

BLACK LEADERS *Collective*

**PROGRESS UPDATE:
DECEMBER 22, 2020**

Travis and Williamson Counties



2020

BLACK LEADERS *Collective*

The following tables and documents have been updated to reflect the work completed as of December 2020.



2020

BLACK LEADERS *Collective*

OUR PRIORITIES

We know it is our responsibility as leaders in the Black community to identify and solve issues that affect us today and our future. The Black Leaders Collective has spent six months working on our priorities and actions for 2020.

The Priorities and Action plan work was done collaboratively within eight of our Issue Groups, which are made up of Black leaders passionate about change, reform, and reimagining our future. Starting in June 2020, these groups have met to define the issues we wanted to address. The BLC has worked from this platform through the end of 2020 and use it as a springboard for the visioning work we will do together in 2021 to further address breaking down systems of white supremacy in Travis and Williamson counties.

We invite you to join us. Sign up to participate in a BLC Issue Group that speaks to your interests and expertise. This is our work. We must own it and do it together.

We also want to say thank you to all of our leaders who contributed to the creation of this document, and to Jamarr Brown for helping to design a strategic planning process for us to follow.

Thank you for your support and for our continued work together.

With love,
Terry P. Mitchell, Founder
Shuronda Robinson, Moderator

BLACK LEADERS *Collective*



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COLLABORATORS

- Amber Watts, Austin Justice Coalition
- Alexander Williams, Aurara in Water
- Autumn Caviness, Huston-Tillotson University
- Ayeola Williams, Austin Black Lawyers Association
- Bill Wallace, Tomorrow's Promise Foundation
- Bobbie Mack, Goal Chasers
- Brother Robert Muhammad, Nation of Islam
- Bud Donald Dallas, Community Leader
- Carol Hadnot, Austin Area Black Contractors Association
- Carre Adams, Carver Museum
- Ciara Parks, Black Lawyers Association
- Jonathan 'Chaka' Mahone, Riders Against the Storm, DAWA
- Chas Moore, Austin Justice Coalition
- Cherelle Vanbrakle, Public Health Advocate
- Chris Harris, Community Leader
- Cluren Williams, Community leader
- Dr. Colette Burnette, Huston-Tillotson University
- Dr. Courtney Robinson, Excellence and Advancement Foundation
- Ecleamus Ricks, Jr., Pflugerville Black Business Builders
- Elle Smith, Central Texas GSA Coalition | Queering Education
- Eric Byrd, Community Leader
- Fatima Mann, Community Advocacy & Healing Project
- Gregory Harrington, Black Professionals Alliance
- Greg Smith, Austin Revitalization Authority
- Heath Creech, Soulciti and African American Leadership Institute
- Hope Green, Emojis Grilled Cheese
- Jamarr Brown, Black Austin Democrats
- Janice Omadeke, The Mentor Method
- Jereka Thomas-Hockaday, PhD., Central Texas Allied Health Institute
- Joi Chevallier, The Cook's Nook and WomenWin
- K Paul Wallace, Community leader
- Kelene Blake-Fallon, Black Mamas ATX
- Kendra Garrett, Austin Justice Coalition
- Larry Wallace Sr, Health Advocate



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COLLABORATORS

- Maria Brown, Hearts2Heal
- Marva Overton, Austin's Alliance for African American Health
- Meme Styles, MEASURE
- Michael Ward Jr., Austin Urban Technology Movement
- Hon. Sheryl Cole, Texas House of Representatives
- Hon. Natasha Harper Madison, City of Austin
- Hon. Rudolph "Rudy" K. Metayer, City of Pflugerville
- Hon. Jeff Travillion, Travis County
- Hon. Dr. Larry Wallace Jr., City of Manor
- Hon. Dr. Kevin Michael Foster, Austin Independent School District
- Hon. Tiffanie Harrison, Round Rock Independent School District
- Hon. Anne Weir, City of Manor
- Michael Blaylark, Community Leader
- Nakeenya Wilson, Huston-Tillotson University
- Nelson Linder, NAACP Austin
- Nook Turner, Jump On It | Black Austin Coalition
- Pamela Benson Owens, Six Square
- Pastor Lea Walker-Clark
- Priscilla A. Hale, allgo
- Quincy Dunlap, Austin Area Urban League
- Reese Herd II, Dream Out Loud
- Rose Smith, Black Women In Business
- Roxanne Evans, East Austin Coalition for Quality Education
- Ryan Coaxum, Banker
- Shannon Jones, Public Health Advocate
- Sheri Marshall, U Move It We Clean It
- Shuronda Robinson, Adisa Communications
- Sis. Christina Muhammad, 10K Fearless First Responders | Nation of Islam
- Steven Brown, Givens Board
- Tam Hawkins, Greater Austin Black Chamber of Commerce
- Tarik Daniels, What's in the Mirror | Center of Health Empowerment
- Terrance Green, UT Department of Educational Leadership & Policy
- Terry P. Mitchell, Serial Entrepreneur
- Tiffanie Harrison, Radical Equity Fund
- Terri Broussard Williams, Movement Maker
- Tommy Wyatt, The Villager
- Tyra Clark, TXCROSS, No More No Más
- Virginia Cumberbatch, Rosa Rebellion
- Wendolyn Washington, Business Owner
- Winston Williams, Black Professional Alliance
- Yasmine Smith, Attorney



