statement: Black residents in Alameda County have been disproportionately harmed by wrongful convictions, racially biased policing, excessive charging decisions, and inequitable sentencing practices. Historical and ongoing systemic discrimination within the criminal legal system, including misconduct, unreliable evidence, and lack of accountability for prosecutorial decisions, has resulted in unjust incarceration and long-term economic, social, and family harm. Alameda County bears responsibility for addressing these harms because it funds, administers, and oversees the District Attorney’s Office, the courts, and local criminal justice systems. The absence of an independent review mechanism has limited the ability of impacted individuals to challenge wrongful convictions or unjust prosecutions.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish an independent Justice Ombudsperson and Wrongful Convictions Review Office to investigate claims of wrongful convictions, discriminatory charging practices, prosecutorial misconduct, and excessive sentencing, and to recommend corrective legal and policy actions.

Proposed Action Steps

1. Establish an independent Office of the Justice Ombudsperson authorized by the Alameda County Board of Supervisors and structurally independent from the District Attorney, courts, and law enforcement agencies.
2. Create a Wrongful Convictions and Charging Review Division within the office to review claims of innocence, excessive sentencing, discriminatory charging, and prosecutorial misconduct.
3. Develop a public petition and application process allowing incarcerated individuals, formerly incarcerated individuals, attorneys, families, and community organizations to request case reviews.

4. Grant the Ombudsperson investigative authority, including the ability to access case records, review prosecutorial files, consult forensic experts, and conduct independent investigations.
5. Establish a formal referral process to courts and prosecutors for corrective action such as vacated convictions, sentence reductions, new trials, or case dismissals when injustice is identified.
6. Publish annual public reports identifying patterns of misconduct, racial disparities in charging or sentencing, and recommendations for criminal justice reform.
7. Create a community advisory board including formerly incarcerated individuals, civil rights advocates, and legal experts to ensure transparency and accountability.

Implementation Considerations: The Board of Supervisors would establish the Justice Ombudsperson through ordinance or resolution and allocate funding to create the office. The Ombudsperson would operate independently from the District Attorney's Office and have authority to review historical and current cases. Partnerships with legal clinics, innocence organizations, and academic institutions could support investigations, forensic review, and data analysis to identify systemic patterns of racial bias and wrongful convictions.

Potential Funding Considerations

- Alameda County General Fund allocation
- Reallocation of criminal justice administrative budgets
- State justice reform grants
- Philanthropic partnerships with criminal justice reform foundations
- Federal grants supporting wrongful conviction review and justice system accountability

Intended Beneficiaries: This recommendation primarily benefits Black residents and descendants harmed by discriminatory criminal justice practices, including individuals wrongfully convicted, excessively sentenced, or impacted by prosecutorial misconduct. Families and communities affected by incarceration will also benefit from restored justice, accountability, and improved trust in county institutions. The broader Alameda County community benefits through a more transparent and equitable justice system.

Success Metrics / Outcomes

- Number of cases reviewed by the Justice Ombudsperson annually
- Number of wrongful convictions overturned, sentences reduced, or cases dismissed
- Reduction in racial disparities in charging and sentencing identified in annual reports
- Implementation of policy reforms recommended by the Ombudsperson
- Increased public trust and transparency in Alameda County's criminal justice system

Community Input Referenced: This recommendation reflects testimony from formerly incarcerated individuals and criminal justice reform advocates, as well as from community listening sessions and broader community concerns regarding racial disparities, prosecutorial accountability, and wrongful convictions in Alameda County.

Final Considerations: Establishing an independent Justice Ombudsperson creates an institutional mechanism for accountability and repair within Alameda County's criminal justice system. It acknowledges historic harm experienced by Black residents while ensuring that wrongful convictions, prosecutorial misconduct, and unjust sentencing practices are investigated and corrected. This office would serve as a long-term structural reform that advances transparency, fairness, and reparative justice.

7.10 – Reparations-Aligned Community Violence Intervention Network in deep collaboration with the Alameda County Office of Violence Prevention

Harm Statement: Black communities in Alameda County have experienced a long history of systemic disinvestment, concentrated poverty, and exposure to community violence, alongside periods of over-policing that did not address the root causes of harm. These conditions contributed to cycles of violence, trauma, and economic instability in certain neighborhoods. Historically, public safety responses have relied heavily on enforcement rather than prevention, while community-based violence prevention organizations serving Black communities have been underfunded. Alameda County has a responsibility to support community-led solutions that address violence through prevention, healing, and opportunity.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County expand and strengthen the Alameda County Office of Violence Prevention to implement a Reparations-Aligned Community Violence Intervention (**CVI**) Network that prioritizes sustained funding, capacity-building, and program expansion for neighborhood-based violence prevention efforts led by trusted community organizations and credible messengers in historically impacted Black communities.

Proposed Action Steps

1. Direct the Alameda County Office of Violence Prevention to establish a Reparations Priority Funding Track that provides multi-year grants to community-based violence prevention organizations rooted in Black communities most impacted by violence and incarceration.
2. Expand credible messenger and street outreach programs, including the hiring and training of formerly incarcerated individuals and community leaders to mediate conflicts and prevent retaliatory violence.
3. Scale hospital-based violence intervention programs in partnership with local hospitals and trauma centers to connect victims of violence with counseling, case management, and long-term support services.
4. Create a Countywide Community Violence Intervention coordination network, led by the Office of Violence Prevention, to align community organizations, public health agencies, and local jurisdictions on violence prevention strategies.
5. Develop economic stabilization pathways for individuals at the highest risk of violence, including job training, employment placement, and mentorship programs in partnership with workforce development systems.
6. Require the Office of Violence Prevention to provide annual public reporting and evaluation on funding distribution, violence-reduction outcomes, and community impact.

Implementation Considerations

- Alameda County Office of Violence Prevention
- Alameda County Public Health Department
- Alameda County Probation Department
- Community-based violence prevention organizations
- Local hospitals and trauma centers
- Proposed Alameda County Reparations Implementation Office (if established)

Implementation Ideas

The County can expand existing violence prevention programs through the Office of Violence Prevention by establishing dedicated reparations-aligned funding streams and partnerships with trusted community organizations. Programs should prioritize neighborhoods most impacted by historic violence, incarceration, and

economic disinvestment. The Office of Violence Prevention can coordinate partnerships between community organizations, healthcare providers, and workforce programs to ensure a holistic approach to violence prevention and community safety.

Potential Funding Considerations

- State violence prevention grants and public safety reinvestment funds
- Federal funding through the U.S. Department of Justice and U.S. Department of Health and Human Services
- Public health funding streams addressing violence as a public health issue
- Philanthropic partnerships with foundations supporting community safety initiatives

Intended Beneficiaries: Black residents and neighborhoods in Alameda County that have historically experienced higher rates of violence, economic disinvestment, and incarceration. Youth, families, and individuals at the highest risk of involvement in violence would benefit from prevention services, mentorship, and economic opportunity pathways. The broader community benefits through improved public safety, reduced violence, and strengthened neighborhood stability.

Success Metrics / Outcomes

- Reduction in shootings, homicides, and violent incidents in communities served by the CVI network.
- Number of conflicts successfully mediated through credible messenger outreach programs.
- Number of individuals connected to employment, education, or support services through violence prevention programs.
- Reduction in retaliatory violence following intervention efforts.
- Increased community engagement and trust in community-led safety initiatives.

Community Input Referenced: This recommendation reflects testimony from community members, violence prevention practitioners, youth leaders, and formerly incarcerated individuals who participated in reparations listening sessions and emphasized the need for sustained investment in community-based safety strategies.

Final Considerations: This recommendation reflects testimony from community members, violence prevention practitioners, youth leaders, and formerly incarcerated individuals who participated in reparations listening sessions and emphasized the need for sustained investment in community-based safety strategies.

8. INSTITUTIONAL ACCOUNTABILITY

Permanently host a comprehensive Harms Report and require continuous disaggregated Equity reports from every County department to operationalize efforts.

Alameda County should institutionalize accountability by permanently hosting and maintaining a comprehensive Reparations Harms Report, alongside sharing and collaborating on a dedicated Harms Report that guides, updates, and operationalizes reparations efforts in partnership with cities across the County. All County departments and agencies should be required to produce ongoing equity reports aligned with the Harms Report, ensuring transparency, measurable progress, and sustained accountability in addressing and repairing documented harms.

- 8.1 – Permanent Hosting of County Reparations Report
- 8.2 – Enlisting Support from the County's Cities in Implementing Recommendations
- 8.3 – Generate a Formal “Harms Report” and Establish a Harms Department/Office to Guide Reparations Work
- 8.4 – Require Equity Reports for Every County Department & Agency

8.1 – Permanent Hosting of County Reparations Report

Harm Statement: Alameda County has been the site of (and in some instances, directly facilitated) multiple actions that served to harm or otherwise disenfranchise Black Americans. Alameda County has been the site of (and in some instances, directly facilitated) multiple actions that served to harm or otherwise disenfranchise Black Americans.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County permanently preserve the Commission's website, as a means of (1) archiving the Commission's report; (2) augmenting the finalized report by documenting additional evidence of historical or ongoing harms in need of repair; and (3) for documenting ongoing efforts by the County to make repair for the legacy of chattel slavery and anti-Black discrimination.

Proposed Action Steps

1. Continue to provide whatever funding is necessary for domain name, server allocation, and file hosting.
2. Designate an individual or set of individuals as webmasters, answerable to any commissions or county agencies charged with executing any of the recommendations of this Commission.
3. The web administrators, in consultation with county staff and relevant commissioners, should develop a standardized procedure for deciding how and under what conditions updates to the website are made – preferably after consulting the public and archivists with local or subject matter expertise.

Implementation Considerations: The startup should be straightforward (i.e., simply avoid deleting the already existing website). This would require at least a partnership with the IT department; however, a key consideration is whether specific bodies/agencies will have formal stewardship of any/all recommendations.

Potential Funding Considerations: TBD

Intended Beneficiaries: The Black community (insofar as the report is a form of acknowledgment).

Success Metrics / Outcomes

- Nonzero visits to website
- Nonzero downloads
- The harm report is explicitly mobilized as a resource for advancing the cause of reparations in the County and beyond, for example, by being specifically mentioned in public forums (e.g., in government meetings,

advocacy events) or cited in various media (e.g., as part of policy briefs, draft legislation, news reports, academic books & papers)

Community Input Referenced: Multiple listening session participants (either in the post-event survey or during the group discussion) discussed the need for being able to preserve our history; one post-survey response specifically asserted that, in addition to public acknowledgment, there should be an outlet to learn more than the surface of the things that transpired.

Final Considerations: The Reparations Commission served as a capstone project sponsor to Elycia Knight as part of her Master of Public Affairs requirements at the University of California, Berkeley. Knight's subsequent publication, *A Journey to Repair: Guidelines to an Effective Harm Report*⁵⁷¹, explicitly recommends that the Commission "Institutionalize the Harm Report," and the Commission's website is the most logical place -- though it would be worthwhile to consider other, more visible outlets (or consider how we might drive web traffic).

8.2 – Enlisting Support from the County's Cities in Implementing Recommendations

Harm Statement: Alameda County has been the site of multiple actions that served to harm or otherwise disenfranchise Black Americans. In such instances, the county and municipal governments were at best complicit in the harm, while local officials were frequently directly implicated and responsible for it.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County's Board of Supervisors solicit pledges from city governments in the County that they will agree to assist the County government in its efforts to implement reparations policies, especially when those city governments are directly implicated in a specific instance of racially-motivated harm.

Proposed Action Steps

1. The Board drafts a pledge with suitable language
2. The Board sends the pledge to a suitable recipient (e.g., mayor or city council) with a reasonable deadline for reply
3. The Board publicizes the results and identifies signatory cities.

Implementation Considerations: This is, first and foremost, an opportunity for both the Board and the various city governments to signal their willingness to make reparations real in Alameda County.

Potential Funding Considerations: TBD

Intended Beneficiaries: Black residents of the County

Success Metrics / Outcomes

- All or most cities become signatories
- The county can coordinate reparations efforts with city governments

Community Input Referenced: Listening session post-survey respondents consistently indicated that we should be active countywide

Final Considerations: The commissioner who submitted this recommendation worries that efforts will lack the hoped-for impact in incorporated areas without buy-in/collaboration from city governments.

8.3 – Generate a Formal “Harms Report” and Establish a Harms Department/Office to Guide Reparations Work

Harm Statement: Black residents of Alameda County have endured historical and ongoing harms, including redlining, housing displacement, predatory lending, over-policing, incarceration, health inequities, and erasure of cultural and community institutions. These harms were perpetuated through systemic County policies, disinvestment, and structural inequities that continue to limit opportunities and well-being. Alameda County, as the local governing body responsible for public services and oversight, has a duty to document these harms comprehensively and develop accountable pathways for reparations.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County create a formal Harms Report and establish a dedicated Harms Department to document, analyze, and monitor historical and ongoing harms to Black residents, and to guide the design and implementation of reparations programs across economic, health, criminal justice, housing, education, and cultural sectors.

Proposed Action Steps

1. Establish a Harms Department within Alameda County to lead research, documentation, and reporting.
2. Conduct a Comprehensive Harms Report detailing economic, health, criminal justice, housing, education, and cultural harm experienced by Black residents.
3. Develop a data-driven registry of impacted communities and individuals to inform reparations program eligibility and priorities.
4. Integrate findings into the design of reparations programs, including financial assistance, housing support, healthcare access, educational programs, business recovery, and cultural preservation.
5. Engage Black-led community organizations and establish a Community Advisory Council to guide research, validate findings, and ensure accountability.
6. Conduct annual updates to the Harms Report to track progress, assess outcomes, and adjust reparations initiatives as needed.
7. Publish public reports and dashboards to maintain transparency and community oversight.

