

June 19, 2020

To: Mayor Greg Fischer
527 West Jefferson Street
4th Floor
Louisville, KY 40202

President David James
Louisville Metro Council
601 W. Jefferson Street
Louisville, KY 40202

"The great evil of American slavery wasn't the involuntary servitude; it was the fiction that Black people aren't as good as white people, and aren't the equals of white people, and are less evolved, less human, less capable, less worthy, less deserving than white people."¹

Black community leaders and those of good conscience are working to push for answers and consequences while Mayor Fischer has yet to make a statement condemning the actions of LMPD. For far too long, our communities have operated on the principle of keeping Louisville's issues out of the public eye. The cover-up has ended. The time has come to give us the necessary resources to begin to do the work for ourselves since our elected leaders are reluctant to do what they have been sworn to do for all of our citizens. Should our concerns not be acknowledged and addressed, Louisville will continue to experience the public outrage and demand for change that it is seeing after the unnecessary and unjustified deaths of our Black residents at the hands of the LMPD.

The actions of LMPD clearly demonstrated that we cannot trust them to protect and serve all of us regardless of where we live or the color of our skin. It's difficult to imagine a more serious breach of trust than when police unnecessarily kill the people they are charged to protect. We demand transparency and the opportunity to be involved in creating real change in LMPD, including the search for a new Chief, as stated in our previous requests.

"Jobs, justice, education, health, and housing" is not just a Louisville Urban League slogan; it is a holistic approach to what Black communities across this country need for systemic restructuring. The protests happening in the streets of Louisville and in at least one city in every state in our country are evidence that Black America and people of good conscience everywhere are exhausted by the traditional methods of negotiation. These methods have clearly failed. While we agree with the desire for peace, we won't be supportive of a hollow peace—one that comes at the expense of Black lives and does not lead to justice.

Along with the rest of Black America, Black Louisville is suffering²³. Louisville is not an exception to any rule. We have been so blinded by occasional generous words and sporadic individual acts of compassion that we have allowed our city and its leaders to believe otherwise, to believe that this city is

¹ Bryan Stevenson Asks U.S. To Reckon With Its Racist Past And Present | <https://www.npr.org/2020/01/20/796234496/just-mercy-attorney-asks-u-s-to-reckon-with-its-racist-past-and-present>

² 15 Years Beyond Merger | https://greaterlouisvilleproject.org/reports/2018-beyond-merger/&sa=D&ust=1592012699162000&usg=AFQjCNFVPEWemTK2LLXc3746wZ_fsh7cOw

³ Louisville Metro Health Equity Report 2017 | <https://louisvilleky.gov/government/center-health-equity/louisville-metro-health-equity-report-2017>

somehow different. That our pain hasn't been significant, hasn't been real. That misconception must end. To continue on this path will deprive Louisville of the opportunity to become the city that lives up to its promises to every resident.

This is not a time for fragility. It is not a time to cower behind guilt and discomfort. We are not interested in being studied and examined further. Now is the time for direct action and we cannot—will not—tolerate any further delays.

Many of us have been asked individually what it is that we think Louisville needs. If perhaps not fully coordinated or complete, our answers have been overwhelmingly consistent. We will not succumb to the pressure of being monolithic. There is no one spokesperson or one ideology for Black Louisville. Instead, we are a collective in our pain and we are united in our need for multi-dimensional responses and investment. The police department, the justice department and our elected officials have repeatedly failed those whom they have pledged to serve. While 400 years overdue, there is an opportunity to change right now.

This work must be rooted in systemic solutions that lead to health and wealth building in Black communities. They must be both educational and economic solutions because racism, while wide-reaching and pervasive, cannot be detached from the direct and serious educational and economic impacts on those who suffer and those benefit from it. Therefore, we, the people, believe that extensive, catalytic investments in the Black community are required to position this community for creating wealth and educational opportunities that will cross generations. We sense that, after years of mostly ignoring our pleas, you seem now to be listening to our requests. Now that we have your ear, we are counting on you to respond in earnest. We share this petition as a collective of civic leaders, social service organizations, philanthropic partners, faith-based community members, families, friends and impacted people, because we understand that one leader, one organization, one perspective is not enough. This is our combined plea. This is our combined demand. This is our collective opportunity.

1. TOP-TO-BOTTOM EXTERNAL REVIEW OF LMPD AND INVEST/DIVEST

We incorporate our earlier demands and request a top-to-bottom review of LMPD. While we find the Mayor's request to be painfully delayed, we recognize that this is a mandatory step. Our police department has lost the confidence of the people to police itself. Therefore, we must insist that an outside—non-traditional—agency lead this work. This must also include civilians and an extensive cadre of African American chiefs and retired officers from across the country.