ISSUE GROUP: CRIMINAL JUSTICE & PUBLIC SAFETY PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1 : Advocate for the reallocation of APD budget to social services.</p>	<p>Action 1.1: Amplify the calls by the Austin Justice Coalition for \$100 million to be reallocated to public health, social services, civil rights, and programs that are Black-led.</p> <p>Action 1.2: Educate Black leaders on the 2021 FY City of Austin budget, process and how to provide input that is Black-centered</p>	<p><i>Complete</i></p> <p><i>Complete</i></p>	
<p>Priority #2: Raise awareness of services by 10K First Responders in terms of local response team</p>	<p>Action 2.1: Support the funding for the creation of a website, need to know what's needed in order to find funding and resources</p> <p>Action 2.2: Promote the work of 10K First Responders through BLC networks, platforms</p> <p>Action 2.3: 10K capacity building budget proposal in order to prepare for funding</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>In Progress</i></p>	<p>Talks are ongoing with Austin City Manager and Council</p>
<p>Priority #3: Support the existing community wide call for change in leadership in APD</p>	<p>Action 3.1: BLC Public Safety issue group to have a call with Spencer Cronk (CHAS to set up call) Action</p> <p>3.2: Submit a joint-letter to Austin City Manager Spencer Cronk from the BLC Leadership Team (contingent on call with Cronk)</p>	<p><i>Complete</i></p> <p><i>Complete</i></p>	<p>Next Step: Meeting with APD Chief in 1st quarter 2021</p>

ISSUE GROUP: CRIMINAL JUSTICE & PUBLIC SAFETY PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #4: Promote self-defense training and programs that are Black-led for Black leaders and members to be safe in the community</p>	<p>Action 4.1: Form partnerships with Black trainers and teachers who provide self defense, negotiate a deal to where BLC members will get a discount or additional services.</p> <p>Action 4.2: BLC to serve in a capacity building grant to propose funding for community training from the \$47mil reallocation budget</p>	<p><i>No Progress</i></p>	
<p>Priority #5: Support the creation of Civil Rights Office for the City of Austin</p>	<p>Action 5.1: Ask each BLC member to engage with their elected Council Member or Council Members where they can leverage relationships to vote for the approval of the budget item creating the Civil Rights Office Action</p> <p>5.2: Request a briefing with Candace Cooper on the Civil Rights Office to ensure accountability and awareness</p>	<p><i>Complete</i></p> <p><i>Complete</i></p>	<p>Next Step: Monitor hiring process and work with new director</p>
<p>Priority #6: Justifying as much of \$47mil reallocation to black safety orgs</p>	<p>Action 6.1: Advocate funding for Crisis + Violence Intervention, 10K First Responders, neighborhood accountability training</p>	<p><i>In Progress</i></p>	