Implementation Considerations

Proposed Harms Department (lead)

- Alameda County Health Care Services Agency (health data and program alignment)
- Community Development Agency (housing and economic impacts)
- Probation, Sheriff, and Public Defender’s offices (criminal justice data)
- Black-led nonprofits and community advisory groups (community engagement and validation)

Implementation Ideas

- Establish a phased timeline, starting with research and data collection, then reporting and program alignment.
- Use historical maps, County records, and community testimony to ensure accuracy.
- Partner with universities, research institutions, and independent evaluators for rigorous analysis.

Potential Funding Considerations

- County discretionary funds (Admin & Budget, Health & Human Services, Community Development)
- State and federal grants for equity, research, and health initiatives
- Partnerships with foundations, philanthropic organizations, and universities

Intended Beneficiaries

- Black residents and descendants harmed by historical and systemic inequities
- Families affected by over-policing, incarceration, or displacement
- Black-owned businesses and cultural institutions
- Neighborhoods historically impacted by redlining and disinvestment

Success Metrics / Outcomes: Reduction in police use-of-force incidents involving Black residents.

Community Input Referenced

- The Reparations Commission received a report on how to execute a Harms Report that was primarily intended for the Alameda County Reparations Commission, the Ad Hoc Reparations Committee, and the Full Board of Supervisors. The document is designed to serve a broader audience, including policymakers, government staff, community organizers, scholars, and advocates who seek to understand or implement local reparations frameworks.
- Testimony and feedback from Black residents, community-based organizations, and public hearings.
- Historical research documenting systemic harms in housing, economic opportunity, criminal justice, health, education, and culture.

Final Considerations: A Harms Report is essential to document the historical and ongoing injustices against Black communities, providing a factual foundation for reparations. A dedicated Harms Department ensures this work is sustained, rigorous, and community-centered, allowing the Commission to analyze patterns of harm and prioritize meaningful remedies. Together, they make the Action Plan credible, accountable, and capable of producing tangible outcomes that repair, restore, and honor the dignity of Black residents in Alameda County.

8.4 – Require Equity Reports for Every County Department & Agency

Harm Statement: Alameda County has been the site of multiple actions that served to harm or otherwise disenfranchise Black Americans. Insofar as the county government was directly or indirectly responsible, county agencies have played a key role in facilitating anti-Black harms.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County require each of its agencies and departments to produce annual reports that, at a minimum, detail how they are achieving equity goals related to anti-Black discrimination, and to make those reports public.

Proposed Action Steps

1. County department/agency heads assign staff to gather highlights of relevant policies and gather data indicating whether equity goals are being achieved
2. County departments/agencies articulate strategies to address areas where results fall short of equity benchmarks
3. The results are made publicly available (including on agency/department websites)

Implementation Considerations: This should be implemented as quickly as possible to ensure the County does not reinvent the wheel when executing recommendations.

Potential Funding Considerations: The fiscal impact should be minimal if each department/agency already has equity reports prepared and/or analysts on staff.

Intended Beneficiaries: Black residents of the County, especially if they have direct contact with a county agency/department

Success Metrics / Outcomes

- Homepage links to equity reports on each agency/department website
- Decreased racial disparities in County services

Community Input Referenced: Listening session survey respondents overwhelmingly support increasing funding for equity programs in county agencies.

Final Considerations: Some departments/agencies have already done this; where that's the case, the only issue is finding ways to improve access to reporting.

9. PRESERVING BLACK CULTURE & HERITAGE

Safeguard cultural sovereignty by investing in community archiving, Black arts, and building an enduring narrative via Truth and Reconciliation programs.

Preserving Black historical memory, spaces, institutions, and economic districts must be a central pillar of reparations, advancing community archiving, heritage preservation, and sustained investment in Black arts, music, and creative production to safeguard cultural sovereignty, prevent erasure, and strengthen intergenerational identity and wealth. Alameda County should also build an enduring public narrative through reparative programs grounded in truth-telling and reconciliation, promoting justice, collective memory, and long-term healing for Black communities.

- *9.1 – Preserving Black Historical Memory, Spaces, Institutions, and Economic Districts is Essential to Reparations Because it Safeguards Cultural Sovereignty, Prevents Further Erasure, and Maintains the Economic and Social Foundations that Allow Black Communities to Retain Heritage, Protect Identity, and Achieve Intergenerational Equity*
- *9.2 – Archiving and Heritage Preservation for Black Residents*
- *9.3 – Reparative Investments in Black Arts, Music, and Creative Content*
- *9.4 – Building an Enduring Narrative and Reparative Programs for Black Communities that, like South Africa’s Truth and Reconciliation Commission, Promote Justice*

9.1 – Preserving Black Historical Memory, Spaces, Institutions, and Economic Districts is Essential to Reparations Because it Safeguards Cultural Sovereignty, Prevents Further Erasure, and Maintains the Economic and Social Foundations that Allow Black Communities to Retain Heritage, Protect Identity, and Achieve Intergenerational Equity

Harm Statement: Black communities in Alameda County have historically suffered erasure of cultural memory, destruction of economic districts, and loss of community institutions due to systemic racism, discriminatory urban policies, and economic disinvestment. These harms disrupted intergenerational wealth, cultural continuity, and community cohesion. Alameda County bears responsibility for recognizing these harms and supporting restorative actions to rebuild and preserve these cultural and economic assets.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County create a Cultural Repair and Restoration Program to restore, preserve, and celebrate Black historical memory, spaces, institutions, and economic districts.

Proposed Action Steps

1. Conduct a comprehensive inventory and mapping of historically significant Black cultural sites, districts, and institutions in Alameda County.
2. Establish a dedicated Cultural Repair Department or Office within the County to oversee preservation, restoration, and funding initiatives.
3. Develop grant programs to support Black-owned businesses, cultural institutions, and community-led cultural projects.
4. Commission public art, historical markers, and storytelling initiatives to highlight Black history and contributions.
5. Collaborate with local schools and community organizations to integrate restored historical narratives into educational curricula and public programming.

6. Implement policies to protect and preserve cultural sites from gentrification or redevelopment that threatens historical integrity.

Implementation Considerations

Responsible Departments / Partners

- Alameda County Office of Equity and Social Justice
- Local Black cultural organizations and historical societies
- Planning and Community Development Department
- Arts and Culture Office

Implementation Ideas

- Partner with community leaders to guide prioritization of sites and initiatives.
- Include descendants and residents in advisory roles for program development.
- Launch phased restoration projects based on historical significance and community input.

Potential Funding Considerations: County discretionary funds, federal grants for cultural preservation, philanthropic contributions from foundations focused on racial equity and cultural heritage

Intended Beneficiaries

- Black residents and descendants of historically marginalized communities
- Local businesses and cultural institutions
- Broader Alameda County community through enriched historical understanding

Success Metrics / Outcomes: TBD

Community Input Referenced

- Public testimony at commission hearings
- Community listening sessions focused on cultural preservation
- Feedback from local Black cultural organizations and historical societies

Final Considerations: This recommendation acknowledges the centrality of cultural repair in a comprehensive reparations framework. By restoring Black historical memory, spaces, and economic districts, Alameda County can advance both justice and cultural sovereignty, fostering community pride, resilience, and generational continuity.

9.2 – Archiving and Heritage Preservation for Black Residents

Harm Statement: Black residents of Alameda County have experienced systematic erasure of their cultural memory, history, and community heritage through policies that marginalized Black narratives, limited access to cultural institutions, and failed to preserve historical records. This has resulted in gaps in public knowledge, the loss of family and community archives, and weakened intergenerational connections. Alameda County has a responsibility to support efforts that restore and safeguard Black historical memory and cultural assets for current and future generations.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County support and fund community-driven archiving and heritage preservation initiatives—including community archiving, participatory archiving partnerships, oral history projects, and digital preservation—to

document, safeguard, and restore the historical memory, cultural assets, and lived experiences of Black residents and communities.

Proposed Action Steps

1. Provide grants or funding programs for community-based archiving initiatives led by Black residents and organizations.
2. Establish partnerships with libraries, universities, and cultural institutions to facilitate participatory archiving projects.
3. Support oral history projects to capture the lived experiences of elders and community members.
4. Develop digital preservation infrastructure to scan, store, and make archival materials publicly accessible.
5. Create educational programs to teach youth and community members archival and documentation skills.
6. Ensure long-term stewardship of collected materials in ways that respect community ownership and accessibility.

Implementation Considerations

Responsible Department / Entity

- Alameda County Arts & Culture Office
- Alameda County Library System
- Proposed Reparations Cultural Preservation Office
- Community-based organizations and historical societies

Implementation Ideas

Programs should be designed in collaboration with impacted communities to ensure materials are collected ethically and that community control over access and use is maintained. Partnerships with professional archivists and institutions should prioritize training and capacity-building for residents, while safeguarding digital and physical materials for future generations.

Potential Funding Considerations

- County arts and cultural grants
- State and federal cultural preservation funding
- Philanthropic foundations supporting Black heritage and archives
- Partnerships with universities and historical societies

Intended Beneficiaries: Black residents and communities in Alameda County, particularly elders, families, and youth who wish to preserve and access community histories, cultural artifacts, and personal narratives.

Success Metrics / Outcomes

- Number of community archiving and oral history projects funded and completed
- Volume of materials digitized and preserved for public access
- Number of partnerships established with libraries, universities, and cultural institutions
- Level of community participation and leadership in archival projects
- Evidence of restored historical memory in educational, cultural, and community contexts

Community Input Referenced: Listening sessions and community testimony highlighted the importance of capturing living histories, preserving cultural artifacts, and ensuring that Black narratives are protected and made accessible for future generations.

Final Considerations: Preserving Black historical memory and cultural heritage is essential for restoring community identity, intergenerational knowledge, and cultural sovereignty. Support for community-driven archiving and heritage preservation ensures that Alameda County actively repairs past erasure and safeguards the stories, traditions, and lived experiences of Black residents.

9.3 – Reparative Investments in Black Arts, Music, and Creative Content

Harm Statement: Historically, Black communities in Alameda County have faced systemic underfunding and exclusion from the arts, music, and creative industries, thereby limiting opportunities for cultural expression, economic advancement, and heritage preservation. Discriminatory policies, redlining, and a lack of access to public funding have contributed to the marginalization of Black creatives. Alameda County has a role in repairing these harms by intentionally investing in Black-led cultural initiatives and preserving Black cultural heritage.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement targeted investments and programs to support Black artists, musicians, and creative content creators, ensuring cultural preservation, economic opportunity, and community enrichment.

Proposed Action Steps

1. Establish grants, fellowships, and scholarships specifically for Black musicians, visual artists, filmmakers, writers, and performers.
2. Fund the development and renovation of cultural centers, performance venues, studios, and makerspaces in historically underfunded Black neighborhoods.
3. Launch initiatives to document, archive, and publicly share Black cultural contributions, including oral histories, music recordings, and visual arts collections.
4. Support arts education programs, apprenticeships, and mentorships focused on Black music, literature, visual arts, and creative media.
5. Provide microgrants, low-interest loans, and business support for Black-owned arts and creative enterprises to produce, distribute, and promote their work.
6. Invest in preserving historically Black neighborhoods as cultural districts, supporting live performances, festivals, and exhibitions celebrating Black artistry.
7. Fund digital platforms, media channels, and content creation initiatives that amplify Black cultural narratives and creative content globally.

Implementation Considerations

Responsible Departments / Partners

- Alameda County Arts Commission
- Department of Cultural Affairs
- Local Black arts organizations and community cultural centers
- Partner with nonprofits and media platforms focused on Black creative content

Implementation Ideas

- Form a grant review board with Black artists and cultural leaders.

- Develop partnerships with schools, universities, and public media outlets.
- Track and publicly report progress annually to ensure accountability.

Potential Funding Considerations

- County budget allocations for cultural programs
- Philanthropic partnerships (local foundations, arts endowments)
- Public-private partnerships for venues, festivals, and media initiatives

Intended Beneficiaries

- Black artists, musicians, filmmakers, and creatives in Alameda County.
- Descendants and broader community members benefit from cultural preservation and access.
- Youth in historically underfunded neighborhoods are gaining access to arts education.

Success Metrics / Outcomes

- Number of Black artists receiving grants, fellowships, or scholarships annually.
- Creation or renovation of cultural centers, studios, and performance venues.
- Volume of archived materials (music recordings, oral histories, art collections) publicly accessible.
- Participation rates in arts education programs, mentorships, and apprenticeships.
- Number of Black-owned arts enterprises supported and sustainably operational.

Community Input Referenced

- Feedback from local Black arts organizations and cultural leaders.
- Testimonies from artists on barriers to funding, venue access, and creative opportunities.
- Community listening sessions on cultural preservation and economic equity,

Final Considerations: Investing in Black arts and creative content addresses historical inequities, preserves rich cultural heritage, and strengthens community identity. These programs create both economic and social value while providing long-term opportunities for cultural expression and intergenerational learning.

9.4 – Building an Enduring Narrative and Reparative Programs for Black Communities that, like South Africa’s Truth and Reconciliation Commission, Promote Justice

Harm Statement: Black communities in Alameda County have experienced enduring harms from slavery, Jim Crow-era segregation, systemic housing discrimination, and the disproportionate use of eminent domain to seize homes and businesses. These injustices disrupted generational wealth, destabilized communities, and limited access to economic, educational, and cultural opportunities. Alameda County has a responsibility to address these ongoing harms by building an enduring narrative that truthfully documents the historical and contemporary experiences of Black residents while serving as the foundation for repair and restoration.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County build and sustain an enduring narrative of historical and ongoing harms against Black communities while implementing reparative programs that restore economic, cultural, and social opportunities. Established to investigate human rights violations, document victims’ experiences, and promote national healing through restorative justice. Combined public hearings, amnesty provisions, and reconciliation initiatives to acknowledge past atrocities and foster accountability while seeking to rebuild social cohesion.

