



California Task Force to Study and Develop Reparation Proposals for African Americans

**Unjust Property Takings and
Stolen Labor Advisory Committee**

REDRESS FOR RACIALLY MOTIVATED PROPERTY TAKINGS

- Restore state property taken during race-based uses of eminent domain to its original owners or provide another effective remedy where appropriate, such as restitution or compensation
- Create a Legislative agency to:
 - Research and identify California state properties acquired as a result of racially motivated eminent domain;
 - Create a database of property ownership in the state;

REDRESS FOR RACIALLY MOTIVATED PROPERTY TAKINGS

- Review and investigate public complaints from people who claim their property was taken without just compensation;
- Distribute just compensation for the fair market value, adjusted for inflation, of the property at the time of the taking; and
- Develop and implement a public education campaign regarding the cycle of gentrification, displacement and exclusion; the connection between redlining and gentrification; and the history of discriminatory urban planning in California.

MAKE HOMEOWNERSHIP A REALITY

- Provide funding through grants or otherwise to assist descendants of enslaved people with homeownership.

GREATER TRANSPARENCY IN GUBERNATORIAL APPOINTMENTS

- Promote greater transparency in gubernatorial appointments.
- Governors appoint people to their cabinets, the judiciary, influential state boards, and influential state commissions.
- Having this information will allow for the advocacy of more diversity and inclusion in future appointments.

GREATER TRANSPARENCY IN GUBERNATORIAL APPOINTMENTS

- Require the Governor's Office to:
 1. Conduct a census of all current gubernatorial appointees to ascertain the percentage breakdown of their demographics, including the race and ethnicity of appointees and how many are descendants of slaves; and
 2. Publish an annual report with the demographic data, including the race and ethnicity of appointees, including how many are descendants of slaves.

GUARANTEED INCOME PROGRAM

- Create a guaranteed income program for descendants of enslaved people.
- Guaranteed income programs have been shown to:
 - Reduce income volatility, improve mental health, provide better job prospects, and provide greater financial security.
- California created the first state-funded guaranteed income program for foster youth. This program, which is administered through the California Department of Social Services, could serve as a blueprint.

LICENSURE FOR PEOPLE WITH CRIMINAL RECORDS

- Address the challenges African Americans, including descendants of slavery, face with obtaining occupational licenses when they have a criminal record.
- One of the root causes of high recidivism rates is the inability of formerly incarcerated persons to obtain gainful employment.
- Nearly 30 percent of jobs require licensure, certification, or clearance by an oversight board/agency.

LICENSURE FOR PEOPLE WITH CRIMINAL RECORDS

- This proposal could expand upon Assembly Bill (AB) 2138:
 1. Consider eliminating or reducing the period in which a prior conviction for a “serious felony” can be held against a person, which is currently at seven years, with certain exceptions.
 2. The requirement that “substantially related criminal convictions” be considered against a person with a criminal conviction could be changed to “substantial and have a direct relationship to the occupation” being sought. The revised standard could be considered for a shorter period than the current seven years, with certain exceptions.

TRANSFORMING THE MINIMUM WAGE BACK INTO A LIVING WAGE

- Raise the minimum wage back into a living wage, as originally intended, by raising the minimum wage to an amount determined by the Legislature.
- The minimum wage should also be adjusted on a regular basis to adjust for increases to the cost of living (including inflation).
- Require an analysis of the impact that increasing the minimum wage would have on the costs of goods and services.

ADVANCING PAY EQUITY THROUGH EMPLOYMENT TRANSPARENCY AND EQUITY IN HIRING AND PROMOTION

- Further the advancement of pay equity and transparency by expanding on Senate Bill (SB) 973 and SB 1162.
- SB 973, among other things:
 - Requires employers with 100 or more employees to report pay and hours-worked data by establishment, job category, sex, race, and ethnicity to the Civil Rights Department.
- SB 1162, among other things:
 - Expands the requirement for annual pay data reports and requires employers to publish pay scales with job postings, as well as to retain certain pay records.

ADVANCING PAY EQUITY THROUGH EMPLOYMENT TRANSPARENCY AND EQUITY IN HIRING AND PROMOTION

- Could expand on SB 973 and SB 1162 by:
 - Requiring the Civil Rights Department to publish each private employers' pay data report.
 - Providing several forms of penalties to be assessed against employers for violating the requirements laid out in SB 973 and SB 1162.
 - Including other employers within the scope of SB 973 and SB 1162.

PROFESSIONAL CAREER TRAINING

- Create and fund professional training programs that would enable descendants of enslaved people to access employment opportunities from which they have been historically excluded from or underrepresented.
- Some fields from which descendants of enslaved people have been historically excluded from or underrepresented include:
 - Medicine, law, business, management, computer science, mathematics, construction, and the sciences.

PROFESSIONAL CAREER TRAINING

- The legislation could amend the Song-Brown Healthcare Workforce Training Act (Song-Brown) or create a new program modeled after Song-Brown.
- The legislation could add the professions listed above to the list of training programs that are eligible to contract with the State pursuant to Song-Brown.

APPRENTICESHIP GRANT PROGRAM

- Create apprenticeship grant programs and/or target existing programs, to increase participation by descendants of enslaved people in apprenticeship industries and technical occupations.
- The California Department of Industrial Relations (CDIR) could administer and award grants on a competitive basis to eligible registered entities to increase participation by descendants in registered apprenticeship programs.

APPRENTICESHIP GRANT PROGRAM

- The CDIR could target registered apprenticeship programs in traditional and nontraditional industries or occupations, such as:
 - Construction, welding, electrical engineering, plumbing, information technology, energy, green jobs, advanced manufacturing, health care, and cybersecurity.

FUNDING BLACK BUSINESSES

- Create a Small Business Investors Fund, a forgivable, interest-free loan program available to owners of small businesses in African American communities.
 - The funds could be used for startup costs, store upgrades, and other business investments.
 - The loans could range from \$10,000 to \$25,000 and a portion of the loan would be forgiven each year as long as the recipient remains in business in the same community.

FUNDING BLACK BUSINESSES

- Studies have shown that the median net worth of Black business owners is 12 times higher than Black non-business owners.
- Black business ownership is a viable path to creating wealth not only for Black business owners, but also for Black communities at large.
- The success of Black-owned businesses is a critical path for economic empowerment in Black communities.

REPEAL OR AMEND PROPOSITION 209:

- Proposal that the Legislature take steps within its authority to repeal or amend Proposition 209;
- Proposition 209 declares that the state, including its political subdivisions, “shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of *public employment, public education, or public contracting*.”
- Impact of Proposition 209: between \$1 billion to \$1.1 billion in contract dollars lost annually by businesses owned by women and people of color due to Proposition 209;
- Impact of Proposition 209: admission declines for applicants from underrepresented groups in the UC system, including African Americans;
- Alternatively, consider ways to amend Proposition 209.