ISSUE GROUP: PUBLIC HEALTH PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Address the lack of representation and cultural proficiency and responsiveness in leadership at Central Health</p>	<p>Action 1.1: Present a joint letter from BLC that addresses concerns about hiring, contracting practices at a Central Health full board meeting (4th Wednesday of every month), City of Austin Council meeting, and Commissioner Court meeting</p> <p>Action 1.2: Hold meeting with Central Health Board, and leadership to develop plan of action to address concerns, particularly in the Eastern Crescent area of Austin/Travis County</p> <p>Action 1.3: Recommend appointments to Central Health Board by the Black Leaders Collective</p> <p>Action 1.4: Assign a liaison(s) to Central Health from BLC to follow the progress on this priority by Central Health. We see this as ongoing work.</p> <p>Action 1.5: Educate and engage elected officials, Public Health officials, community members and leaders, including parents, educators, churches, etc. about deficiencies at CH and plans to address them</p>	<p><i>Complete</i></p> <p><i>Complete</i></p> <p><i>Complete</i></p> <p><i>Complete</i></p> <p><i>Complete</i></p>	<p>Next Step: Recruit potential new board members for Central Health</p>

ISSUE GROUP: PUBLIC HEALTH PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #2: Advocate for additional funding and resources to Austin Public Health, particularly in the areas of food insecurity, mental and maternal health</p>	<p>Action 2.1: Educate Black leaders on the 20-21 FY City of Austin budget items that address food insecurity and mental health.</p> <p>Action 2.2: Ask each BLC member to engage with their Council Member or Council Members where they can leverage relationships to vote for the approval of the budget item that creates the Food Sustainability ecosystem plan</p> <p>Action 2.3: Encourage sign on to petition/support of Food Insecurity funding item in 20-21FY budget (20-21FY budget item)</p> <p>Action 2.4: Work with local food educators, farmers, and grocery stores in targeted areas to provide culturally appropriate cooking and shopping classes to underserved citizens in these stores on a routine basis to enhance and improve health outcomes. Additionally, helping these same populations understand how to shop and read food labels to improve health and reduce disease.</p>	<p><i>Complete</i></p> <p><i>Complete</i></p> <p><i>Complete</i></p> <p><i>In Progress</i></p>	

ISSUE GROUP: PUBLIC HEALTH PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
Priority #3: Support Black-led programs that provide direct aid/supports in areas of public, mental health, and sexual health	Action 3.1: Host COVID-19/CARES briefing with Black Leaders Collective to promote	<i>Complete</i>	Next Step: Continue focus on Minority Male Health Clinic launch
	Action 3.2: Promote the RISE Funds, which provides direct cash assistance (20-21FY budget item)	<i>Complete</i>	
	Action 3.3: BLC-led drive to stock the Disaster Resource Pantry, and adopt the Charitable Organization Permit to ease pantry permitting and costs in order to expand pantry availability and access.	<i>Complete</i>	
	Action 3.4: Support the development of a Minority Male Health Clinic that focuses on screening, education, mental health and primary care services. Life expectancy is the lowest among African Americans and Hispanic males who receive limited to no services that focus on them. The focus should be on multi-generational male populations.	<i>Complete</i>	
Priority #4: Creation of the Austin Public Health Commission.	Action 4.1: Write the bullets for subcommittee; Write resolutions	<i>Complete</i>	
	Action 4.2: Request Council to create a public health commission and identify a number of commissioners.	<i>In Progress</i>	
	Action 4.3: Educate leaders on the importance of skills needed and encourage representation on the Public Health Commission.	<i>No Progress</i>	
Priority #5: Justifying as much of \$47mil Police budget reallocation to black health orgs.	(SEE PUBLIC SAFETY ISSUE GROUP PRIORITY #6)	<i>No Progress</i>	

ISSUE GROUP: EDUCATION

PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Challenge school districts in Central Texas to reduce SROs (school resource officers)</p>	<p>Action 1.1: Work with other organizers to stop the funding and development of Round Rock ISD Police Department</p> <p>Action 1.2: Research and publicize the data related to disciplinary practices and the intersections between Special Education and lack of participation in advanced courses/magnet schools in Central Texas school districts related to Black students.</p> <p>Action 1.3: Educate and engage elected officials, school board members, community members and leaders, including parents, educators, churches, etc. about the use of SROs, disciplinary practices, mental health, evidenced based practices to improve academic achievement.</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>Complete</i></p>	<p>Next Step: Continue monthly meetings with AISD. Establish meetings with RRISD.</p>
<p>Priority #2: Build partnerships with community and education organizations to provide resources to parents, students, and families that will ensure quality education during the COVID-19 pandemic</p>	<p>Action 2.1: Identify organizations that are already providing services, planning to continue those services</p> <p>Action 2.2: Provide a resource guide related to COVID-19</p>	<p><i>No Progress</i></p> <p><i>No Progress</i></p>	
<p>Priority #3: Work with Huston-Tillotson to increase capacity for training and mentoring of teachers</p>	<p>Action 3.1: Assessment of what HTU needs to increase teacher training capacity</p>	<p><i>In Progress</i></p>	