Proposed Action Steps

1. Create a public, permanent database and archival system that documents slavery, segregation, housing discrimination, eminent domain seizures, and other harms affecting Black residents.
2. Fund reparative initiatives in housing, small-business support, education, health, environmental justice, and arts and culture, targeted to Black communities.
3. Preserve and enhance historic Black neighborhoods as cultural and economic districts.
4. Launch storytelling and oral history initiatives that capture lived experiences and build a rich, enduring narrative of Black life in Alameda County.
5. Ensure county policies and funding explicitly address disparities and monitor progress with measurable outcomes.
6. Protect the permanence of all historical records and narratives so that the documentation of these harms cannot be removed, altered, or erased.

Implementation Considerations

- Alameda County Clerk-Recorder for archival records
- Department of Cultural Affairs
- Housing and Community Development Department
- Local Black-led nonprofits, historical societies, and arts organizations

Establish a Black Historical and Reparative Archive:

- Create a centralized repository for documents, photos, oral histories, and artifacts that chronicle Black experiences in Alameda County.
- Ensure community ownership and input on how materials are curated and accessed.

Fund Oral History and Storytelling Projects:

- Interview elders, activists, and community members to capture lived experiences.
- Produce multimedia formats—audio, video, and written transcripts—for public access.

Partner with Educational and Cultural Institutions:

- Collaborate with local libraries, universities, and museums to provide technical support, archival expertise, and exhibition space.
- Integrate community-driven narratives into school curricula and public exhibits.

Digital Preservation and Access:

- Scan physical records and artifacts to create an accessible digital archive.
- Develop a public-facing portal to ensure long-term access for researchers, students, and residents.

Community Engagement and Participatory Archiving:

- Organize workshops to train residents in archival methods and oral history documentation.
- Involve the community in decision-making about what is preserved and how it is interpreted.

Historical Marker and Heritage Programs:

- Identify historically significant sites, homes, and businesses for plaques, walking tours, or heritage trails.
- Use these markers to educate the public and honor the history of Black communities.

Accountability and Reporting:

- Establish an oversight committee, including Black community representatives, to track progress and ensure transparency.
- Publish regular updates on the collection, preservation, and use of historical materials.

Potential Funding Considerations

- County budget allocations.
- State and federal grants for historical preservation and community development.
- Partnerships with philanthropic foundations supporting reparations, racial equity, and cultural initiatives.

Intended Beneficiaries

- Black residents and descendants in Alameda County.
- Black artists, entrepreneurs, homeowners, and students.
- Broader community benefiting from cultural preservation, economic restoration, and truth-telling.

Success Metrics / Outcomes

- Permanent, publicly accessible database and archive documenting harms.
- Number of Black households and businesses receiving reparative support.
- Establishment and recognition of cultural districts and revitalized community centers.
- Volume of oral histories, archival materials, and digital storytelling projects completed.
- Annual reporting and assessment to track disparities and program effectiveness.

Community Input Referenced

- Testimonies from Black residents displaced by eminent domain or excluded from housing and economic opportunities.
- Feedback from Black-led organizations, artists, and cultural institutions.
- Listening sessions and archival research on systemic inequities in Alameda County.

Final Considerations: By building an enduring narrative alongside reparative programs, Alameda County can truthfully document historical and ongoing harm, honor the resilience of Black communities, and restore economic, cultural, and social opportunities. This approach ensures accountability, permanence, and a foundation for justice that cannot be erased.

Long-Term Recommendations (3-5 Years)

Institutionalizing political power, data accountability, and environmental equity.

10. CIVIC POWER & REPRESENTATION

Establish a Sustainable Black Civic Power Initiative to ensure reparative governance, civic inclusion, and permanent institutional power-sharing.

Alameda County should establish a Sustainable Black Civic Power and Representation Initiative that advances reparative governance by strengthening government accountability, fostering intergovernmental coordination, clarifying legal authority, and enabling institutional power-sharing to ensure the effective implementation of reparations.

- 10.1 – Sustainable Black Civic Power and Representation Initiative
- 10.2 – Government Accountability for Implementation of Reparations
- 10.3 – Intergovernmental coordination, legal authority, and institutional partnerships.

10.1 – Sustainable Black Civic Power and Representation Initiative

Harm Statement: Black residents of Alameda County have experienced systemic exclusion from civic decision-making structures through racial gerrymandering, voter suppression practices, administrative barriers to voting, and limited representation on boards, commissions, and governing bodies. These exclusions have reduced Black political voice and influence over policies affecting housing, economic development, public safety, land use, and community investment. Alameda County institutions and governance structures historically reinforced these disparities by failing to ensure equitable representation and meaningful inclusion of Black residents in civic power networks and policymaking processes.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish and fund sustainable Black civic infrastructure to ensure equitable participation, representation, and decision-making power for Black residents across governance systems, boards and commissions, and civic institutions.

Proposed Action Steps

1. Establish a Black Civic Infrastructure Fund to provide sustained operating support for community-based organizations that build civic engagement, leadership development, voter participation, and policy advocacy within Black communities.
2. Create equitable representation standards requiring demographic equity benchmarks for County boards, commissions, and advisory bodies.
3. Conduct an independent review of districting, voter access, and administrative barriers that have historically reduced Black voter participation and political representation.
4. Develop a County Civic Leadership Pipeline Program that recruits, trains, and prepares Black residents to serve on boards, commissions, public authorities, and governance bodies.
5. Institutionalize participatory governance mechanisms, including community advisory councils and participatory budgeting structures that provide Black residents with a direct influence over county resource allocation.
6. Create a public accountability dashboard tracking representation across county decision-making bodies and participation in civic processes.

7. Partner with trusted community organizations to conduct culturally competent civic education, voter engagement, and policy literacy programs.

Implementation Considerations

Lead Agencies

- Alameda County Board of Supervisors
- Alameda County Registrar of Voters
- Alameda County Administrator's Office
- Human Relations Commission

Partners

- Black community-based organizations
- Civic engagement nonprofits
- Universities and policy research institutions
- Faith-based organizations and community networks

Implementation Ideas

- Implementation should begin with the creation of a County Office of Civic Equity and Democratic Participation, tasked with coordinating representation goals, civic infrastructure investments, and leadership development programs.
- The County should also establish a community advisory council composed of Black civic leaders, scholars, youth leaders, and community organizers to guide implementation and ensure policies reflect community priorities.
- Long-term sustainability will require multi-year funding commitments to organizations that build civic capacity rather than one-time grants.

Potential Funding Considerations

- Alameda County General Fund allocations
- County democracy and civic engagement budgets
- State civic engagement and voting access grants
- Philanthropic partnerships with democracy-focused foundations
- Federal funding opportunities related to voting access and civic participation

Intended Beneficiaries

- Black residents of Alameda County
- Black voters and community leaders
- Black youth entering civic leadership pathways
- Black-led community organizations
- Secondary beneficiaries include the broader Alameda County public, who benefit from more representative governance and stronger democratic participation.

Success Metrics / Outcomes

- Increase in Black representation on county boards, commissions, and advisory bodies to levels proportionate with the county population.
- Measurable increases in Black voter registration, turnout, and civic participation rates.

- Number of Black residents completing civic leadership and governance training programs.
- Amount of sustained funding allocated to Black civic engagement organizations.
- Participation rates of Black residents in participatory governance processes such as advisory councils and budgeting programs.

Community Input Referenced: This recommendation reflects testimony, listening sessions, and community feedback shared with the Alameda County Reparations Commission, including concerns regarding political disenfranchisement, limited representation in decision-making bodies, and barriers to civic participation experienced by Black residents throughout Alameda County.

Final Considerations: Repairing historic exclusion from democratic participation requires more than removing barriers; it requires building durable civic infrastructure that supports Black leadership, representation, and participation in governance. Sustainable investment in civic power ensures that Black communities can shape the policies, institutions, and public investments that affect their lives for generations to come.

10.2 – Government Accountability for Implementation of Reparations

Harm Statement: Black residents of Alameda County have historically experienced systemic discrimination, exclusion from decision-making, and a lack of accountability when government institutions failed to address racial harms. Communities most impacted by discriminatory policies have often had their concerns ignored or delayed, resulting in continued inequities and mistrust of public institutions. Without formal accountability structures, commitments to repair harm risk remaining symbolic rather than resulting in meaningful action.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish formal accountability mechanisms to ensure that the Board of Supervisors and County leadership act on the Reparations Commission's recommendations and remain accountable to the voices and needs of impacted Black communities.

Proposed Action Steps

1. Require the Board of Supervisors to publicly review, respond to, and adopt an implementation plan for the Reparations Commission recommendations within a defined timeframe.
2. Establish a Reparations Implementation and Accountability Office or Department responsible for coordinating, monitoring, and reporting on progress.
3. Require annual public reporting to the Board of Supervisors and the community on implementation progress, funding commitments, and measurable outcomes.
4. Create an independent community oversight body composed of impacted residents and subject matter experts to monitor implementation and advise County leadership.
5. Require public transparency tools, such as a reparations implementation dashboard, to track commitments, timelines, and outcomes.
6. Establish mechanisms for community participation and public comment to ensure that impacted residents continue to shape implementation.

Implementation Considerations

Responsible Department / Entity

- Alameda County Board of Supervisors
- Alameda County Administrator's Office
- Proposed Reparations Implementation Office or Department
- Independent Community Oversight Body

Implementation Ideas

Implementation should prioritize transparency, public reporting, and ongoing community engagement. The County should embed reparations accountability into existing governance processes, including budget planning, departmental performance measures, and public reporting structures.

Potential Funding Considerations

- Alameda County General Fund
- Reallocation of administrative resources
- Philanthropic support for community engagement and oversight capacity

Intended Beneficiaries: Black residents of Alameda County and the broader public, through stronger government accountability, transparency, and follow-through on commitments to repair historical harms.

Success Metrics / Outcomes

- Adoption of a formal reparation implementation plan by the Board of Supervisors
- Establishment of an implementation office or coordinating body
- Annual public reporting on progress and funding commitments
- Increased community participation in reparations oversight processes
- Demonstrated progress on implementing commission recommendations

Community Input Referenced: This recommendation reflects community testimony emphasizing the need for transparency, follow-through, and sustained accountability to ensure that reparations commitments result in real policy and investment changes.

Final Considerations: Reparations require not only acknowledgment of harm but sustained action. Strong governance and accountability structures are essential to ensure that Alameda County follows through on the commitments outlined in the Reparations Commission report and remains accountable to the communities most impacted by historical injustice.

10.3 – Intergovernmental Coordination, Legal Authority, and Institutional Partnerships

Harm Statement: Black residents of Alameda County have historically faced systemic discrimination and inequitable access to public resources, while county reparations efforts remain fragmented and constrained by the lack of enabling state legislation. Without clear legislative authority, counties may struggle to fully implement reparations programs, coordinate with local cities, or secure protections for benefits. Alameda County has a responsibility to ensure that reparations initiatives are effective, legally protected, and aligned with broader state and federal frameworks.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County actively advocate for legislative and policy measures at the state and federal level that enable county reparations authority, ensure legal protections for recipients, and coordinate seamlessly with city and state efforts.

Proposed Action Steps

1. Advocate for California state legislation granting counties explicit authority to implement reparations programs.

2. Coordinate with city-level reparations commissions within Alameda County to align initiatives and share best practices.
3. Pursue federal waivers or legal clarifications to protect reparations benefits from taxation or other disqualifying impacts.
4. Ensure that county reparations programs align with emerging state reparations frameworks without diluting the scope or impact of benefits.
5. Engage faith-based, community, and cultural institutions as active partners in implementing reparative initiatives.

Implementation Considerations

- Alameda County Office of Racial Equity
- County Counsel / Legal Department
- State legislative offices and advocacy partners
- City reparations commissions within Alameda County
 - Faith-based organizations and community networks

Implementation Ideas

- Form a dedicated policy and advocacy task force to monitor state and federal legislation and coordinate outreach.
- Establish regular intergovernmental meetings with cities to share program data, lessons learned, and joint initiatives.
- Develop legal guidance and FAQs for reparations recipients to ensure clarity on benefits and protections.
- Partner with faith- and community-based institutions to facilitate distribution, education, and outreach for reparations programs.

Potential Funding Considerations

- County general fund for advocacy staff and community engagement
- Philanthropic grants supporting policy and racial equity advocacy
- Legal and consulting support for federal waiver applications

Intended Beneficiaries: Black residents and descendants within Alameda County; local governments seeking coordinated approaches; faith-based and community organizations serving as partners; state policymakers seeking input for broader reparations frameworks.

Success Metrics / Outcomes

- Passage of enabling state legislation granting county reparations authority.
- Formal agreements or MOUs with city-level reparations initiatives in Alameda County.
- Federal waivers or legal clarifications protecting recipients' reparations benefits.
- Documented partnerships with faith-based and community organizations supporting program delivery.
- Public reporting on policy advocacy progress and coordinated county-city efforts.

Community Input Referenced: Feedback from residents, advocacy groups, and local policymakers emphasizing the need for legal authority, coordination across jurisdictions, and protections for reparations recipients.

Final Considerations: Proactive legislative and policy advocacy ensures that Alameda County reparations programs are legally grounded, coordinated, and protected. Engaging both government and community partners strengthens the reach, sustainability, and legitimacy of reparative initiatives.

11. DATA RESTORATION

Radically address data distortion through transparent documentation of harms and rigorous public accountability to drive equitable decision-making.

Alameda County must address data distortion by ensuring transparency, rigorously documenting harms, and maintaining public accountability to support equitable and reparative decision-making.

