

THE PATH TO JUSTICE RUNS THROUGH EQUITY:

→ Ending Anti-Black
Racism in Los Angeles

NO GOING
BACK LA

BLACK
EXPERIENCE
ACTION
TEAM



CONTENTS

03

LETTER FROM
BEAT CHAIR

04

INTRODUCTION
FROM AMHA

06

ECONOMICS &
POVERTY RELIEF

10

HOUSING &
HOMELESSNESS

14

EDUCATION & YOUTH
DEVELOPMENT

18

MASS INCARCERATION
& POLICE VIOLENCE

22

PHYSICAL HEALTH &
MENTAL WELLBEING

26

ENVIRONMENTALLY SAFE &
HEALTHY NEIGHBORHOODS

28

ADVOCACY &
POLITICAL POWER

30

BLACK EXPERIENCE
ACTION TEAM MEMBERS

31

ACKNOWLEDGEMENTS
& THANK YOUS

LOVE LETTER TO LOS ANGELES



In September of 2020, the Committee for Greater LA released the No Going Back report that called for the analysis of the multifaceted lives of Black people in Los Angeles, led by Black leaders well-versed in the facts, figures and experiences that tell the story of generational discrimination and disinvestment in Black communities throughout Los Angeles County. In order to address the generational inequalities Black communities face, the Black Experience Action Team was assembled to deliver a roadmap to improve the material conditions and outcomes of Black Angelenos. In the work of our collective, Action is the operative word. We did not set out to restate the discrepancies and inequities that have been so brilliantly documented by our partners in academia, community groups and organizers. We set out to create a call to action that includes a set of specific outcome goals that speak to the moral imperative to Act Now.

In partnership with USC and UCLA, and in solidarity with the LAHSA Ad Hoc Committee on Black People Experiencing Homelessness and Los Angeles County's Anti-Racism, Diversity and Inclusion Initiative, **The Path to Justice Runs Through Equity: Ending Anti-Black Racism in Los Angeles** report provides various policy recommendations and initiatives that will allow Black residents to thrive in a city that we've made countless contributions to.

We took a collective approach to produce this report by placing emphasis on community engagement. We believe people with lived experience and community advocates on the ground play a critical role informing the direction of our work. We met every two weeks covering a range of critical issues. At each of these gatherings, we were intentional in

centering these voices. We conducted a series of focus groups to make sure community voices were prioritized in the production of this report. We will find creative ways to collaborate with institutions across all sectors to advocate and implement our recommendations. This report draws upon an intersectional lens, making clear connections between the ways different issue areas are intertwined and how they impact Black people in particular, which requires an equity driven approach.

This project was led with love; a shared love for each other and our communities in which we live, enrich and create. It was imperative that we highlighted the contributions that Black people have given to the city from a historical point of view by incorporating a Social Justice Art Carousel: We Revolve, We Resolve. Arts engagement has been a critical piece of our work from the start -- having played such a critical role in giving voice to those members of our communities who have traditionally been overlooked. We cannot move forward without embracing the power of Black art and artists.

This work will help propel us to the future. A future where all Black people will have the necessary tools, support and resources to flourish and a future where all Angelenos prosper together by relentlessly centering equity. Black people have been in this city since its founding, and even though the Black population is decreasing, our impact will last for generations to come. We are here to stay.

APRIL VERRETT
BEAT Chair

INTRODUCTION

By Ange-Marie Hancock Alfaro

The question that cut to the heart of our task emerged from the extended Black community that surrounds this work. A person who has spent a lot of his life deeply involved in the empowerment of Black communities asked, “I don’t mean this the wrong way, but do we really need another report to tell us what we already know? What is this report going to do that others haven’t?” We instantly understood the subtext: Do we know enough to care? Do we care enough to know? Are we brave enough to actually change?

The Path to Justice Runs through Equity is the product of six months of biweekly deliberations about the state of Black communities and institutions in Los Angeles as a follow up to the successful *No Going Back LA* report. Specifically, the Black Experience Action Team delved deeply into many of our community’s aspirations and needs to ask the question, “*What does a Los Angeles free of anti-Black racism look like?*” This report details a 10-year foundational vision that sets us on a path to achieving an anti-Black racism-free Los Angeles in our lifetimes.

We begin with a very explicit definition of what “ending anti-Black racism” looks like: an end to *systemic* and *procedural* anti-Black racism in Los Angeles. “**Ending systemic anti-Black racism**” means ending the institutional policies and their impacts that facilitate the ongoing threats to Black life, communities, and institutions. “**Ending procedural anti-Black racism**” focuses on ending the organizational, governmental, and community-based decision-making practices that profess openness and neutrality but operate to place Black lives, communities and institutions at the end of every conversation or to exclude them altogether.

Our co-design process honored the time worn traditions of Black social movements and community building and embraced four principles of Black equity: Strength, Truth, Love and Strategic Disruption. Our meetings covered a vast range of issues and involved robust conversations about the current state and long-term future of Black Los Angeles. Every issue discussion included:

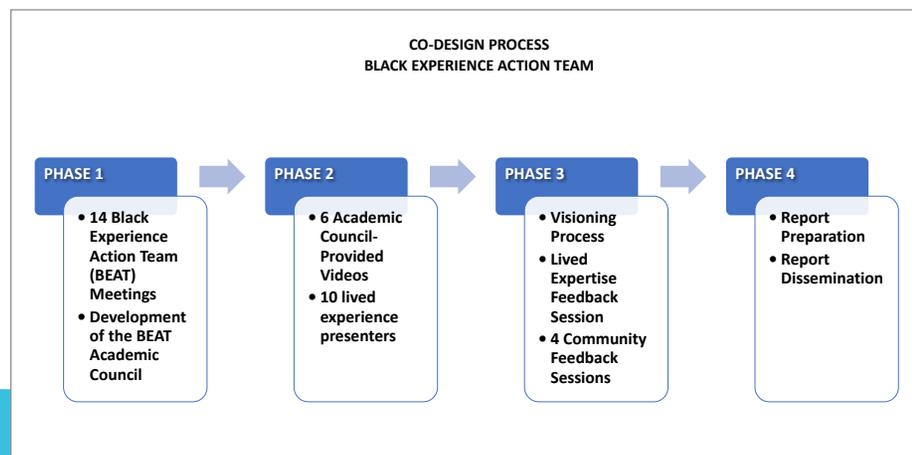
- » people with lived expertise who shared their stories and talked about what works and what’s needed
- » academic examinations of the data, trends, policies and histories that affect the current state of Black Los Angeles – the people, the neighborhoods and the networks of nonprofit organizations who do the work (video links are included wherever available).
- » reports from the ground from advocates and organizers deeply embedded in the work of Black Equity and social justice