ISSUE GROUP: EDUCATION

PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #4: Work with Central Texas school districts to recruit and graduate more Black teachers</p>	<p>Action 4.1: Identify the processes and pipelines for recruitment by each school district's Human Resource officers and Equity Office</p> <p>Action 4.2: Identify affinity groups for Black teachers and how the districts supports those groups</p> <p>Action 4.3: Add longevity to black educators in their careers</p>	<p><i>No Progress</i></p> <p><i>No Progress</i></p> <p><i>No Progress</i></p>	
<p>Priority #5: Cultivate the sustainability of community-based programs that focus on youth development that have less than \$500K in revenue</p>	<p>Action 5.1: Identify community based groups and community leaders that are providing youth development services</p> <p>Action 5.2: Initiate online trainings and ways to for community-based initiatives to formalize nonprofit status, with the goal of supporting at least one group in 2020 (i.e Mission Capital)</p>	<p><i>In Progress</i></p> <p><i>No Progress</i></p>	

ISSUE GROUP:
ECONOMIC + WORKFORCE
DEVELOPMENT
PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Promote and connect BLC members to existing training programs that focus on how to do business with public-sector entities</p>	<p>Action 1.1: Conduct roundtable with public sector SMBE, WBE, UT programs in Central Texas to understand barriers to Black business participation</p> <p>Action 1.2: Develop a training on how to gain certification and taking action toward bidding public-sector contracting training initiative rollout</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p>	<p>Next Steps: Continue talks with public sector resource offices</p>
<p>Priority #2: Support the creation of a policy that introduces equity into procurement processes for Central Texas government</p>		<p><i>No Progress</i></p>	

ISSUE GROUP:
ECONOMIC + WORKFORCE
DEVELOPMENT
PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #3: Encourage participation in COA Disparity Study by Black-owned businesses in Central Texas</p>	<p>Action 3.1: Develop database of Black-owned businesses and share information with them on Disparity Study (TAAACC)</p> <p>Action 3.2: Ask BLC members to attend Fall 2020 Disparity Study sessions*should allow the study to make certain guides and recommendations, to be used for budget 2021</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p>	<p>Next Step: Have talk with Colette Holt who is in charge of conducting disparity study</p>
<p>Priority #4: Influence the positive change in how Black-led nonprofits are funded by individuals, companies, and foundations in Central Texas</p>	<p>Action 4.1: Conduct a study of the offerings, impact and needs of Black-led nonprofits in Central Texas</p> <p>Action 4.2: Tell the story of our nonprofits and create a narrative around impact and need</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p>	<p>Next Step: Have non-profits fill out survey by end of January 2021</p>

ISSUE GROUP: TRANSPORTATION

PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Transparency & Interconnectivity. Transparent Data-driven equitable initiatives</p>	<p>Action 1.1: Gather data already public. Look at a specific area and ask where is your investment here? How is this going to impact wait time on routes? What plan are you putting in place to ensure the community is covered? Sidewalks, routes, route times etc.</p>	<p><i>No Progress</i></p>	
	<p>Action 1.2: BLC to host a public Roundtable with Capital Metro, City of Austin, CRT, PUMA, BLC and County Commissioners, and community members.</p>	<p><i>Complete</i></p>	
	<p>Action 1.3: Have 4-5 BLC members strategically challenge Campo during September public meeting.</p>	<p><i>No Progress</i></p>	
	<p>Action 1.4: Send a joint letter Campo, Cap Metro etc that lays out goals and expected outcomes</p>	<p><i>Complete</i></p>	
<p>Priority #2: Policy - Shifting the power dynamics and varied structures within every nuance of creation to effectuation and maintenance so that the public good is distributed equitably. Make sure Black people are at the table.</p>	<p>Action 2.1: Have Cap Metro to give us an EEOC assessment of every position, analyze the organization to see where African Americans are placed</p>	<p><i>In Progress</i></p>	<p>Next Step: Continue to follow up with Eric Bustos from Cap Metro</p>