- 11.1 – Data Integrity
- 11.2 – Data transparency, Documentation of Harms, and Public Accountability

11.1 – Data Integrity

Harm Statement: The county was founded in 1853. Since then, stories have been told that establish that Black people were displaced, given inadequate healthcare, improperly policed, amongst other oppressions or aggressions. A lot of the stories have been suppressed, removed, or ignored. Profited from redlining, eminent domain, restrictive racist covenants, meted out inequitable educational opportunities, African Americans were not given an opportunity for health insurance, were underdiagnosed, and subjected to environmental exposures that led to disproportionate outcomes, county law enforcement record obstruction, and harm. Election opportunities for office were not given freely. Campaign fundraising was disproportionately available, and once elected, Black officials faced unfair judgment and the county's resources to punish them.

Recommendation Statement: Alameda County needs a public-facing data portal that lets you sort and filter by racial makeup and location, and that provides a way to sense-make harms across economic, criminal justice, health, business, and real estate. Review and open applications for the Black Historic Registry for places of victory and harm. Additionally, county dollars should support existing cultural activity, groups, and data keepers. Centralize the historic archives (Oakland and Russell City); A full expungement of all race-related crimes that history shows were overpoliced and geared towards Black incarceration. County-wide dissemination of opportunities for treatment, services, and care. Critical race theory education is mandated in schools.

Proposed Action Steps

1. We must quantify and collect our framework to build a data system.
2. Initiate a code of conduct and AI safeguards for equitable evaluation of data collected and organized towards this end.
3. Examine areas in the county to determine where there is a lack of cultural awareness and presence of implicit bias and harm, and to implement training to address this, HR, GSA, ITD, and others.
4. Permanent archive of what is already gathered (Russell City and Oakland, for example)
5. Leadership of Black initiatives requires credentialing to ensure Black people are integrated as community members and given a voice.
6. Advisory and governing boards, especially for procurement, are paid with a stipend.

Implementation Considerations: We recommend expanding the existing ITD data portal within the equitable library division, education, AC Health, and Public Health, and more to come. Additionally, we are recommending that a permanent commission monitor the progress and implementation of the goals. Hire a full-time ombudsman for Black resident issues. Set up a line item in the budget to work with CDA to locate properties that can legally fund the process, including sustainability (GSA). We recommend a staff driven inner agency internal meeting. No guessing: accuracy would be the outcome.

Potential Funding Considerations: TBD, but there should be a threshold of funding obligations, such as staffing support.

Intended Beneficiaries: Black residents, the entire county, by becoming aware of our history and harm, and the workforce.

Success Metrics / Outcomes: Black wealth, health, watchdog to ensure correct implementation is necessary.

Community Input Referenced: All of it!!!

Final Considerations: N/A

11.2 – Data Transparency, Documentation of Harms, and Public Accountability

Harm Statement: Black residents of Alameda County have experienced generations of systemic discrimination in housing, employment, criminal justice, environmental exposure, and public investment. Records documenting these harms, including redlining maps, displacement records, policing data, environmental contamination, and public policy decisions, are fragmented, difficult to access, or not publicly available. Alameda County has played a role through public policies, planning decisions, and institutional practices that enabled or perpetuated racial disparities, while also failing to preserve and make accessible the historical record of these harms. The absence of transparent, accessible data limits public accountability and prevents communities from fully documenting and addressing past and present discrimination.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County establish and maintain a publicly accessible Reparations Data, Archive, and Mapping Portal that aggregates historical and contemporary records documenting racial discrimination, disinvestment, and inequitable outcomes affecting Black residents.

Proposed Action Steps

1. Develop a centralized digital database that compiles county records, maps, policies, historical documents, and datasets documenting racial disparities and discrimination.
2. Integrate GIS mapping tools to visualize patterns of redlining, displacement, environmental harms, policing patterns, public investment, and demographic change.
3. Partner with universities, archives, libraries, and community organizations to collect and digitize historical documents, oral histories, and community records.
4. Require county departments to submit relevant datasets on housing, criminal justice, health, environmental exposure, and economic development disaggregated by race.
5. Create a public-facing website that allows residents, researchers, and policymakers to easily search, download, and analyze data.
6. Establish a community advisory group to guide data collection priorities, cultural sensitivity, and public accessibility.
7. Produce annual reports summarizing disparities and progress toward reparations-related goals.

Implementation Considerations

- Alameda County Information Technology Department
- Alameda County Office of Racial Equity
- Alameda County Library and Archives
- Planning Department / GIS Division

- University partners (e.g., research institutions)
- Community-based organizations and historians

The County could begin by leveraging existing datasets from the planning, housing, environmental health, and criminal justice departments and integrating them into a unified data platform. Partnerships with universities and community archives would help digitize historical records and oral histories documenting communities' experiences of discrimination and displacement. The platform should prioritize accessibility, including interactive maps, downloadable datasets, and narrative storytelling that contextualizes the data.

Potential Funding Considerations

- County general fund allocation
- State reparations-related grants
- Federal digital equity or archival grants
- Philanthropic foundations supporting racial equity research
- Partnerships with universities and research institutions

Intended Beneficiaries: Black residents of Alameda County, including descendants of those harmed by discriminatory policies, community organizations, researchers, educators, policymakers, and the general public seeking to understand the county's racial history and inequities.

Success Metrics / Outcomes

- Launch of a publicly accessible reparations data portal within three years.
- Number of datasets, historical records, and maps made publicly available.
- Annual increase in public usage, downloads, and research citations of the portal.
- Integration of the data portal into county policy planning and equity assessments.
- Community partnerships established for oral histories and archival contributions.

Community Input Referenced: This recommendation reflects testimony from residents, historians, and community organizations emphasizing the need for transparency, historical documentation, and accessible public records documenting racial harms and systemic discrimination in Alameda County.

Final Considerations: A comprehensive public archive and data portal ensures that the history of racial harm and discrimination in Alameda County is documented, acknowledged, and accessible to the public. Transparency is a critical component of reparative justice, enabling policymakers and communities to track progress toward equity while preserving the historical record for future generations.

12. REPARATIVE ENVIRONMENTAL INVESTMENTS

Prioritize reparative environmental investments in formerly redlined areas to combat the enduring impacts of toxic exposure and build climate resilience.

Alameda County should prioritize reparative environmental investments in formerly redlined Black communities, addressing the enduring impacts of toxic air, contaminated water, and polluted soils, while advancing environmental equity and climate resilience to repair historical injustices and protect residents' health and well-being.

- 12.1 – Improving Formerly Redlined Areas
- 12.2 – Reparative Environmental Investments for Black Communities

12.1 – Improving Formerly Redlined Areas

Harm Statement: Redlined areas have been targets of predatory policy since their boundaries were drawn in the 1930s and have contributed to the economic disenfranchisement of Black Americans up into the present; those same areas are also disproportionately subject to a host of environmental hazards that negatively impact Black health because of this history.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County elevate formerly redlined areas as targets for investment and repair.

Proposed Action Steps

1. Establish criteria to identify legacy residents
2. Create a property tax abatement for legacy residents of redlined neighborhoods (e.g., living in a neighborhood prior to 1980) and their immediate heirs
3. Designate redlined neighborhoods as opportunity zones and target them for investments in infrastructure, economic, and environmental development

Implementation Considerations: The work of reconciling redlined areas with contemporary maps has already been done by planning historians and others.

Potential Funding Considerations: TBD

Intended Beneficiaries: Black residents who have lived in areas subjected to systematic disinvestment and plunder

Success Metrics / Outcomes

- Improvement in Healthy Places Index for formerly redlined Census tracts
- Improvement in Social Vulnerability Index for formerly redlined Census tracts

Community Input Referenced: Communal investment and rebuilding of historically Black districts was a recurrent theme of the listening sessions

Final Considerations: Knight specifically highlighted place-based remedies in her final capstone report,⁵⁷² suggesting the adoption of a place-based and not lineage-based approach: *“Focus on specific harms tied to geography and governance. This approach helps overcome exclusionary tensions associated with ancestry requirements.”*

12.2 – Reparative Environmental Investments for Black Communities

Harm Statement: Black communities in Alameda County have historically experienced environmental neglect, including limited access to green spaces, higher exposure to pollution, and underinvestment in climate-resilient infrastructure. County planning and capital projects have often prioritized wealthier or predominantly white neighborhoods, leaving Black residents disproportionately affected by environmental hazards, limited mobility, and a lack of park access. Alameda County bears responsibility for addressing these disparities through intentional reparative planning and investment.

Recommendation Statement: The Alameda County Reparations Commission recommends that Alameda County implement reparative environmental initiatives that prioritize climate resilience, access to public transit, green space expansion, and community-centered environmental and climate justice improvements in Black neighborhoods.

Proposed Action Steps

1. Require reparative environmental review for all county capital projects, including assessments of impacts on Black communities and opportunities to remediate historic environmental harm.
2. Invest in public transit access improvements serving Black neighborhoods, including bus routes, transit hubs, and affordable mobility options.
3. Retrofit county facilities in Black neighborhoods to improve climate resilience, energy efficiency, and health outcomes.
4. Prioritize tree canopy and green landscapes expansion and development of parks/open spaces in historically underserved Black neighborhoods.
5. Collaborate with community organizations to co-design environmental improvements, ensuring that investments reflect local needs and cultural priorities.
6. Track and publicly report on progress and environmental equity outcomes for all county projects affecting Black communities.

Implementation Considerations

- Alameda County Public Works Agency
- Alameda County Office of Sustainability / Climate Action Office
- Local city planning departments
- Alameda County Transportation Commission
- Black-led community organizations and environmental justice nonprofits

Implementation should combine technical planning with community participation to ensure environmental improvements are equitable and culturally responsive. Reparative environmental review processes should integrate historical analysis, community feedback, and climate risk assessment. Projects should phase from high-impact interventions (e.g., transit improvements, building retrofits) to longer-term initiatives like green space expansion.

Potential Funding Considerations

- County capital improvement funds
- State and federal climate resilience grants
- Environmental justice and urban greening programs
- Philanthropic foundations focused on environmental equity
- Infrastructure bonds and public-private partnerships

Intended Beneficiaries: Black residents in historically underserved neighborhoods will benefit from improved environmental quality, greater access to green spaces, enhanced transit, and climate-resilient infrastructure. The broader community benefits from reduced heat islands, cleaner air, cleaner water, repaired land and equitable urban planning outcomes.

Success Metrics / Outcomes

- Number of county capital projects incorporating reparative environmental review in Black neighborhoods.
- Increased transit access coverage and ridership among Black residents.
- Number of county facilities retrofitted for climate resilience in targeted communities.
- Acres of parkland or tree canopy added in historically underserved neighborhoods.
- Community satisfaction and engagement metrics for environmental improvement initiatives.

Community Input Referenced: Feedback from community listening sessions, environmental justice workshops, and testimony highlighting environmental disparities and lack of investment in Black neighborhoods.

Final Considerations: Targeted environmental investments are a critical component of reparations, addressing systemic inequities in infrastructure, mobility, and climate resilience. By centering Black communities in planning and funding, Alameda County can advance environmental justice while creating lasting benefits in health, mobility, and quality of life.

CHAPTER 5 ENDNOTES

⁵⁶⁸ California Task Force to Study and Develop Reparation Proposals for African Americans, *The California Reparations Report* (State of California, 2023), 687, <https://oag.ca.gov/system/files/media/full-ca-reparations.pdf>.

⁵⁶⁹ California Task Force to Study and Develop Reparation Proposals for African Americans, *The California Reparations Report*, 620.

⁵⁷⁰ California Task Force to Study and Develop Reparation Proposals for African Americans, *The California Reparations Report*, 752–53.

⁵⁷¹ Elycia Knight, *A Journey to Repair: Guidelines to an Effective Harm Report* (University of California Berkeley, The Goldman School of Public Policy, 2025), https://www.acgov.org/board/bos_calendar/documents/DocsAgendaReg_7_9_25/GENERAL%20ADMINISTRATION/Regular%20Calendar/DRAFT_Guidelines_HarmReport.pdf.

⁵⁷² Knight, *A Journey to Repair: Guidelines to an Effective Harm Report*, 48.

MEMORANDUM

DATE: April 2026
TO: Board of Supervisors, Ad Hoc Committee on Reparations
FROM: Alameda County Reparations Commission
SUBJECT: Executive Summary — Action Plan Progress Report & June 30 Community Engagement (updated June 1, 2026)

I. PURPOSE

This memo summarizes the Alameda County Reparations Commission's (ACRC) progress toward delivering its final Action Plan to the Board of Supervisors on June 30, 2026, fulfilling the mandate established by Resolution No. R-2020-412. Also, summarizes its three priority areas and to provide the Commission's top four priorities.

Priority 1: Receive & Accept the Reparations Commission Action Plan

Priority 2: Bridging the Gap and Preventing Delays

Architecture of Accountability

- Establish permanent Committee
- Phase II Commission
- Community Advisory Council

Priority 3: Creating Equity Alignment

- Equity Assessment for Departments and Agencies
- Equity Assessment for Board, Commissions, Committees

Priority 4: Operationalizing Reparations Within Alameda County

Priority 1: Accept the Reparations Commission Action Plan

II. BACKGROUND & MANDATE

In 2020, the Board of Supervisors formally apologized for slavery, segregation, and systemic discrimination, pledging to address resulting legislative, social, and economic inequities. In 2023, the Ad Hoc Committee and Reparations Commission were formally established to develop an actionable framework to repair public and private systemic discrimination. The Commission's vision: an Alameda County where African Americans and all county residents can thrive.

III. COMMUNITY ENGAGEMENT — ACCOMPLISHMENTS

Upon receiving funding from the Board of Supervisors, and over nine months (August 2025 – April 2026), the Commission conducted a rigorous, county-wide engagement strategy spanning all five supervisorial districts:

- 22 total community events
- 6 targeted district-based listening sessions with deep demographic and systemic focus

- 14 community pop-ups at cultural and issue specific gatherings
- 2 community feedback sessions (in-person, Oakland, March 26; virtual, April 11)
- 400+ survey respondents, with 83% identifying as Black or African American and 83% identifying as descendants of enslaved persons or those impacted by discriminatory policies

IV. KEY SURVEY FINDINGS

Community Survey Methodology

Throughout the engagement process, the Commission deployed a multi-modal survey strategy designed to meet community members where they are, reduce barriers to participation, and capture both breadth of reach and depth of experience. No single survey format was treated as sufficient — the Commission intentionally layered multiple methods to ensure that residents who could not attend events, lacked reliable internet access, or preferred extended written reflection all had a meaningful pathway to contribute.