Figure 1 shows the co-design process that we pursued. Our initial meetings allowed us to then have visioning sessions with the entire BEAT about what Black Los Angeles should be in 2031. We then fanned out to the broader community, conducting four additional virtual community feedback sessions, which deepened our analysis.

It was critical to us that this effort attended to the vast diversity within our community, so across the seven major issues we cover, you will see specific ideas that address the needs of our LGBTQIA and GNC family members, our immigrant family members, and our family members with intellectual disabilities. An intersectional analysis was critical to the process.

We repeatedly heard, “You can’t solve issue X in the Black community without addressing issue Y.” We also know that that the policies that lift Black communities usually have a positive impact on people from a broad range of communities. **Table 1** lists five policies that can have multi-issue impact in ending anti-Black racism. We propose city-wide emphasis on five policies that can shift the conversation across broad swaths of the Black community if we break out of our silos and create partnerships across sectors.



Finally, we would be remiss if we did not lift up the need for quality data and accountability metrics across issues, handled intersectionally. While there are robust data sources for public health issues like Black maternal health, there is far less data concerning our queer siblings, who have specific health needs of their own. In a similar vein, when we look at unemployment data immigrant populations look different from domestic populations but the racial dynamics of ICE detention look a lot like those of mass incarceration.

Frederick Douglass was right: power concedes nothing without a demand. In Los Angeles, many demands have been made. Thankfully change has even begun – but will it continue? Will it survive the inevitable movement backlash? The time for talking the talk without walking the walk is over.

We organize each issue page to include specific requests for each sector: philanthropy, government, nonprofit, and corporate. We crowd-sourced metrics to track the progress toward our vision and list them for each issue. Identified by students, vetted by academics, and ground-truthed by the community, we ask all of you to consider these metrics to be markers of how we will know that our path is complete, and to commit to not giving up until the outcomes we’ve envisioned actually come true. We ask you to seriously consider being brave enough to make the change.

Communal Policy Advocacy

Issue Domain → Policy ↓	Economics & Poverty Relief	Housing & Homelessness	Education & Youth Development	Advocacy & Political Power	Mass Incarceration & Police Violence	Physical Health & Well Being	Environmentally Safe & Healthy Neighborhoods
Universal Basic Income	✓	✓				✓	
Anti-Discrimination Policy Enforcement	✓	✓	✓	✓		✓	
Culturally Competent Care / Services		✓	✓		✓	✓	✓
Close the Racial Wealth Gap	✓	✓	✓			✓	✓
Draw upon the strengths of data collection in public health to serve as an anchor for a cross-sector analysis of Black people in Los Angeles	✓	✓	✓	✓	✓	✓	✓

It is important to note that the unemployment rates of Black people in May 2021 is comparable to the 2008 Great Recession despite the fact that a solid majority of Black people participate in the labor force. The BEAT recognizes that slavery-based capitalism has created unequal life chances for Black people through wage theft, migratory displacement, and systemic wealth loss. The establishment of a state reparations task force and a Los Angeles-based counterpart will need long term governmental will, fiscal investment, and support from a variety of sources to protect the investment of time, talent and resources from significant backlash.

We also recognize the long history of Black entrepreneurship that traces all the way back to the very founders of Los Angeles and Bidly Mason up to and including Black founders today like Marisa and Terrell Johnson, Jazzi McGilbert, and Joe Ward-Wallace. Black businesses and nonprofits in Los Angeles applying for PPP loans from the federal government found, as many entities did during prior economic downturns, that funding wasn't as available as promised.

VISION

Reverse the negative impacts of slavery-based capitalism by building a local economy that emphasizes caring and interdependence

- ✎ Cut poverty and unemployment in half
- 🏠 Restore Black households' economic resiliency
- 💰 More access to capital for Black business owners/founders
- 🏛️ Reparations at the local, state and federal levels
- ♥️ A social safety net of culturally competent mutual aid resources and equitable social services designed for a diverse Black community that includes immigrants, LGBTQIA, and people with disabilities.



WHAT'S WORKING

For the past several years Brotherhood Crusade has partnered with JP Morgan Chase to create mentoring programs and job skills development programs for Black youth. At the height of the pandemic they announced an additional collaboration to assist disconnected youth and families affected by COVID19 in obtaining the job skills and workforce development necessary to meet the moment.



WHAT'S INNOVATIVE

The Annenberg Foundation has recently expanded its longstanding work in supporting nonprofit leaders through programs like Annenberg Alchemy to support founders through a collaboration with the Los Angeles Mayor's office called [PledgeLA](#). In December 2020, at the height of the pandemic, they announced support of 17 Black founders, including those of both US and immigrant background, with \$25,000 non-equity grants through the [Fund for South LA](#).

WHAT CAN GOVERNMENT DO?

- » Emphasize the entire transformation of the system so that ownership and wealth creation are accessible for Black people.
- » Provide the backbone for mutual aid efforts and realign systems to more effectively meet our needs for support.
- » Provide no/low interest loans and subsidized leases in government-owned buildings.
- » Apply the concept of equity to every aspect of government distribution in whatever form it takes.
- » Assume greater and more coordinated accountability.
- » Prioritize the most vulnerable and directly-impacted Black people in our communities - such as women and LGBTQ+ people, non-English-speaking people, disabled people, criminalized people.
- » Provide intentional financial and incubation support to Black entrepreneurs, prioritizing those often marginalized community members described above.

WHAT CAN PHILANTHROPY DO?

