

COURAGEOUS COMMUNITY CONVERSATIONS

Policy Opportunities To Improve Racial
Equity In The City Of Raleigh

Prepared by The Raben Group

Framework

The Courageous Community Conversations Campaign, co-created by Shaw University and the City of Raleigh and led by Shaw University's Center for Racial and Social Justice, was established to create community space for meaningful dialogue on:

- race and racism;
- social inequality; and
- related topics deemed by community members to be important.

The Raben Group, a public affairs firm with a deep commitment to equity, was hired by Shaw University to provide relevant and actionable policy options for the City of Raleigh directly in response to the needs highlighted by community members.

Raben conducted their own desk research and was provided transcripts and videos from the Courageous Community Conversations, along with survey data, notes and direct advice from the Center for Racial and Social Justice.

Limitations, Constraints, and Other Considerations

- Engagement limitations due to convening restrictions as a result of the COVID-19 pandemic
- The city is constrained from addressing some community concerns, as the policy solutions city at a county, state, or federal level
- The impact of President Biden's Infrastructure Investment and Jobs Act and Build Back Better legislation should be considered as a funding opportunity

The Urgent Need for Progress

The voices from the experts and community participants in the Courageous Community Conversations emphasized the need to:

- Acknowledge that generations of systemic racism and discriminatory policy has led to a lack of opportunities for Black, Indigenous, People of Color (BIPOC) residents of Raleigh
- Urgently address the long-standing effects racism has had on the well-being of BIPOC residents of Raleigh

Policy Options Overview

The policy options in this report are directly driven by the community voices from the Courageous Community Conversation series. They consider historical context and other interrelated elements that can replicate inequities in power, resources, strategies, conditions, habits and outcomes regardless of policy.

This report focuses on six specific areas:

- Affordable housing
- Transportation
- Employment opportunities and economic stability
- Criminal justice
- Mental health
- Education

We acknowledge that these areas are intrinsically interrelated, and that the policy options and outcomes are intersectional.

Housing

- Zoning reform
- Property tax grants for long-term homeowners
- Right to counsel for evictions
- Right of first refusal

Transportation

- Microtransit and dynamic routing
- Place more bus stops in communities of color
- Free city buses

Employment and Economic Stability

- Increase number of residents who are banked
- Guaranteed income pilot program
- Increasing jobs that pay a living wage
- Improve access to apprenticeship programs
- Support criminal record expungement

Criminal Justice

- Improve diversion
- Shift resources toward prevention
- Ban shooting at moving vehicles
- Require de-escalation
- Create an empowered citizen review board

Mental Health

- Embed mental health professionals with first responders
- Expand crisis intervention training
- Create a trauma recovery center

Education

- Free or low-cost postsecondary opportunities
- Support education outcomes via housing

What's Next?

- Expectation of ongoing transparency and continued action from the community.
- Policy options that are actionable in the short and long term.
 - Tangible examples and results from other communities
 - Federal funding to support many of these policies.

Questions?

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