Three Survey Modalities Were Deployed:

Post-Listening Session Paper Surveys Immediately following each targeted community listening session, participants completed paper surveys on-site capturing their direct responses to the themes raised, prioritizing accessibility for residents without reliable digital access.

Online Short-Form Surveys A condensed digital survey was distributed broadly across the county through social media, partner organization networks, and QR codes at community pop-up events, allowing residents who did not attend formal sessions to quickly register their priorities.

Long-Form Extended Digital Surveys A comprehensive long-form survey was distributed digitally through targeted outreach, inviting respondents to share extended narrative responses, document specific experiences of harm, and weigh in on the full range of Action Plan priority areas.

Together, these three modalities produced a dataset that is both statistically meaningful and humanly rich — capturing community sentiment across all five supervisorial districts and building the evidentiary record that will anchor the Action Plan and inform implementation going forward.

What the Combined Approach Achieved:

The layered survey strategy produced a dataset that is both statistically meaningful and humanly rich. With over 400 total respondents and data collected across all five supervisorial districts, the Commission can speak with confidence about the breadth of community sentiment. At the same time, the paper and long-form responses ensure that the numbers are grounded in real stories, specific harms, and concrete demands — not just checkbox data.

Taken together, these surveys do not merely reflect community opinion. They constitute a community record — one that will inform the Action Plan, anchor the Equity Alignment Assessment, and serve as a baseline against which implementation progress can be measured in the years ahead.

Community feedback reveals both the depth of harm and a clear vision for repair:

- 83% of respondents and their families reported experiencing systemic harm in Alameda County
- 66% were stopped, searched, or questioned by police in a biased or unnecessary manner
- 60% reported state housing policies made it harder to buy a home or build wealth
- 64% attended schools where their culture, history, or language was ignored or disrespected
- 85% want reparations to focus on protecting and rebuilding historically Black neighborhoods, schools, and institutions
- 61% want community organizations and resident groups to lead repair efforts

V. BUDGET STATUS

As of June 5, 2026, the Commission has operated within its approved budget:

- Approved Budget: \$500,000
- Actual Spend: \$441,754
- Committed Obligations: \$45,170
- Additional Projected Expenses: \$10,850
- Remaining: \$2,226 (0.4% remaining)

The largest expenditures have been in harms study, strategic consulting and project management (\$288,600), community engagement and facilitation (\$51,200), public communications and outreach (\$35,700), and meetings documentation (\$28,000). Minor line-item adjustments are being proposed to prevent year-end overspending.

VI. JUNE 30 COMMUNITY ENGAGEMENT — CALL TO ACTION

The Commission is mobilizing community members to attend and testify at the June 30 Board of Supervisors meeting to demand adoption and funding of the Reparations Action Plan. The field campaign — *Show Up June 30* — follows a five-phase model:

1. Support Letter — Build organizing list through partner organizations and texting (goal: 200+ signatures)
2. RSVP — Convert signers to confirmed attendees via direct outreach
3. Attendance — Mobilize bodies to the June 30 BOS regular meeting
4. Testimony — Assist community advocates for structured 1–2 minute public comment
5. Ongoing Advocacy — Channel energy into long-term coalition building

On the day, the campaign will deploy turnout partners, a speaker training session, thematic speaker coordination (Housing, Health, Youth, Faith, Economic Justice, Culture, Business, Formerly Incarcerated).

NEXT STEPS & TIMELINE

Milestone	Date
Final Draft Action Plan to Ad Hoc Committee	May 15
Final Action Plan Approved by ACRC	May 27
Final Report Shared with Community Partners	May 29
Board Letter Submitted for BOS Agenda	June 2
Final Action Plan Presented to Full Board	June 23–30

VII. THE ACTION PLAN — COMMISSION RECOMMENDATIONS

The Commission has established a comprehensive framework to repair historical harms and systemic inequities in Alameda County. Grounded in continuous disaggregated equity data, the plan to transform public funds into reparative investments through a phased, 12-point roadmap. The Commission then developed seven core recommendations, organized from a phased 12-point roadmap.

Phase 1 — Short-Term (Foundational):

1. Housing & Property,
2. Economic Opportunity & Closing the Wealth Gap
3. Office of Reparative Justice (permanent governance structure)
4. Physical & Mental Health Equity, Healing Centers
5. Black Youth

Phase 2 — Medium-Term (Systemic Reform):

6. Education
7. Legal System & Public Safety
8. Data Transparency
9. Creative, Cultural, Intellectual & Civic Black Power

Phase 3 — Long-Term (Institutionalization):

10. Political Disenfranchisement
11. Data transparency
12. Environmental Equity and Infrastructure

Priority 2: Bridging the Gap and Preventing Delays

Architecture of Accountability

- Establish Committee
- Phase II Commission
- Community Advisory Council

VIII. TRANSITION — GOVERNANCE STRUCTURE & TRANSITION

- a) FROM AD HOC TO STANDING: A FORMAL COMMITTEE ON REPARATIONS
The Commission recommends that the Board of Supervisors dissolve the Ad Hoc Committee on Reparations and establish a permanent **Standing Committee on**

Reparations as a formal committee of the Board. This shift signals institutional commitment and ensures reparative action is embedded in the county's ongoing legislative structure rather than treated as a temporary project.

The Standing Committee on Reparations would:

- Hold regular public hearings on implementation progress
- Examine and audit all departments for the equity work being done (past, present and future) to determine alignment with Phase I Reparations Commission Action Plan
- Evaluate and disclose disaggregated equity work by department and quantify and qualify resources
- Receive annual equity and budget reports from the once-established Office of Reparative Justice
- Direct the Phase II Commission's work and approve milestones
- Serve as the legislative accountability body for all reparations-related budget allocations

b) **FROM REPORT TO REPAIR: TRANSITIONING TO AN IMPLEMENTATION COMMISSION**

The current Alameda County Reparations Commission sunsets on June 30, 2026, having fulfilled its core mandate: delivering a community-driven Action Plan and policy recommendations to the Board of Supervisors. The next phase of this work requires a fundamentally different body — one built not to write a report, but to implement it.

The transition from Phase I to Phase II is not a step down — it is a step forward. The Commission has built the blueprint. The next body must build the house.

PHASE II COMMISSION — STRUCTURE & DIRECTIVE

This lean structure prioritizes expertise and execution capacity over broad representation — community voice is preserved and expanded through the external Community Advisory Council rather than the internal commission.

The Phase II Implementation Commission should be leaner, skills-based, and time-limited. It would operate under a **three-year sunset (June 2026 – June 2029)** with a clear mandate: translate the Action Plan's recommendations into funded, operational programs embedded in county departments and community institutions.

Directive: The Phase II Commission is charged with overseeing and coordinating implementation of the ACRC Action Plan, ensuring fidelity to community priorities, tracking measurable outcomes, and reporting annually to the Standing Committee on Reparations.

Selection of commissioners should prioritize individuals with both lived experience of harm **and** demonstrated professional expertise in their sector. This is not an either/or — it is a both/and requirement.

Recommended size: 7-9 commissioners to enable faster decision-making and operational agility. Seven commissioners who have skills based on recommendations and two at large positions.

COMPOSITION — SKILLS-BASED MODEL

The Phase II Commission shifts from broad community representation to a targeted, skills-based membership model. Recommended seats and skill profiles:

Seat

Recommendation #1
Economic Development
Housing & Real Estate
Finance & Budget

Skills/Background Needed

Experience in one or more of the following: financing and developing affordable housing, navigating land use and anti-displacement law, deploying community development capital, designing Black business development programs, and connecting residents to living-wage employment and career pathways. Equally essential is the ability to navigate government budget and appropriations processes, manage federal and state grant compliance, and administer dedicated public funds in a manner that is protected, auditable, and aligned with their intended reparative purpose.

Recommendation #2
Public Policy

Demonstrated and applied experience working in or alongside government — including advancing policy at the city, county, or state level; understanding how county agencies are structured and funded; and navigating formal governance requirements such as bylaws, Brown Act compliance, budget appropriations, and interagency contracting.

Recommendation #3
Public Health & Environment

Experience addressing the social determinants of health in historically redlined and environmentally burdened communities, including designing trauma-informed care programs and community-based health interventions. Experience navigating climate resilience policy, environmental justice frameworks, and climate capital funding streams — including state and federal climate investments -- essential to ensure reparative environmental and infrastructure priorities are funded and implemented.

Recommendation #4
Education & Black Youth

Experience navigating K–12 public education systems, advocating for culturally responsive curriculum, and addressing systemic barriers to academic achievement and advancement for Black students. Experience designing and implementing youth development programs — including early childhood investment, mentorship, leadership pathways, and wraparound support services — that interrupt intergenerational inequity and

Seat**Skills/Background Needed**

build long-term economic and civic power for Black youth and families is equally essential.

Recommendation #5
Criminal Justice & Public Safety

Experience working within or alongside criminal justice systems — including reentry program design, wrongful conviction remediation, and community-based violence prevention — with a clear understanding of how over-policing and mass incarceration have compounded economic and generational harm in Black communities. Experience building community-led public safety alternatives, establishing independent oversight mechanisms, and navigating the intersection of criminal justice reform and reparative economic restoration is essential.

Recommendation #6
Harms Reporting & Data

Experience developing and managing comprehensive harms documentation frameworks — including designing data collection methodologies, conducting institutional records research, and producing evidentiary reports that establish the causal link between government policy decisions and documented racial harm. Experience with disaggregated data systems, community-based participatory research, qualitative and quantitative analysis, and translating complex datasets into accessible public accountability tools is essential to ensure the Harms Report remains a living, enforceable document rather than a historical artifact.

Recommendation #7
Creative, Cultural, Intellectual & Civic Black Power

Experience preserving and advancing Black cultural sovereignty — including community archiving, Black arts administration, oral history collection, and building institutional mechanisms that protect Black cultural landmarks, narratives, and intellectual legacy from erasure. Experience designing and implementing civic power-building strategies — including voter engagement, political representation frameworks, community organizing, and formalizing power-sharing structures within government institutions — is essential to ensure that cultural preservation and civic agency are treated as reparative priorities, not afterthoughts.

SUMMARY OF COMMISSION — WHAT CHANGES, WHAT STAYS

Element	Phase I (Current)	Phase II (Proposed)
Mandate:	Write the Action Plan	Implement the Action Plan
Oversight body:	Ad Hoc Committee (BOS)	Standing Committee on Reparations
Commission model	Representative/community	Skills-based with lived experience
Commission size	15 members	7-9 members

Element	Phase I (Current)	Phase II (Proposed)
Community voice	Embedded in commission	Separate Community Advisory Council with voting authority
Sunset	June 30, 2026	June 30, 2029
External accountability	Community listening sessions	Independent evaluator + CAC review

EXTERNAL ACCOUNTABILITY — COMMUNITY ADVISORY BODY (CAC)

CAC be organized to ensure geographic coverage across all five supervisorial districts, with representation across key community constituencies including housing, health, youth, faith, business, formerly incarcerated residents, and cultural keepers. This larger external body ensures that the reduction in internal commission size does not come at the cost of community breadth or legitimacy. Members should receive dedicated staff support to ensure meaningful, not ceremonial, participation.

To preserve community trust and prevent the implementation process from becoming purely technocratic, the Phase II structure should also include a 25-person **Community Advisory Council** — an external, resident-led body that operates independently of the Commission.

The CAC would:

- Be composed of impacted Alameda County residents (Black residents and allies), organized by district (four per supervisorial district, plus one at-large seat);
- Hold voting authority on major implementation priorities and any proposed changes to Action Plan recommendations;
- Meet quarterly with the Phase II Commission and present public testimony to the Standing Committee on Reparations annually; and
- Be resourced with dedicated staff support to ensure meaningful, not ceremonial, participation.

This structure mirrors the governance model recommended in the Action Plan's Office of Reparative Justice framework — where the Community Advisory Board holds real voting authority, not advisory-only status.

At the close of Year 3, the Phase II Reparations Commission sunsets and the Standing Committee on Reparations determines, based on the final implementation report, whether an ongoing body is needed and in what form given that the Department of Reparative Justice has been established.

ACCOUNTABILITY MECHANISMS

The Phase II Commission should be bound by the following accountability structures:

- **Annual reporting** to the Standing Committee on Reparations, including budget expenditures, program outcomes, and equity data
- **Racial Harm Audits** mandated for all Board letters, contracts, and capital projects, as recommended in the Action Plan

- **Disaggregated equity data** published publicly and updated annually by the Office of Reparative Justice
- **Community Advisory Council sign-off** required before any material changes to Action Plan priorities
- **Independent performance review** at the 18-month mark, conducted by an external evaluator selected by the CAC

Priority 3: Preventing Delay, Neglect & Dismissal

The commission's third priority is equally clear: the Board of Supervisors must **not** be permitted to receive this Action Plan and allow it to quietly stall. History is full of reparations reports that were accepted, praised, and then shelved. This cannot be one of them.

The most immediate and strategic tool available is an **Equity Alignment Assessment** — a systematic review of the county's existing equity work mapped against the Action Plan's recommendations.

Why Start Here:

Alameda county already funds equity-related programs across multiple departments — in public health, social services, housing, workforce development, and the justice system; as well as work in the over 100 boards, commissions, and committees. Rather than starting from zero, the Phase II Commission's first act should be to inventory, assess, and elevate all equity work — identifying what already aligns with the Action Plan and can be immediately designated as reparative investment, and what gaps remain unfunded and unaddressed.