-  Give equitably
-  Ensure foundation endowment managers include Black managers on their teams
-  Fund the R & D to develop the strategies to accomplish the vision as well as the advocacy for government support to take viable ideas to scale
-  Provide no/low interest loans
-  Fund policy work conducted by organizations with expertise at the state and local levels
-  Support organizations that are building power and infrastructure around low-income housing and mutual aid and support services for Black houseless and low-income folks regardless of citizenship or migrant status

POLICY ROADMAP



Universal Basic Income



Expansion of pipelines
for Black youth into
entrepreneurship and
education



Expansion of support for
Black founders



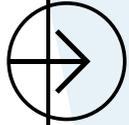
More robust and creative DEI
commitments in the corporate
and philanthropic sector

WHAT CAN THE CORPORATE SECTOR DO?

- » Focus Tech & Corporate DEI work on internal culture/climate change, not just recruitment.
- » Exert their influence on and partner with the public sector to increase ownership and wealth creation in the Black community.
- » Attract black talent to the LA area.
- » Ensure that DEI functions are driven across the enterprise, and ensure that Black people are represented across every business unit.
- » Expand and re-imagine their product offerings (a bank's loan product offerings, for example) to better respond to the expressed challenges that Black business owners face accessing capital.
- » Black businesses need to engage in Sankofa - 'go back and fetch it' - to look at how Black businesses served and continue to serve as the backbone of Black resources and wealth for our community.
- » Be self-accountable for the ways in which they contribute to economic harm in the Black community, and develop an action plan for reparations, restoration, and transformation with the advice of advocates and nonprofits as they develop these strategies.

WHAT CAN NONPROFITS AND ADVOCATES DO?

- ⚡ Develop the programs that will transform economic models to better serve the needs of Black people and partner with and push government to support these approaches.
- 🛒 Showcase the small business owners within our community and build hubs to network and support new business.
- +👤 Hold people accountable for ensuring equity.
- 💬 Amplify the voices of individuals with lived experiences in homelessness, unemployment, entrepreneurship, incarceration, etc. to better inform policy and program design.



COMMUNITY ACCOUNTABILITY METRICS

- » # of dollars invested in Black-owned businesses
- » % of Dispensary Licenses Granted to Black-Owned Concerns
- » # of County & City Contractors who are Black/African American
- » % of Culturally Competent Black care providers (individuals & agencies)
- » Foundation Reports of Endowment Manager Diversity
- » 3- & 5-Year success rates of new Black Businesses
- » % Black Angeleno Participation in Universal Basic Income Pilot Programs

THE ROLE OF ARTS AND CULTURE

Provide narrative tools to young Black founders

Teach Black art history and its applications in the broader creative industry to young people.

Contributing Experts

- Janel Bailey, LA Black Worker Center
- Marisa & Terrell Johnson, La Create Space
- Jazzie McGilbert, Reparations Club
- [Boris Ricks, Cal State Northridge](#)
- Lola Smallwood-Cuevas, UCLA Labor Center
- Joe Ward-Wallace, South LA Café
- Stasia Washington, First Foundation Bank
- [Abraham Weil, Cal State Long Beach](#)
- Anneisha Williams, Fight for \$15



The most recent figures consider the 12,500 Black Angelenos experiencing homelessness to be a severe undercount of those who have no permanent location to call home. When juxtaposed with an estimated 93,000 vacant units in Los Angeles, the cognitive dissonance is jarring.

Although the COVID19 pandemic prevented the 2021 Los Angeles Homeless Count from occurring, the racial dynamics of housing affordability, which exacerbates the risk of homelessness and the cycling in and out of homelessness remains. The lack of financial resiliency in the economic domain for Black workers, businesses and nonprofits led to an unsurprising result: Black homeowners and tenants were more likely to have skipped mortgage or rent payments during the early months of the pandemic. The immediate future holds an extreme risk and an extreme opportunity: while California's eviction moratorium is scheduled to expire on September 30, 2021, potentially plunging many into homelessness, the recent announcement of state and federal aid to cover tenants' back rent, protecting them from eviction. Landlords who opt-in to the statewide program can expect to receive 80% of the total rent payment (while forgiving the remaining 20%). Shoring up Black landlords can work in the favor of Black tenants as well.

VISION

Reverse the Black exodus out of Los Angeles by...

- ✎ Eliminate Black Homelessness towards a functional zero
- 🏠 Build more multi-family housing and unconventional approaches to affordable housing
- 💰 Assist Black landlords in accessing Gov Newsom's Back Rent Plan
- ♥ Proportionate funding (34%) of funding for Black People Experiencing Homelessness



WHAT'S WORKING

The [Anti-Recidivism Coalition \(ARC\)](#) has partnered with Los Angeles Trade Technical College (LATTC) to create the [Magnolia Housing Initiative](#), which provides housing first and substantial support in allowing formerly incarcerated individuals to pursue both education and employment.

WHAT'S INNOVATIVE

The [Los Angeles Community Action Network \(LA CAN\)](#) has launched an [EcoHood](#) pilot project on donated land in South Central Los Angeles that will feature solar-powered modular housing at a fraction of the cost and carbon footprint of similar small homes. This independently funded program is designed to “create a blueprint for the city to set aside its vast inventory of vacant or underutilized parcels in a Housing Trust for low-cost housing developments.”

WHAT CAN GOVERNMENT DO?

- » Focus on the equitable allocation of resources to support community-driven approaches to foster ownership and mutual aid.
- » Be proactive partners in providing capital and other resources to further ownership models.
- » Invest in housing, support services for Black houseless and low-income people regardless of citizenship.
- » Increase accountability and responsibility around homelessness by building upon what is working (vouchers, Project Homekey, for examples).

WHAT CAN PHILANTHROPY DO?

-  Support local advocates in allying with government in the creation of cooperative models that foster property ownership by Black people and a community focus on ensuring that everyone is housed.
-  Provide resources to establish neighborhood land trusts that incorporates the faith-based community in supporting elderly homeowners.
-  Fund programmatic work led by organizations best-positioned to reach Black landlords in need of back rent/arrears/deferred maintenance support.
-  Partner with Black advocates and nonprofits to build permanent housing and provide support for those unhoused folks who need wraparound services.