ISSUE GROUP: TRANSPORTATION PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #3: Educate Black leaders and black Austin on the November mobility and Project Connect measures *cultural history</p>	<p>Action 3.1: make presentation of findings for body meeting</p> <p>Action 3.2: Develop and execute voter contact plan to ensure that BLC members and supporting organization members turn out to vote in the election in October or November (early voting, mail-in voting, and Election Day voting).</p>	<p><i>Complete</i></p> <p><i>Complete</i></p>	

ISSUE GROUP: HOUSING & DISPLACEMENT PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Begin development of a plan to create affordable housing for individuals and families and supportive housing for the Black homeless populations</p>	<p>Action 1.1: Compile a full and complete list of publicly-owned land from the city, Travis and Williamson County, state of Texas, Austin ISD and ISDs around Central Texas that can be acquired or leased below market.</p> <p>Action 1.2: Identify all Black Developers and Property management and construction in Central Texas</p> <p>Action 1.3: Identify property and landmarks that could get a designation that could have it.</p> <p>Action 1.4. Identify pre-existing surveys around housing and displacement and filter through Black experience</p> <p>Action 1.5 Establish goal for creation of additional housing units, recommendations for how to approach affordable housing and displacement</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>No Progress</i></p>	

ISSUE GROUP: CULTURE, ART, & ENTERTAINMENT PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Support the development of a fully-sourced Black centralized hub/media outlet that promotes culture, arts, entertainment</p>	<p>Action 1.1 Explore funding models including a membership model for individuals, businesses, etc.</p> <p>Action 1.2 Launch an “If You Don’t Know Now You Know” campaign for the white audiences</p> <p>Action 1.3 Develop database of artists, filmmakers, creatives, entrepreneurs, arts writers (freelancers, reporters), professors</p>	<p><i>In Progress</i></p> <p><i>In Progress</i></p> <p><i>In Progress</i></p>	<p>Next Step: Get proposal from Heath Creech to Pam Benson Owens</p>
<p>Priority #2: Organize an effective campaign in support of the Black Live Music Fund passage in a way that ensures it is an ongoing that is expanded annually to support Black musicians</p>	<p>Action 2.1 - story through Soulcity with call-to-action - redistribute this throughout all BLC member channels `site Soulcity</p> <p>Action 2.2: discover what archives Carver Museum has for black music history of Austin, story maps - see where businesses were, where they were moved, what happened</p>	<p><i>Complete</i></p> <p><i>In Progress</i></p>	
<p>Priority #3: Mobilize engagement of Black community in the GW Carver Museum & Cultural Center Master Planning process</p>	<p>Action 3.1: invite BLC to attend Master Planning meeting set for Oct 3 2020 - to let the city know people are paying attention, accountability is required by BLC, community at large</p>	<p><i>In Progress</i></p>	

ISSUE GROUP: CULTURE, ART, & ENTERTAINMENT PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #4: Build capacity of local Black artists, creatives and entrepreneurs to strengthen the ecosystem, skills for our artists (legacy ATX mentor group)</p>	<p>Action 4.1: Host a "Creative Capital" toolkit program - to help artists build the bridge to entrepreneurship, helping artists understand what pocket they are in.</p> <p>Action 4.2: Secure scholarships for attendees *secure sustainable funding</p>	<p><i>No Progress</i></p> <p><i>No Progress</i></p>	
<p>Priority #5: Explore and identify models to create an economic hub around training, capacity building to support artists, creatives, entrepreneurs initiatives</p>		<p><i>In Progress</i></p>	<p>Next Step: Review proposal written by Winston Williams</p>
<p>Priority #6: Create a visual and artistic narrative of Black Austin for display *childrens book</p>		<p><i>In Progress</i></p>	<p>Next Step: Create funding strategy for publication</p>

ISSUE GROUP: POLICY PRIORITIES & ACTIONS

Priority	Action Items	Status	Notes
<p>Priority #1: Engage public to encourage Nov voting, and options on how to vote due to COVID-19</p>	<p>Action 1.1: educational content (ie. infographic, video)</p> <p>Action 1.2: Project Orange data and collaboration</p>	<p><i>Complete</i></p> <p><i>Complete</i></p>	
<p>Priority #2: Support the creation of Civil Rights Office for the City of Austin</p>	<p>Action 2.1: Request a briefing with Candace Cooper on the Civil Rights Office to ensure accountability and awareness</p>	<p><i>Complete</i></p>	<p>Next Step: Track the hiring progress of the office.</p>

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