This approach accomplishes several things simultaneously. It demonstrates good faith and recognizes existing county staff doing equity work. It creates an immediate baseline for accountability. It makes the cost of inaction visible — because the gap between what is already being spent and what is required for full repair becomes a documented, public number. And it makes it significantly harder for the Board to claim that reparations are unaffordable or unnecessary.

Recommended Equity Alignment Assessment Process:

- Phase II Commission issues a formal assessment directive to all county departments, boards, committees and commissions within 60 days of establishment
- Each department submits an inventory of current equity programs, funding levels, target populations, and outcomes data disaggregated by race
- The Office of Reparative Justice maps each program against the Action Plan's 12 priority areas
- Findings are published in a public **Equity Alignment Report** within one year of the Phase II Commission's first meeting
- The report designates each existing program as: Fully Aligned, Partially Aligned, or Not Aligned with reparative intent

- Fully and partially aligned programs are lifted up, protected in the budget, and potentially expanded
- Gaps identified in the Not Aligned category become the first-year implementation priorities for the Phase II Commission

At the March 23, 2026 special meeting, an alternative framing emerged to summarize the current collection of recommendations, organized around proposed interventions (which span multiple recommendations) instead of subject matter or topic area:

	Description	Short term steps
Direct restitution	Compensation for unjustly taken property, unjust or unlawful arrest/imprisonment, incarcerated labor, etc.	Identifying eligibility and funding sources
Data	Data gathering as (1) act of public transparency and (2) input to inform policy initial policy goals	Identifying what data already exists and what data needs to be newly collected
Archive	Creation of an archive to preserve communal history & culture	Identifying suitable sites/partners
Reallocation	<ul style="list-style-type: none"> • Shift resources away from harmful programs/initiatives • Invest in new reparative initiatives • Fortify investment in existing reparative initiatives 	<i>Equity audit to determine current state of alignment</i>
Oversight	<ul style="list-style-type: none"> • Creation of oversight department • Placement of 'local' oversight in each department/agency 	<i>Equity audit to determine current state of alignment</i>
Space	<ul style="list-style-type: none"> • Fortifying Black access, representation, and stake in historically-Black spaces • Creating access to historically Black-excluding spaces 	Identifying geographic criteria
Health & wellness (communal)	Cross-cutting criterion: how does [<i>insert policy</i>] serve physical & mental well-being?	<i>Equity audit to determine current state of alignment</i>

Anti-Stall Mechanisms:

Beyond the assessment, the following structural protections are recommended to prevent delay:

- A mandatory one year response requirement: the Board of Supervisors must formally respond to each Action Plan recommendation within one year of June 30, 2026, with a written position — accept, modify, or reject with stated rationale
- Any rejection of a recommendation triggers an automatic public hearing before the Standing Committee on Reparations with community testimony
- The Reparations Fund is established as a dedicated fund by Board resolution — it cannot be swept into the general fund or zeroed out without a supermajority vote and a mandatory public hearing
- Annual budget submissions from all county departments must include a Racial Impact Statement demonstrating alignment with or deviation from Action Plan priorities
- The Phase II Commission publishes a public **Implementation Scorecard** annually, rating county progress on each of the 12 priority areas on a simple, accessible scale — creating public accountability that elected officials cannot easily ignore

PRIORITY 4: OPERATIONALIZING REPARATIONS WITHIN ALAMEDA COUNTY

In order to ensure continuity of the reparations work beyond June 30, 2026, the Commission must be housed within an existing county operational structure while the permanent governance infrastructure is established. The Commission recommends the following interim operational framework:

Designated Home: Office of Equity

The Phase II Reparations Implementation Commission should be formally designated within the Alameda County Office of Equity as its primary operational home. The Office of Equity is the appropriate long-term institutional anchor for this work given its mandate to address systemic racial disparities across county departments and its direct reporting relationship to county leadership.

However, the Commission notes concern regarding the status of the Office of Equity:

- The Office of Equity director position remains unfilled with no clear hiring timeline
- The vacancy represents a pattern of delay, lack of urgency, and institutional reprioritization that directly undermines the county's stated commitment to equity and reparations
- The continued absence of a director weakens the county's capacity to receive, implement, and resource the Action Plan now it is most needed
- The Board of Supervisors must treat the hiring of the Office of Equity director as an urgent, time-sensitive action item — not a routine administrative process — and establish a firm hiring deadline no later than September 1, 2026

Interim Operational Support: Alameda County Library

Until the Office of Equity is fully staffed and resourced, the Alameda County Library — which has served as the operational home and administrative backbone of the current Reparations Commission — should continue in a formal interim support role.

Specifically:

- The Library shall provide administrative staffing support to the Phase II Commission during the transition period
- The Library shall maintain and transfer all reparations-related records, survey data, community engagement documentation, and institutional knowledge to the Office of Equity upon its full staffing
- The Library shall serve as a community access point for public information about the reparations process, keeping residents informed and engaged during the transition
- The Library's interim role should be formally recognized, resourced, and time-limited — with a clear handoff plan tied directly to the hiring and onboarding of the Office of Equity director

The Commission's Formal Ask of the Board of Supervisors:

- Immediately prioritize and resource the hiring of the Office of Equity director
- Formally designate the Office of Equity as the operational home of Phase II reparations implementation by Board resolution
- Formally recognize and resource the Alameda County Library's interim support role with dedicated staffing and a defined transition timeline
- Establish a public accountability mechanism — reported to the Standing Committee on Reparations — that tracks the Office of Equity hiring timeline and triggers a formal Board hearing if the position remains unfilled beyond September 1, 2026

The reparations work cannot wait for institutional convenience. The county must match the urgency of the community.

CONCLUSION

The Alameda County Reparations Commission has completed an extensive, community-driven process to produce a comprehensive, phased Action Plan grounded in lived experience, historical evidence, and clear policy recommendations. The June 30 Board of Supervisors meeting represents the culmination of this work. The Commission urges the Board to receive the Draft Action Plan and take the next step toward making repair real for the African American community in Alameda County as outlined by the four priorities.

COUNTY OF ALAMEDA

Alameda County Reparations Commission**BUDGET MEMORANDUM**

DATE: June 8, 2026
TO: Honorable Board of Supervisors, County of Alameda
FROM: Alameda County Reparations Commission — Fiscal Administration
CC: Board of Supervisors Ad Hoc Committee on Reparations

SUBJECT: Fiscal Year 2025–26 Budget Expenditure Summary — Fund 99141

1. Purpose

This memorandum summarizes expenditures by the Alameda County Reparations Commission (the “Commission”) for fiscal year 2025–26 against its dedicated appropriation in Fund 99141. It reports the Commission’s total spending of \$441,753.95 against a \$500,000.00 appropriation, details how those funds were deployed by category and by service provider, and presents the projected year-end budget position. All figures reconcile to the Commission’s expense report; the methodology and validation steps are described in Appendix A.

2. Background

The Alameda County Board of Supervisors approved the formation of the Reparations Commission in March 2023. The 15-member body was charged with examining the County’s historical role in policies and practices that contributed to legislative, social, and economic inequities faced by African American residents, and with developing a research-based action plan and comprehensive report for the Board of Supervisors. The Commission’s work program centers on community listening sessions, a documented harm study, and the preparation of its final report.

Consistent with that mandate, the FY2025–26 spending profile is concentrated in research and project management for the harm study and in community-engagement activities — listening sessions, community feedback sessions, facilitation, and the documentation of public input. The Commission operated within a \$500,000.00 appropriation for the fiscal year.

3. Budget Overview

As of transactions posted through June 2, 2026, the Commission had expended \$441,753.95 — 88.4% of its \$500,000.00 appropriation — across 108 general-ledger entries spanning 10 expenditure categories. A budget balance of \$58,246.05 remained at the time of this report, the majority of which is committed or projected for the balance of the fiscal year (see Section 7).

Measure	Amount
FY2025–26 appropriation (Fund 99141)	\$500,000.00
Total expended to date	\$441,753.95
Budget utilized	88.4%
Budget balance remaining	\$58,246.05

4. Expenditures by Category

The table below presents FY2025–26 expenditures by general-ledger account, sorted from largest to smallest. Professional and consulting services represent the substantial majority of spending; the remaining categories support community engagement and the operations that make public participation possible.

Expenditure category (account)	Amount	% of total
Professional Services (610261-99141)	\$403,513.49	91.3%
Catered Food (620033-99141)	\$13,828.63	3.1%
Supplies — Printing (620151-99141)	\$8,509.70	1.9%
Supplies — General (620101-99141)	\$4,850.55	1.1%
Special Expense — Gift Cards (610461-99141)	\$3,045.55	0.7%
Rent / Lease — Space (610101-99141)	\$2,898.70	0.7%
Fees & Costs (610361-99141)	\$2,000.00	0.5%
Food (620031-99141)	\$1,838.13	0.4%
Outside Printing (620054-99141)	\$1,227.33	0.3%
Office Supplies (620051-99141)	\$41.87	0.0%
Total expenditures	\$441,753.95	100.0%

5. Professional & Consulting Services in Detail

Professional and consulting services totaled \$403,513.49, or 91.3% of all expenditures. Grouped by function, the spending breaks down as follows.

Function	Amount	% of professional svcs.
Harm Study & Project Management	\$288,579.49	71.5%
Community Engagement & Facilitation	\$51,239.00	12.7%
Public Communications & Outreach	\$35,650.00	8.8%
Meeting Documentation	\$28,045.00	7.0%
Total professional & consulting services	\$403,513.49	100.0%

By service provider, professional-services spending was distributed across 13 vendors. The prime contractor responsible for the harm study report and overall project management accounts for the largest share; the remaining providers delivered facilitation, listening-session support, communications, transcription, and photography/videography services.

Service provider	Engagements	Amount	% of P.S.
Exceptional Community Connections (prime with research subcontractor)	12	\$288,579.49	71.5%
Tracey Elizabeth Webb Associates	15	\$22,750.00	5.6%
The Kwamilele Group	9	\$19,900.00	4.9%
Bolder Brands, LLC	1	\$15,750.00	3.9%
Michael Deflorimonte (Regis)	4	\$14,540.00	3.6%
James Scott Taylor	8	\$12,500.00	3.1%
Elycia Knight	3	\$7,600.00	1.9%
Keyvon Silva	11	\$5,145.00	1.3%
Melena Murphy	6	\$4,999.00	1.2%
Oakstop Inc.	1	\$4,250.00	1.1%
LDL Empowerment (Lakita Long)	1	\$4,000.00	1.0%
Marcus Savage	2	\$2,800.00	0.7%
Angel L'Mae Roberson	3	\$700.00	0.2%
Total professional & consulting services	76	\$403,513.49	100.0%

6. Community Engagement & Operational Costs

The balance of expenditures — approximately \$38,240.46, or 8.7% of total spending — funded the logistics of community engagement. This included \$15,666.76 for food and catering at listening and community-feedback sessions; \$14,629.45 for supplies, printing, and outreach materials (banners, posters, signage, and event items); \$4,898.70 for facility and venue rental at community gathering spaces; and \$3,045.55 in gift-card support to encourage and offset the cost of community participation. These investments directly enabled the public listening sessions central to the Commission's mandate.

7. Budget Outlook & Projected Year-End Position

The Commission's remaining budget balance is substantially committed or projected for the remainder of the fiscal year. Departmental projections reserve \$45,170.51 for committed obligations and identify a further \$10,850.00 in anticipated spending, leaving a projected unallocated year-end balance of \$2,225.54. On this basis, the \$500,000.00 appropriation is expected to be essentially fully deployed by fiscal year-end.

Budget reconciliation	Amount
FY2025–26 appropriation	\$500,000.00
Less: expended to date	(\$441,753.95)
Budget balance remaining	\$58,246.05
Less: committed obligations (reserved)	(\$45,170.51)
Less: additional projected spending	(\$10,850.00)
Projected unallocated year-end balance	\$2,225.54

The additional projected spending of \$10,850.00 comprises continued community-engagement facilitation by The Kwamilele Group (\$3,150.00); catered food for Commission meetings (\$3,000.00); a planning line designated “BAR” in the expense workbook (\$3,000.00); meeting documentation and videography by Keyvon Silva (\$700.00); printing and materials (\$1,000.00). Both these amounts and the committed-obligations figure (\$45,170.51) reflect the department’s internal planning estimates carried in the expense workbook and are presented here for budgetary-outlook purposes.

8. Observations

- Spending is concentrated in professional and consulting services (91.3% of the total), reflecting the research- and engagement-intensive nature of the Commission’s harm-study and report mandate.
- Utilization is high: 88.4% of the appropriation was expended as of this report, and the appropriation is projected to be effectively fully programmed by fiscal year-end.
- Community-facing costs — catering, venues, materials, and participation support — are modest in dollar terms but directly underwrite the listening sessions and feedback forums that are central to the Commission’s work.
- The projected unallocated balance (\$2,225.54) is minimal, indicating limited remaining flexibility within the current appropriation should additional activities be contemplated before year-end.

9. Conclusion

The Alameda County Reparations Commission has deployed its FY2025–26 appropriation in close alignment with its core mandate — funding the harm study, project management, and the community engagement required to produce its report and recommendations for the Board of Supervisors. With 88.4% of the \$500,000.00 appropriation expended and the remainder substantially committed, the budget is on track to be fully and purposefully utilized by fiscal year-end. This summary is submitted for the Board’s review.

Appendix A. Methodology & Data Validation

Source. All figures in this memorandum are derived from the Commission’s general-ledger expense report for Fund 99141 (“ACRC_Expense_Report_July_1_2026_-_JUNE_2026_Budget_Meeting_Copy.xlsx”), covering July 1, 2025 – June 30, 2026. The report contains 108 posted transactions between August 4, 2025 and June 2, 2026.