POLICY ROADMAP



Build affordable housing that fits the capacity needs of the neighborhood



Co-creation of housing program with lived experts



Black Community Land Trust Campaign



All programs & affordable housing developments must include wrap around & essential services



Expand vouchers and enforcement of policies that prevent discrimination



Provide pathways to home ownership paying attention to low-ownership groups like Black immigrants

WHAT CAN THE CORPORATE SECTOR DO?

- » Support candidates/elected officials aligned with the vision.
- » Charge their local chambers, trade groups, etc. to educate members on homelessness issues in efforts to reduce the criminalization of people experiencing homelessness along commercial corridors.
- » Businesses generally need to stop participating in the criminalization and literal trashing of unhoused people. Black businesses should be lifting up the demands for permanent housing and respect for human dignity as part of the larger demands for Black economic strength and development.
- » Stand in solidarity with demands for permanent housing.
- » Understand the connections between anti-Black racism and homelessness.

WHAT CAN NONPROFITS AND ADVOCATES DO?

-  Develop the strategies to achieve the vision and advocate for implementation support.
-  Engage homeowners in establishing trusts, identifying ways to preserve historic designations for black neighborhoods.
-  Center the most negatively impacted unhoused Black members of our communities, including youth, women, LGBTQ+, migrants, disabled, and otherwise marginalized people.
-  Support the demands of our unhoused community members for the end to criminalization and the respect for their human rights and human dignity.



COMMUNITY ACCOUNTABILITY METRICS

- » Sub-prime mortgage loan rates for Black borrowers.
- » Percentage of the current affordable vs. market rate housing stock is affordable vs market rate.
- » Census data to track migration out of LA / CA.
- » Rent burden rate for Black residents over time.
- » Tracking the percentage of people served by homeless services agencies that are Black.
- » Percentage of Black people served by homeless services agencies that experience a return to homelessness.
- » # of Black landlords who receive state COVID rental assistance.
- » # of Black people newly housed in Project Homekey or other new affordable housing/ PSH efforts.

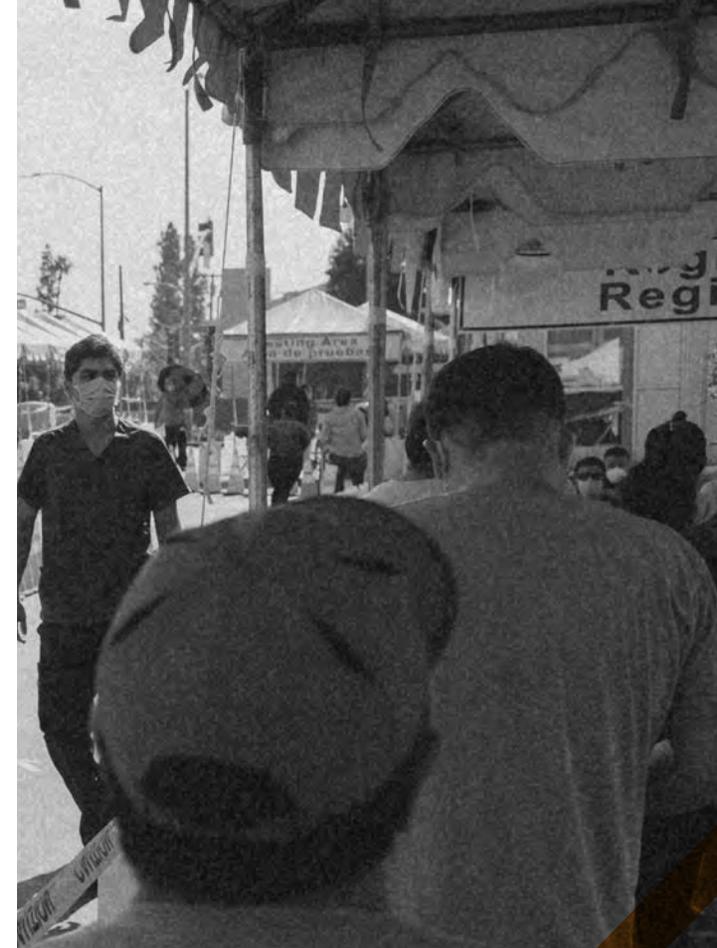
THE ROLE OF ARTS AND CULTURE

Use the arts to tell neighbors' stories and preserve community engagement between the housed and unhoused.

Change the narrative to: "Housing 1st, Services 2nd, Handcuffs never"

Contributing Experts

- [Michael Lens, UCLA](#)
- [Anthony Samad, Cal State University-Dominguez Hills](#)
- Ange-Marie Hancock Alfaro, USC
- Reba Stevens, Lived Experience Advisory Board and Ad Hoc Committee on Black People Experiencing Homelessness
- Dr. Va Lecia Adams, St. Joseph's Center
- Mark Wilson, Coalition for Responsible Community Development
- Derek Steele, Social Justice Learning Institute



Los Angeles has some of the most innovative youth development programs in the country, and many are products of Black-led and Black-founded organizations. In the past their work has enhanced the access to a college education and provided a student climate bill of rights to interrupt and eradicate the school-to-prison pipeline. The stories they tell, and the work that they have done to build alliances among youth who are at risk of dying at police hands or wasting away in prison with those who have emerged from incarceration for a fresh start are incredible. The COVID19 pandemic had a dual impact on Black youth – those suffering under the weight of the digital divide struggled to connect to remote education, and widespread pandemic learning loss will fall heavily on those who were loosely connected before the pandemic. But a surprising result for many Black children has simultaneously occurred: the pandemic has sheltered them from school-based microaggressions and traumas, leading us to conclude that the pandemic presents an opportunity to repair the digital divide, yes, but also to rethink how we engage Black students, what we define as education, and whether more holistic definitions that include physical wellness and mental wellbeing are in order.