Method. Each transaction was parsed at the line-item level and rolled up by expenditure account, by program function, and by service provider. Credit memos and voucher reversals were netted against the corresponding debits. Purchasing-card transactions were classified by their expenditure account rather than by the card issuer.

Validation. The computed totals were reconciled against the expense report’s own control totals. The following checks were confirmed to agree to the cent: (a) each category total matches the report’s current-period-change block; (b) the sum of all transactions equals the report’s total expended (\$441,753.95); (c) the appropriation less expenditures equals the remaining balance (\$58,246.05); and (d) the remaining balance, net of committed obligations and additional projected spending, equals the projected year-end balance (\$2,225.54). Program-function and vendor subtotals independently re-sum to the relevant category totals.

Prepared June 8, 2026. Figures are rounded for presentation; reconciliation was performed on unrounded values.

ALAMEDA COUNTY REPARATIONS COMMISSION

Executive Summary: Action Plan Progress Report & Final Priorities

April 2026 | For Delivery June 23–30, 2026

Agenda

- Board Letter
- Draft Action Plan Report
- Four Priorities
 - Commission/Chair memo
 - Presentation
- Budget Summary

The Mandate (2020)

The Board of Supervisors formally apologizes for slavery, segregation, and systemic discrimination, pledging to address resulting legislative, social, and economic inequities.

The Vision (2026)

The Ad Hoc Committee and Reparations Commission deliver an actionable framework to repair public and private systemic discrimination, building an Alameda County where African Americans and all residents can thrive.

MOVING FROM REPORT TO REPAIR: 4 STRATEGIC PRIORITIES FOR ALAMEDA COUNTY REPARATIONS

Following 9 months of community engagement and 400+ survey responses, these priorities serve as the essential roadmap to ensure the Alameda County Reparations Commission's Action Plan is adopted, funded, and protected.

FOUNDATIONS FOR CHANGE

PRIORITY 1



FORMALLY ACCEPT THE REPARATIONS ACTION PLAN

The Board of Supervisors must adopt the Commission's 12-point roadmap to fulfill its 2020 mandate.

Empower the Community Advisory Council: Form a 25-person resident-led body with voting authority on major implementation priorities.

PRIORITY 2

ESTABLISH PERMANENT GOVERNANCE STRUCTURES

Transition to a Standing Committee on Reparations and a skills-based Phase II Implementation Commission.



IMPLEMENTATION & ACCOUNTABILITY

PRIORITY 3



CONDUCT AN EQUITY ALIGNMENT ASSESSMENT

Map all existing county programs against the Action Plan to identify funding gaps and alignment.

Implement 'Anti-Stall' Protections: Require annual public scorecards and mandatory Board responses to all recommendations within one year.

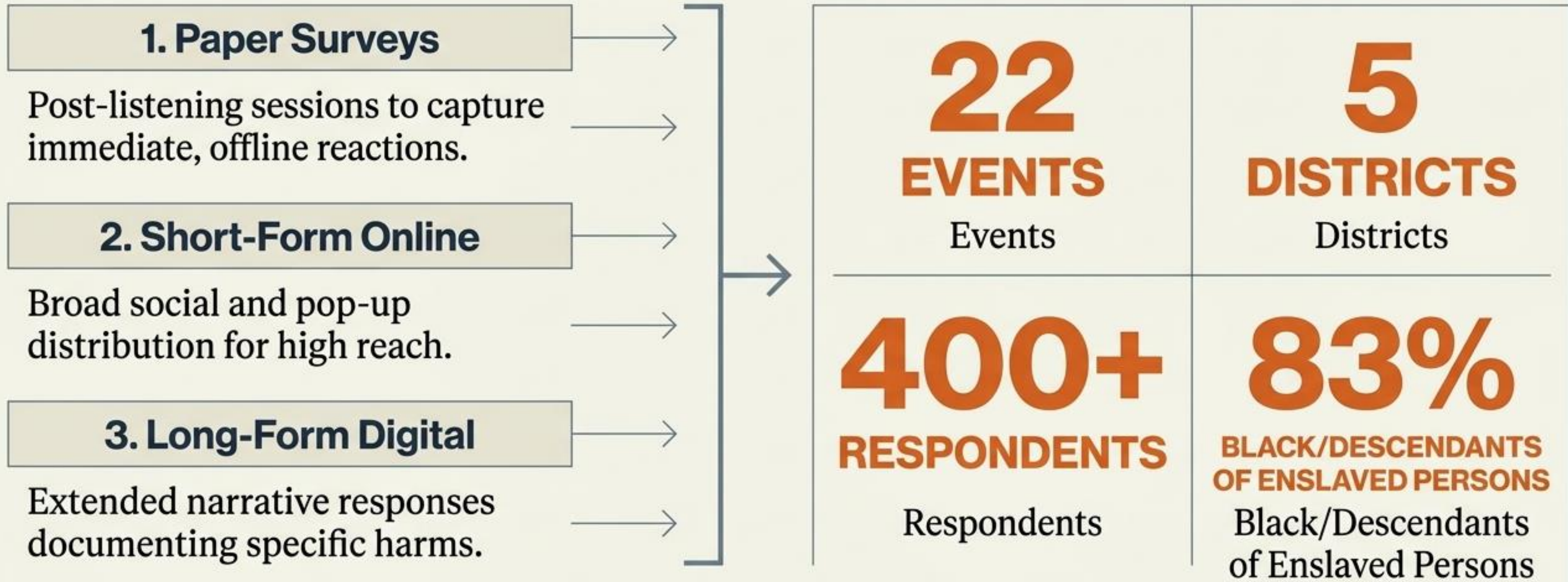
PRIORITY 4

OPERATIONALIZE WITHIN THE OFFICE OF EQUITY

Designate the Office of Equity as the permanent home for reparations work and hire a Director.



The Evidentiary Record: 9 Months of Engagement



Taken together, these surveys do not merely reflect community opinion. They constitute a community record.

Documented Harm & The Demand for Repair

Systemic Harm

83%



Experienced systemic harm in Alameda County.

66%



Subjected to biased or unnecessary police stops.

64%



Attended schools where their culture/history was disrespected.

60%



Faced housing policy barriers to homeownership and wealth.

Vision for Repair

85%



Demand focus on protecting and rebuilding historically Black neighborhoods, schools, and institutions.

61%



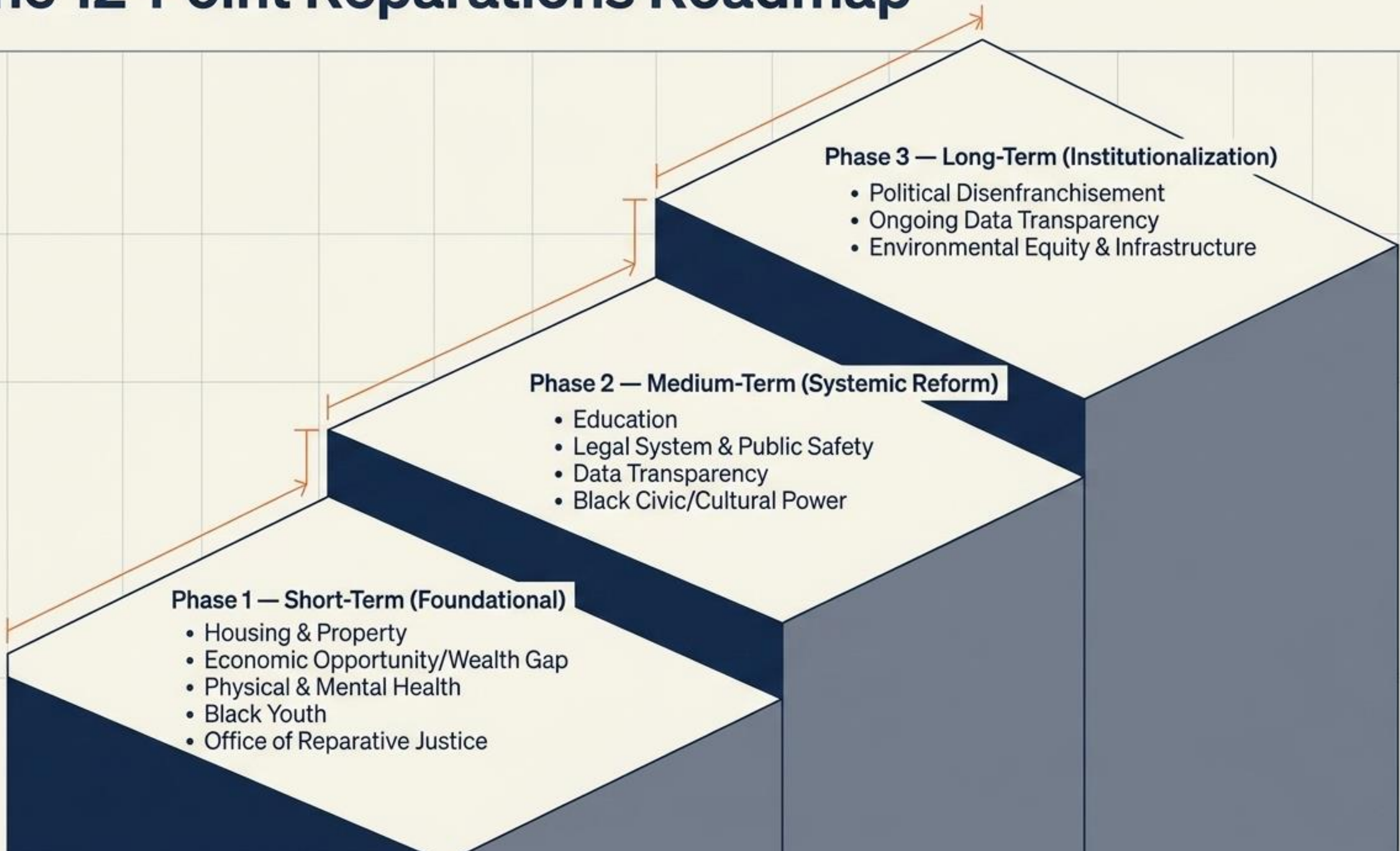
Demand community organizations and resident groups lead the repair efforts.

“The Commission has built the blueprint. The next body must build the house.”

From Report to Repair: Governance Evolution

	Phase I (Current)	Phase II (Proposed)
Mandate	Write the Action Plan	Implement the Action Plan
Oversight	Ad Hoc Committee (BOS)	Standing Committee on Reparations
Model	Representative / Community	Skills-Based + Lived Experience
Size	15 Members	7-9 Members
Community Voice	Embedded internally	External CAC with voting authority
Sunset	June 30, 2026	June 30, 2029

The 12-Point Reparations Roadmap



Priority 2 – Bridging the Gap (Architecture of Accountability)

Board of Supervisors
Ad Hoc Committee



Standing Committee on Reparations
Replacing dissolved Ad Hoc Committee. Holds legislative and budget accountability, audits departments.

Board of Supervisors
Ad Hoc Commission



Phase II Implementation Commission

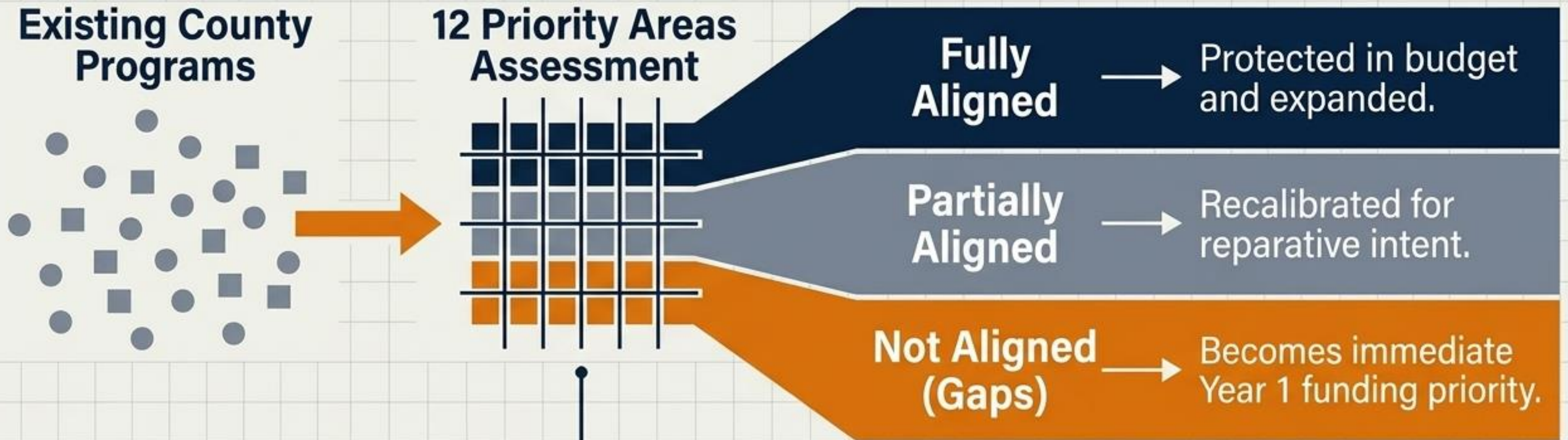
3-Year Sunset: **2026–2029**.
Translates recommendations into funded, operational programs.

Community Advisory Council (CAC)

25-person external body, organized by district. Holds voting authority on major implementation priorities and changes.