VISION

- 🏠 Address the additional health needs that youth will have as they come out of the pandemic and back to school
- 👉 Dedicated resources to ensure pandemic learning loss has been addressed
- ♥️ Create a healthy living environment to cultivate youth power in youth development, youth employment, and youth impacted by justice and child welfare systems
- 🏛️ Regulatory and evaluatory mechanisms for Local Control Funding Formula dollars

WHAT'S WORKING

Recognizing that African American children are diagnosed 2-4 years later than White children and Black parents spend more out of pocket on health-related expenses, Special Needs Network has developed the Stepping Stones campaign to provide daycare workers with the proper training for early identification of children with special needs.

WHAT'S INNOVATIVE

In “[If These Cells Could Talk](#),” filmmaker and scholar Kenjus Watson explores the role of racism and its impact upon the biometric standard of telomere length to gauge the damage Black students’ experiences in school have on their health, resulting in premature aging. They are working with several groups to establish a new Black wellness metric that will reshape how we define education as more than a piece of paper or a grade; it will focus on improved communal relations and better alignment with one’s purpose.

WHAT CAN GOVERNMENT DO?

- » Bring promising models to scale.
- » Address the criminalization of our youth and the lack of support services and resources.
- » Support the vision of youth as presented by young people and their advocates in the community.
- » Provide opportunities for young people to have paid internships and fellowships.

WHAT CAN PHILANTHROPY DO?

- ⊗ Align with the Bold Vision 2028 effort and the new LA office of youth development and fund the implementation of most promising programs.
- ↑ Support organizations serving youth, particularly those engaged in youth leadership development.



POLICY ROADMAP



Align with the Bold Vision 2028 plan for youth development and track the equitable allocation of resources and participation by Black youth.



End the gap in diagnosis and support services spending for Black children with intellectual disabilities



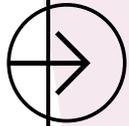
Increase diversion among Black LA youth with law enforcement encounters

WHAT CAN THE CORPORATE SECTOR DO?

- » Play an active leadership role in youth development efforts from K - college with developmental support, resources and jobs.
- » Scholarships
- » Businesses can assist youth by providing job opportunities, paid internships and fellowships where applicable.

WHAT CAN NONPROFITS AND ADVOCATES DO?

- + Be the testing ground for promising ideas and partner with other sectors to bring to scale.
- ⚡ Deepen participation in community school models.
- ▣ Advocates need to have an intentional focus on youth leadership development. We need to integrate youth leaders into our strategic planning.



COMMUNITY ACCOUNTABILITY METRICS

- » A new metric to measure and evaluate Black student achievement that emphasizes culturally-competent learning in place of “schooling” which perpetuates domination of existing power
- » Youth Diversion and Development Referral Rates
- » Youth Diversion and Development connections to services over time

THE ROLE OF ARTS AND CULTURE

Reconnect youth to education
through art and music programs

Use the arts to inspire and
activate Black youth leadership

Contributing Experts

- Dominique Burrell-Paige, Special Needs Network
- Kamiah Guy, Community Coalition
- Emmanuel Karunwi, Social Justice Learning Institute
- Mary Lee, Los Angeles 2028 Bold Vision
- [Pedro Noguera, USC Rossier School of Education](#)
- [Kenjus Watson, Occidental College](#)
- [Abraham Weil, Cal State Long Beach](#)



Nowhere is the impact of Black leadership in social movements more evident than in the work of the past eight years around mass incarceration and police violence. Community organizing and civic work in Los Angeles has been at the forefront of the national conversation about juvenile justice systems, the school-to-prison pipeline, and the redemptive qualities of every human being. Measure J is the latest in a series of victories associated with these movements. Los Angeles has set a new bar for state, county and city-based transformation of systems, policies and processes that lock Black people up and hunt them down for being poor, for being in the wrong place at the wrong time, for having a mental illness, or for being forced to sleep on the street.

That said, these victories are not set in stone, nor are they complete. Black immigrants living in Los Angeles face dual systems of the carceral state – those who are convicted of crimes are more likely to be detained and/or removed than any other immigrant population. Equally challenging is the powerful backlash that intends to stop the changes Los Angeles has made – in the courts, at the ballot box, and in administrative processes. It will be critical to keep moving forward and anticipate the challenges in implementation and oversight that are emerging in this arena.

VISION

Consolidate all carceral system victories and innovations to date into a transformed justice system that meaningfully responds to the trauma histories of individuals and the systems that perpetuate those traumas. This includes:

- ✘ An end to the criminalization of poverty and trauma
- Closure of youth probation camps
- ↔ Reform of cash bail system
- ✘ Transformation of LA County's probation fee system
- End racial disparities in immigration proceedings and deportations/removals that render Black immigrants uniquely vulnerable to criminalization at the federal level.

WHAT'S WORKING

Empowering formerly incarcerated women to stand up and lead, the [Women Organizing for Justice and Opportunity \(WOJO\)](#) program was founded by [A New Way of Life](#) to complete the circle of what it means to be a free individual. Once formerly incarcerated women find stability they are encouraged to become leaders, obtaining the tools necessary to change the very systems that caught them in a web earlier in their lives.

WHAT'S INNOVATIVE

Transformative opportunities in Los Angeles and Los Angeles County have emerged with the 2020 passage of [Measure J](#), which amended the County Charter to reinvest a minimum of 10% of unrestricted local dollars into community investment and alternatives to incarceration.

WHAT CAN GOVERNMENT DO?

- » Transform the criminal justice system
- » Provide more resources for transitional housing especially in residential/single family homes. Give additional incentives for companies to train and hire reentry residents
- » End the criminalization of homelessness

WHAT CAN PHILANTHROPY DO?

- » Support promising approaches to reform the criminal justice system
- » Provide grants that can be used to pay trainees in union programs



POLICY ROADMAP



Align LA County probation fee system to be consistent with the state of California's guidelines



Require state probation guidelines to treat pursuit of higher education as equivalent to finding work with requisite support and travel guideline flexibility



Collect data on college enrollment, retention, and graduation of incarcerated & formerly incarcerated by race and gender



Eliminate the jail and/or arrest-to-population disparity

WHAT CAN THE CORPORATE SECTOR DO?