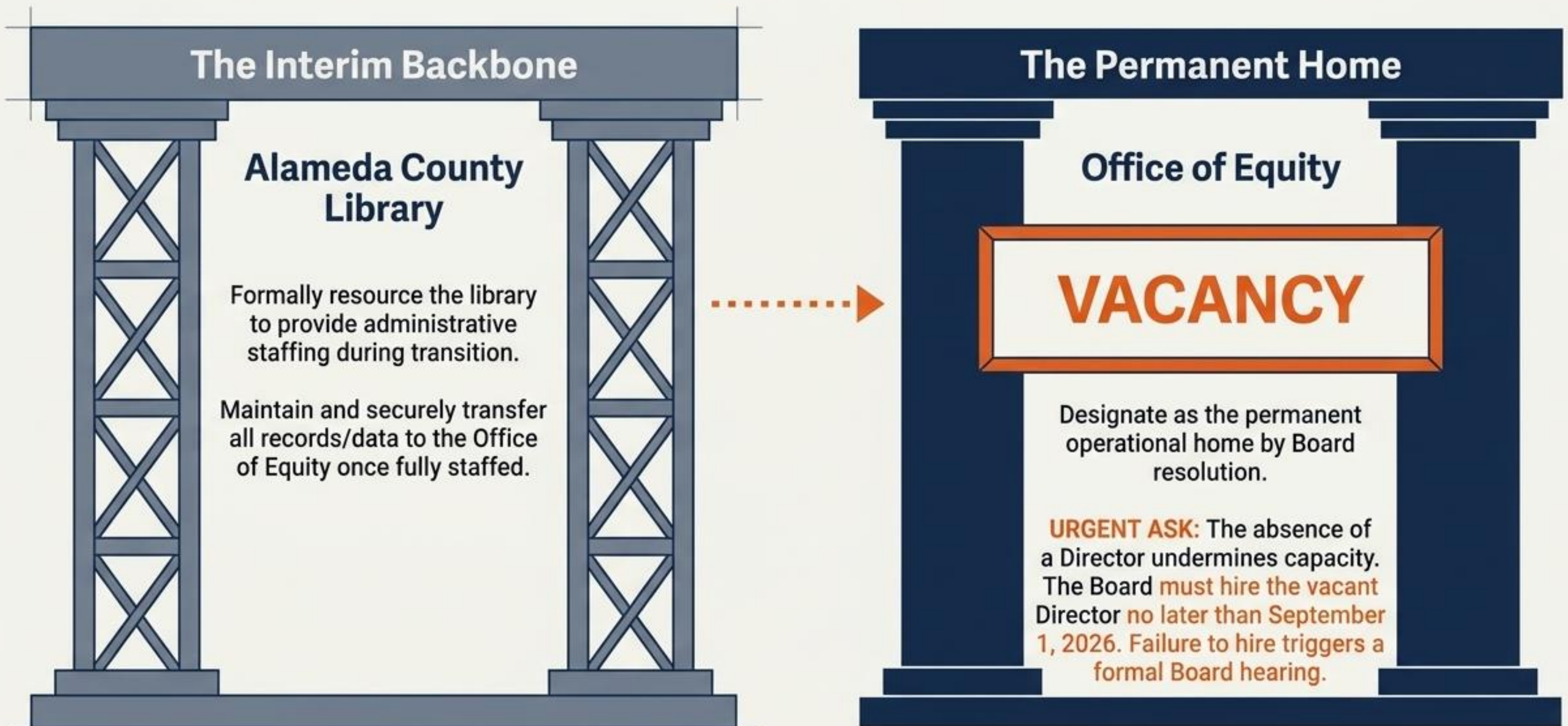
Phased Engagement
Community Advisory Council

Priority 3 — Preventing Delay (Equity Alignment Assessment)

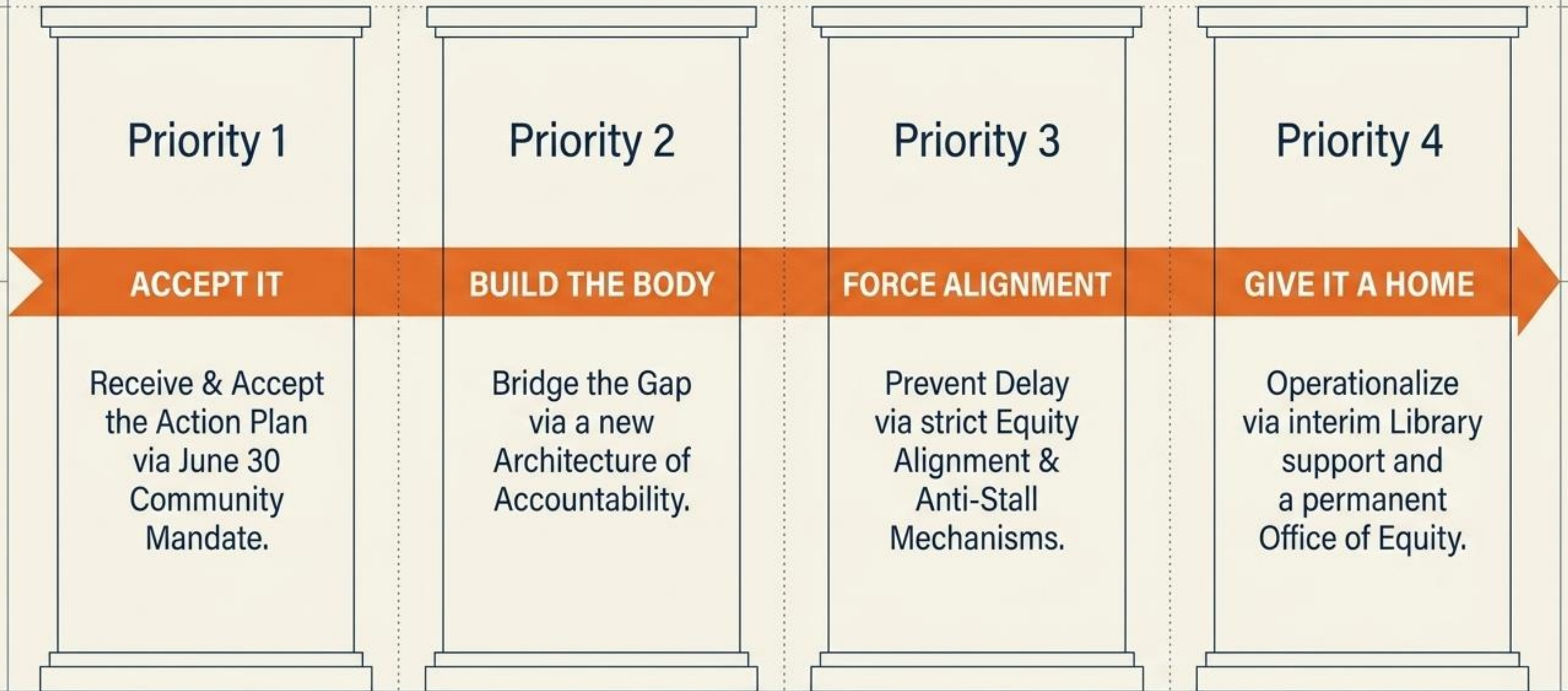


Strategic Value: Creates an immediate baseline, demonstrates good faith to existing staff, and makes the true cost of inaction mathematically visible.

Priority 4 – Operationalizing Reparations



Synthesis: The Four Pillars of Implementation



Keep the Momentum: Move to Action

The reparations work cannot wait for institutional convenience. The county must match the urgency of the community.

The Board of Supervisors is formally urged to receive the Draft Action Plan and enact the Four Priorities on June 30, 2026. Institutional delay is no longer an option.



FY2025–26 Budget & Expenditure Summary

Fund 99141 July 1, 2025 – June 30, 2026 | Reconciled to the county ledger



\$500,000

FY2025–26 APPROPRIATION

Board-approved · Fund 99141



\$441,754

EXPENDED TO DATE

88.4% of appropriation



108

LEDGER ENTRIES

27 vendors · 10 accounts



\$2,226

PROJECTED BALANCE

after committed & projected

Striving for Restorative Justice

“We are not here to debate whether harm occurred — we are here to define how it will be repaired.”

In 2025 the Board of Supervisors approved a **\$500,000 appropriation** to fund the Commission’s work — documenting the County’s role in systemic harm to Black residents, hearing from communities across all five supervisorial districts, and delivering a research-based Final Draft Action Plan to the Board. The expenditures that follow show that mandate being carried out.



VISION *An Alameda County where African Americans and all county residents can thrive.*



Document the harm

Research systemic harm inflicted on Black residents.



Elevate community voices

Listening sessions, surveys, and town halls countywide.



Trauma-informed reporting

Harm reports following global and national standards.



Chart paths to repair

Policy, financial, and legal recommendations for repair.



Engage all communities

Cities, unincorporated areas, and municipalities.



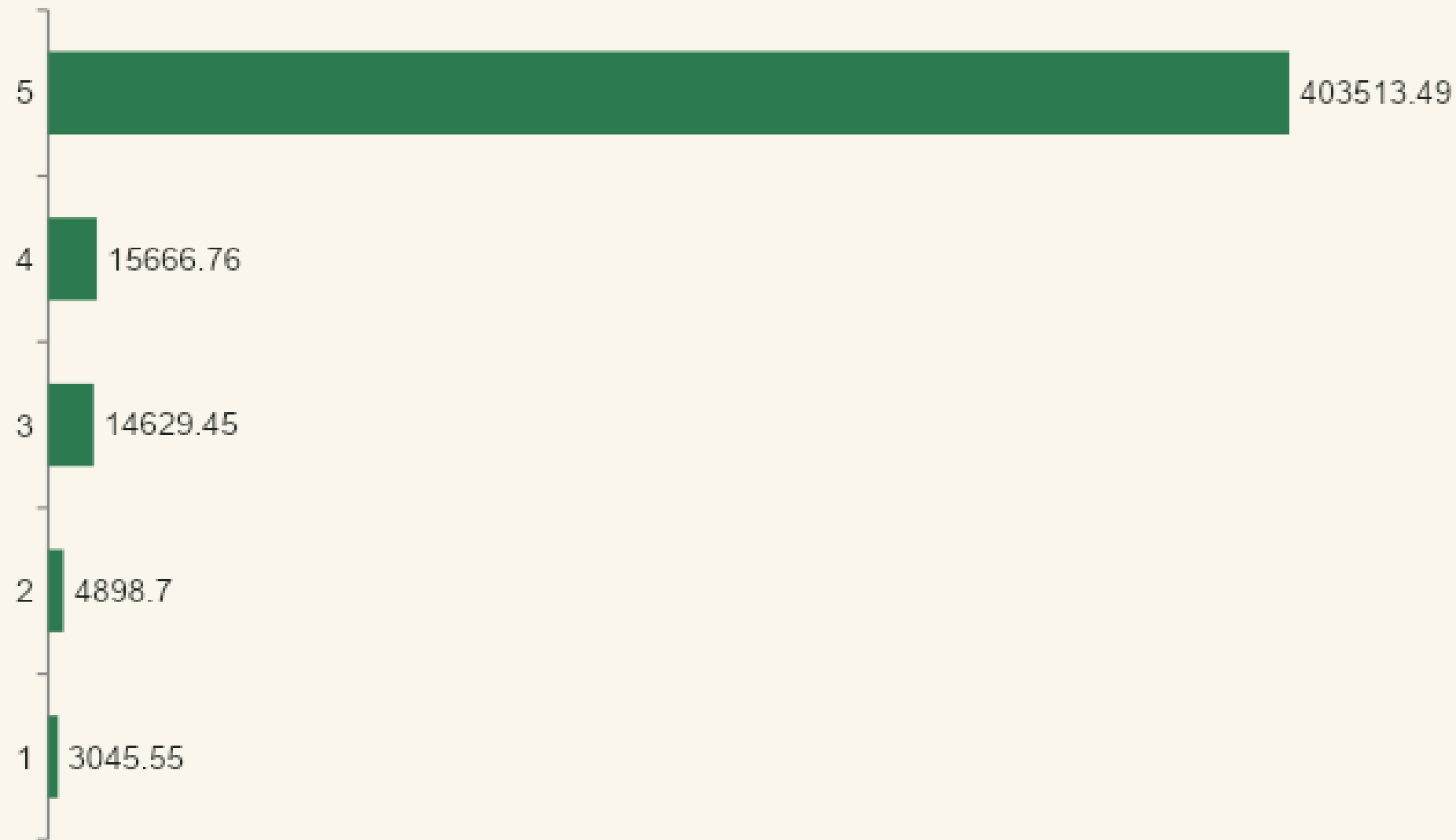
Ensure accountability

Transparent oversight and public reporting.

WHERE THE FUNDS WENT

How the \$441,754 was spent

BY EXPENDITURE CATEGORY



91% of all spending

Professional & consulting services — what it delivered



WHAT THE INVESTMENT DELIVERED

Every dollar advancing repair



Harm Study & Project Management

The research backbone — documenting the County's role in systemic harm and managing delivery of the Final Action Plan.

\$288.6K

71.5% of prof. services



Community Engagement & Facilitation

Listening sessions, town halls, and surveys that elevated resident voices across all five supervisorial districts.

\$51.2K

12.7% of prof. services



Public Communications & Outreach

Narrative and outreach building countywide awareness, trust, and turnout for the Commission's work.

\$35.7K

8.8% of prof. services



Meeting Documentation

Photography, video, and transcripts ensuring a transparent public record and accountability.

\$28.0K

7.0% of prof. services

Beyond professional services, \$38,240 funded catering, venues, materials, and participant gift cards — removing barriers so residents could take part in the listening sessions.

BUDGET STATUS & YEAR-END OUTLOOK

The \$500,000 appropriation is essentially fully deployed



88.4%

Total appropriation: \$500,000.00

 EXPENDED TO DATE

\$441,753.95

88.4% of appropriation

 COMMITTED OBLIGATIONS

\$45,170.51

9.0% of appropriation

 ADDITIONAL PROJECTED

\$10,850.00

2.2% of appropriation

 UNALLOCATED BALANCE

\$2,225.54

0.4% of appropriation



Bottom line: With 88.4% expended and a further 11.2% committed or projected, the Commission is on track to fully deploy its \$500,000 appropriation as it delivers its Final Draft Action Plan to the Board of Supervisors on June 30, 2026.