- » Be a solid partner in the work to transform systems.

WHAT CAN NONPROFITS AND ADVOCATES DO?

- ▶ Push the government to make the needed reforms.
- ⚡ Push unions to accelerate training and certification programs.

COMMUNITY ACCOUNTABILITY METRICS

- » # of Justice System-Involved Black People in Permanent Housing
- » # of Justice System-Involved Black People receiving stable mental/physical health treatment
- » Cross-Racial Conviction Rates vs. Diversion Rates
- » Reconviction Rates
- » Arrest to population ratios
- » Jail to population ratios

THE ROLE OF ARTS AND CULTURE

BLACK LIVES MATTER. CARE FIRST, JAILS LAST. We are fortunate and glad to report that in many ways, the narrative shift has in many ways already occurred. The narrative challenge here varies from other efforts because the backlash has begun. How do we keep the care first, jails last ethos from disappearing into the ether, or being commodified into meaningless words?

Continue representation in media, both narrative fiction media and non-fiction.

Contributing Experts

- Chiquita Twyman, SEIU 2015
- Isaac Bryan, California State Assembly



To say that the past few years have imposed racial trauma amidst an increase in the saliency of police violence, mass incarceration, deportation, and a global pandemic is an understatement. The focus on our physical health and mental wellbeing in light of national and global trends has become both more salient and more difficult in the era of COVID 19. Between May 2020 and March 2021, high concentration Black neighborhoods had about 1.4 times the number of COVID 19 cases than neighborhoods with fewer Black people, expanding an already large life expectancy gap (7.3 years) between Black and White Angelenos.

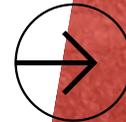
Longstanding distrust in our medical service-providers has been inextricably intertwined with the fabrics of our nation's history as the confinements of chattel enslavement sowed the ultimate seed of mistrust at the hands and systems of our oppressors. COVID vaccine hesitancy is part of this broader mistrust and local data shows Black Americans increasing in diagnosed cases and with the lowest in vaccination rates at the time of this report.

While centuries of racial trauma continue to affect our physical and mental health, many systems that influence Black health outcomes are rooted in the policies and processes that operate TODAY. Black people are among the most unserved, underserved and inappropriately served patients in the healthcare system today, and that treatment has been documented by Black women in multiple areas, including maternal health and COVID 19 protocols as a mix of structural, cultural and resource-driven barriers. Our definitions of physical health and mental wellbeing goes beyond the absence of illness or disorder; we are focused on the increased longevity of Black people.

VISION

Support the increased longevity of Black people by seeking:

- ☒ Access to holistic, culturally competent health care
- 🛒 An end to “food apartheid”/ food deserts
- 👤 Improve cross-generational health outcomes
- ⚙️ Culturally competent resources for those who are disabled
- ♥️ Accountability rooted in healing



WHAT'S WORKING

In the Meantime Men's Group is one of the oldest organizations founded by and serving Black gay men in Los Angeles. Using a variety of culturally competent, intersectional strategies they provide health information alongside personal and financial literacy information across the life cycle, with newer work focusing on Millennial and Gen Z Black gay men.

WHAT CAN GOVERNMENT DO?

- » Transform internal departments and partner with local entities to develop holistic, culturally competent community driven health care
- » Create rapid certification programs for mental health interventionists and community-based training for de-escalation and support tactics
- » Provide culturally competent mental health services to Black migrants, particularly Black women, gender nonconforming, trans and/or undocumented Black migrants

WHAT CAN PHILANTHROPY DO?

-  Fund community centered, health models.
-  Provide resources for direct service.
-  Support culturally competent care for Black immigrants.
-  Provide resources to Black advocates and organizations to support the mental health of staff and leadership who are by virtue of their work deal with primary and secondary trauma themselves.



POLICY ROADMAP



Continue to devote dedicated resources for COVID19



Devote resources to building a maternal health workforce that responds to the particular needs of Black mothers and infants



Support culturally competent service providers' fiscal and organizational resiliency needs (succession & reserve planning; technical assistance; etc.)



Develop communal measures of “weathering” due to trauma in all forms that can be shared across service providers

WHAT CAN THE CORPORATE SECTOR DO?

- » Partner with advocates to hold government accountable
- » Incorporate cultural competence into evaluation models for medical providers as a best practice

WHAT CAN NONPROFITS AND ADVOCATES DO?

- ♥ Develop community based strategies for promoting healing and wellness.
- ✿ Advocates should be pushing for policy that acknowledges the trauma that Black people have been and are experiencing, and prioritize addressing our mental health.



COMMUNITY ACCOUNTABILITY METRICS

- » # of community clinics run by people of color
- » Rates of heart disease, diabetes, and AIDS
- » # of WIC farmers' market vouchers
- » Number of WIC-eligible farmers' markets
- » Black maternal and infant health improvements

THE ROLE OF ARTS AND CULTURE

Lift up and share artistic & cultural practices that help youth understand and address both their bodies and the contexts in which they can / should be safe

Promote healthful activities and ownership of one's health with public health campaigns

Contributing Experts

- [Nourbese Flint, Black Women for Wellness](#)
- Chandra Ford, UCLA
- [Cheryl Grills, Loyola Marymount University](#)
- Kusema Thomas, Center for Wellness
- [Abraham Weil, Cal State Long Beach](#)



The concentrations of Black people near brown fields, vacant lots, and busy freeways is not an accident of location. Systematic policies have divided neighborhoods, locked out homebuyers, and led to places like the Slauson Corridor being one of the most environmentally and economically disadvantaged parts of Los Angeles. In addition to environmental policy, pressures surrounding the costs of housing and the transformation of that neighborhood both threaten to push longtime residents into homelessness.

WHAT CAN GOVERNMENT DO?

- » Develop policies that align with the vision in partnership with communities as they are the best guides in the development of healthy neighborhoods like the Plan for A Healthy Los Angeles.
- » Ensure public resources like parks and other green spaces are equally accessible for all in a manner consistent with the other anti-criminalization policies proposed elsewhere.
- » Provide resources for parks

POLICY ROADMAP



Work with churches and other faith-based organizations to facilitate open door policies

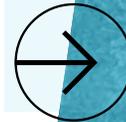


Address the legacies of freeways and their impact on public health

VISION

Reinvest and revitalize communities where Black people live so they can flourish, which includes:

- More community places designated for wellness and engagement
- 🏠 Safe neighborhoods that where people feel freedom and belonging
- Slowing down the exodus of Black people to the Antelope Valley and Inland Empire
- 📖 Address the connections between living and learning spaces



WHAT'S WORKING

Transformative Climate Communities: The state of California has funded two transformative climate community grants. The Watts Rising project was one of the first grants awarded in 2018 to transform a 2.6-mile section of Los Angeles using a community-led, multi-benefit, and place-based climate change mitigation program. In 2019 three Black-founded organizations (SCOPE, Brotherhood Crusade, and Community Coalition) began serving as anchor organizations in the South LA Climate Commons, a cross-sector coalition designed to develop solutions for the climate crisis that are holistic – focused on parks, development, jobs, air quality, transportation and community health for an 8-mile section of Los Angeles. They received a planning grant in 2020, during the pandemic.

WHAT'S INNOVATIVE

Black Women for Wellness has expanded their initial health-based work, which focused on the ways in which hair and other cosmetic products designed for Black women are toxic to Black women's physical health into a path to working on environmental justice and eradicating environmental racism. Connecting the dots between their longstanding commitment to wellness and a healthy neighborhood environment, the organization has expanded its partnerships and produced a set of intersectionally just transition principles that focus on economic and racial justice and the retention and restoration of Black cultural traditions.

THE ROLE OF ARTS AND CULTURE

Provide young people with outdoor arts spaces (e.g. murals, art installations, community gardens) as much as sports spaces.

Use the arts to go beyond beautification and toward building community investment.

WHAT CAN THE CORPORATE SECTOR DO?

Use influence to further the development of land use policies that focus on healthy and environmentally safe neighborhoods.

WHAT CAN PHILANTHROPY DO?

- Support the sector in defining clear outcomes and the policy development and programmatic work to achieve the outcomes.
- Create new funding priorities for park-based learning and engagement

COMMUNITY ACCOUNTABILITY METRICS

- » Air Quality
- » School Bus Stop Emissions
- » Asthma Rates
- » Early Childhood Milestones
- » Water Quality

Contributing Experts

Alanah T. Grant, Long Beach Office of the City Manager & Office of Equity

Los Angeles' Black political leadership often comes out of community and out of community organizing in particular, shaping the way in which they interact with and serve their constituents. Black electoral representation at both the city and county-level stands at 20% and has produced multiple anti-racism initiatives and the implementation of Mayoral Executive Directive 27, establishing a racial equity director for the City of Los Angeles and mandating the creation of racial equity plans for all city departments. While representation in elected office is strong, participation in the civic leadership of Los Angeles remains an area where growth is still possible.

THE ROLE OF ARTS AND CULTURE

Connect music to social movements in historically specific ways

POLICY ROADMAP



Convert the Measure J opportunity into meaningful investment in our communities



Put racial equity at the center of the next mayoral race

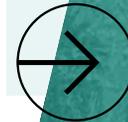


Full accountability for elected officials to pursue the path the racial justice

VISION

Given the ongoing disparities in outcomes for Black Angelenos, continue to focus on a strong advocacy and elected official framework to:

- Increase Black representation on voting boards and in government
- 🔗 Leverage our consolidated political power for ongoing oversight to ensure effective implementation, not just winning elections
- 🔄 Consolidated political power for effective implementation of policy victories



WHAT'S WORKING

Multiple decisions at the City and County levels have garnered widespread attention, including the recent Reparations Task Force and the vote to close Men's Central Jail, along with the election of numerous officials. Much of the preliminary political will that is necessary to change policy is working well.

WHAT'S INNOVATIVE

The recent passage of Measure J has produced a community-engaged process to determine spending priorities for the funding allocated according to the new formula.

WHAT CAN GOVERNMENT DO?

- » Focus on equity.
- » Provide a list of appointment opportunities (at every level) to this collective so that we can offer names.
- » Government needs to become more accessible to community. Some critical public meetings are being held at a time when most working-class people are at work without much opportunity to weigh in on issues that affect our lives. That needs to change. Further, the government should do more to reach out to Black migrant communities to make sure that we are clear on the role local government plays in our new home. Government should also provide more opportunities for paid internships and fellowships for Black folks to learn more about government and advocacy.

Contributing Experts

- Janel Bailey, LA Black Worker Center
- Isaac Bryan, State Assembly member
- [Nourbese Flint](#), Black Women for Wellness
- Lola Smallwood-Cuevas, UCLA Labor Strategy Center
- Pete White, Los Angeles Community Action Network

WHAT CAN PHILANTHROPY DO?

- » Support the sector in defining clear outcomes and the policy development and programmatic work to achieve the outcomes.
- » Create new funding priorities for park-based learning and engagement

WHAT CAN THE CORPORATE SECTOR DO?

- » Support candidates amenable to these ideas.
- » Business should support our campaigns to increase our capacity to build power.

COMMUNITY ACCOUNTABILITY METRICS

- » Ease of oversight regarding policy implementation
- » Progress on the other issues throughout the report
- » Expanded representation on public decision-making commissions and boards

BLACK EXPERIENCE ACTION TEAM MEMBER LIST

April Verrett, Action Team Chair,
President - SEIU Local 2015

Dr. Ange-Marie Hancock Alfaro, Action Team
Academic Lead, Professor & Chair - USC Institute
for Intersectionality & Social Transformation

Brenda Shockley, Action Team Member, Deputy
Mayor & Chief Equity Officer - LA Mayor Eric Garcetti

Charisse Bremond-Weaver, Action Team Member,
President & CEO - Brotherhood Crusade

Corey Matthews, Action Team Member, Chief
Operating Officer - Community Coalition

Dr. David Turner, Action Team Member, Brothers,
Sons Selves Manager - Inner City Struggle

Denita Willoughby, Action Team Member,
President & CEO - The Willoughby Group

Derek Steele, Action Team Member, Interim Executive
Director - Social Justice Learning Institute

Dr. Diandra "Dee" Bremond, Action Team Member,
Chairperson - California Cannabis Control Appeals Panel

Eddie Anderson, Action Team Member,
Pastor & Regional Organizer - McCarty
Memorial Christian Church & LA Voice

Fredericka McGee, Action Team Member, Chief-
of-Staff - LA County Supervisor Holly J. Mitchell

Janel Bailey, Action Team Member, Co-Executive
Director - Los Angeles Black Workers Center

Jeffery Wallace, Action Team Member,
President & CEO - LeadersUp

Jimar Wilson, Action Team Member, Vice
President & Southern California Market Leader
- Enterprise Community Partners, Inc.

Joanna Jackson, Action Team Member,
Vice President - Weingart Foundation

Karen Mack, Action Team Member,
Executive Director - LA Commons

Karim Webb, Action Team Member,
Entrepreneurial Activist- 4thMVM

Kristin Sakoda, Action Team Member, Executive Director
Los Angeles County Department of Arts and Culture

Dr. Linda Oubré, Action Team Member,
President - Whittier College

Mark Wilson, Action Team Member, President & CEO -
Coalition for Responsible for Community Development

Michael Lawson, Action Team Member, President
& CEO - The Los Angeles Urban League

Marsha Bonner, Action Team Member,
Senior Director - Annenberg Foundation

Nana Gyamfi, Action Team Member, Executive
Director - Black Alliance for Just Immigration

Pamela Bakewell, Action Team Member, EVP/Chief
Operating Officer - The Bakewell Company/LA Sentinel

Porsha Cropper, Action Team Member,
Assistant Senior Deputy - LA City District 10
Councilmember Mark Ridley-Thomas

Rachel Brashier, Action Team Member,
Deputy Chief of Staff, LA City District 8
Councilmember Marqueece Harris-Dawson

Reginald Webb, Action Team Member,
Chairman - Webb Family Enterprises

Renata Simril, Action Team Member,
President & CEO - LA84 Foundation

Rex Richardson, Action Team Member, Long
Beach City 9th District Councilmember

Sharon Brown, Action Team Member, Chief
HR Officer - Los Angeles LGBTQ Center

Shimica Gaskin, Action Team Member,
President & CEO - GRACE

Dr. Va Lecia Adams Kellum, Action Team
Member, President & CEO - St. Joseph Center

Yvonne Wheeler, Action Team Member,
National Representative - AFGE District 12

**The Office of LA City District Council 9
Councilmember Curren Price, Jr.**

ACKNOWLEDGEMENTS

THE PLANNING TEAM

Isaac Bryan, California State Assembly
Neel Garlapati, Star Insights
Jelani Hendrix, SEIU Local 2015
Kamina Smith, Star Insights

THE ACADEMIC COUNCIL

Deshonay Dozier, CSU Long Beach
Danielle Dupuy, UCLA
Chandra Ford, UCLA
Lorrie Frasure, UCLA
Cheryl Grills, LMU
Ange-Marie Hancock Alfaro, USC
Michael Lens, UCLA
Pedro Noguera, USC
Boris Ricks, CSU Northridge
Anthony Samad, CSU Dominguez Hills
Kenjus Watson, Occidental College
Abraham Weil, CSU Long Beach

THE RESEARCH TEAM

Cierra Black, UCLA
Jendalyn Coulter, UCLA
Tonya McClendon, UCLA
Milah Mims, UCLA
Mariesa Samba, UCLA
Alex Smith, USC
Chanel Stewart, USC
Merhawi Tesfai, UCLA

LIVED EXPERIENCE & KEY CONTRIBUTORS

Dr. Dominique Burrell-Paige, Special Needs Network, Inc.
Kamiah Guy, Community Coalition
Nourbese Flint, Black Women for Wellness
Dr. Chandra Ford, UCLA
Jason Foster, Destination Crenshaw
Adjoa Jones, Los Angeles County
Department of Public Health
Mary Lee, Los Angeles Bold Vision 2028
Nikki Legesse, Little Ethiopia Cultural and Resource Center
Emmanuel Karunwi, Social Justice Learning Institute
Jacques Lesure, Occidental College
Jazzi McGilbert, Reparations Club
Reba Stevens, LAHSA Ad Hoc Committee on
Black People Experiencing Homelessness
Kusema Thomas, Southern California
Health & Rehabilitation Program
Chiquita Twyman, SEIU Local 2015
Pete White, Los Angeles Community Action Network
Anneisha Williams, The Fight for \$15
Christian Wimberly, Brotherhood Crusade

BIG BOWL OF IDEAS

Frank Aceves
Wyatt Closs

COMMUNICATIONS & GRAPHIC DESIGN TEAM

Lori Evelyn Allan, lorievelyn.com
Betsy Aimee Cardenas, Born in June Creative Studio
Maricela Cueva, VPE Tradigital Communications
Brenda Gonzalez, VPE Tradigital Communications
Lianca Lyons, Muse Makers Management
Yasmine Parrish, Muse Makers Management
Patricia Pérez, VPE Tradigital Communications
Joshua Sandoval, Born in June Creative Studio
Jasmine Tyrone, Muse Makers Management

FUNDERS & SPONSORS

Visionary

The Weingart Foundation
The California Wellness Foundation

Change Maker

The Annenberg Foundation
SEIU Local 2015
Equity Champion
Los Angeles County Supervisor Holly J. Mitchell
SEIU Local 721

Advocate

Blue Shield of California
Brotherhood Crusade
Los Angeles City Councilmember Mark Ridley-Thomas
UDW AFSCME Local 3930

Organizer

Sarah Dusseault
Star Insights

 Any report always takes a village to produce. The BEAT would like to thank everyone, including the Committee for Greater LA, Star Insights, SEIU Local 2015, Born in June Creative Studio, Muse Makers Management and VPE Tradigital Communications.

**NO GOING
BACK** LA



nogoingback.la