We are addressing the long and challenging history LMPD has had with Louisville's Black community. This means we are standing up against aggressive policing practices, abuse, an absence of transparency, and cover-ups that have plagued this department and eroded public trust⁴. We demand investments in the education, health and safety of Black people, instead of investments in the criminalizing, caging, and harming of Black people.⁵

⁴ President's Task Force on 21st Century Policing | https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf

⁵ INVEST-DIVEST - M4BL | <https://m4bl.org/policy-platforms/invest-divest/>

LMPD has a long and difficult history with the Black community. Aggressive policing practices, abuse, an absence of transparency, and cover-ups have plagued this department and eroded public trust. The most recent killings of Breonna Taylor⁶ and David McAtee⁷ make this clear. Even prior to their deaths, it was clear to us that LMPD needed change. The police culture that sanctioned these killings—that we know would not have occurred in St. Matthews, Middletown or anywhere in East Louisville—must change immediately.

Divestment strategies have existed for a very long time in this country and have taken on a number of variations, including what we are now seeing in Minneapolis⁸, San Francisco⁹, and Los Angeles¹⁰. It is time for Louisville to begin investing in qualified first responders and reducing police presence and influence in our personal lives, community affairs, and city/organizational budgets. We understand that partner agencies have and will submit additional information for your consideration and we support them.

To that end, and in addition to a complete overhaul of LMPD's organizational structure, protocols, and practices, we are demanding an immediate reduction and reallocation of LMPD's current budget and a move toward divestment in police and investment in the appropriate first responders. Nurses, psychologists, and social workers are better equipped than police to handle belligerent patients, homeless people, and those with mental illness. They do it every day. And they do it without lethal force.

2. CREATION OF A \$50,000,000.00 (FIFTY MILLION) BLACK COMMUNITY FUND

For too long, public safety in Louisville has taken a police-centered approach and ignored the possibilities of publicly-resourced, community-led solutions. This initial \$50M allocation will allow us to begin the process of addressing systemic racism in our community. "The compounding crises of structural inequality, plummeting economic mobility, mounting death tolls, and ongoing injustice and brutality have been raging for generations,"¹¹ and we are asking the city to join us in this moment to seize the opportunity to disrupt these crises.

We formally request an immediate rehearing of the budget committee for a reallocation request to be heard, approved, and included in the 2020-2021 Budget.

⁶ No-Knock Warrants: Inside Police Tactic That Killed Breonna Taylor | <https://www.rollingstone.com/culture/culture-news/no-knock-warrant-breonna-taylor-history-1013649/>

⁷ How Questionable Police Tactics Led to a Fatal Shooting In Louisville | <https://www.youtube.com/watch?v=fe0xZCT5HAc>

⁸ Minneapolis Will Disband Its Police Force | <https://www.nytimes.com/2020/06/07/us/minneapolis-police-abolish.html>

⁹ San Francisco police chief open to defunding department | <https://www.kron4.com/news/bay-area/san-francisco-police-chief-open-to-defunding-department/>

¹⁰ LA City Council moves forward with LAPD budget cuts amid calls to 'defund the police' | <https://abc7.com/defund-the-police-lapd-los-angeles-mayor-eric-garcetti/6249984/>

¹¹ Jim Shelton | Unshackling the potential of every American in the wake of George Floyd killing | <https://www.cnn.com/2020/06/05/op-ed-unshackling-the-potential-of-every-american-in-the-wake-of-george-floyd-killing.html>

This first allocation will create comprehensive solutions around four integrated, high-need areas:

- **Support for Small Businesses**

The Black community across Louisville and in the West End, in particular, deserves the opportunity to create more jobs and wealth through business ownership. Existing businesses must be fully supported and new businesses must be encouraged to begin. This support and encouragement must come, first and foremost, in the form of funding and financing. Black people are not lacking in creative ideas or innovative ways to address market-based problems. We simply lack the funding needed to build businesses that respond to the economy that we participate in. We expect to create a fund, through a responsible entity of our choosing, that will provide flexible capital options — grants, loans, modest-return investments — that can be used for start-up costs, working capital, property acquisition, expansion expenses, and more. This should be Black-led and coupled with technical assistance and culturally appropriate mentorship from successful private sector leaders and entrepreneurs rather than government employees. This will help support our full participation in the for-profit arena.

- **Affordable Housing¹²**

As documented by the Metropolitan Housing Coalition, redlining (created by a partnership of government and private industry) in Louisville has robbed 22,000 Black families of an opportunity to be homeowners. We plan to restore what has been lost by changing the physical conditions in disinvested neighborhoods. This translates into reinvesting and recycling thousands of abandoned properties and vacant lots and preparing a pathway to Black ownership. Different, innovative, and radical approaches to creating Black wealth building opportunities through homeownership is paramount. Leveraging our relationships with existing non-profit developers and housing-related organizations, we are already prepared and positioned to move forward so that this becomes a reality. We are absolutely opposed to any use of government or philanthropic funding in Black communities that does not lead to a pathway for Black ownership.

- **Targeted Creative Educational Support**

The average age of a west end Louisville resident is younger than that of his or her counterpart in other areas of Louisville. Therefore, we must invest in the education of our young people because they have the potential to change outcomes for generations. Providing wrap around services, tutoring and other supplemental services for students will help to close the achievement gap and provide support necessary to not only graduate but enroll and complete higher education. We need coordinated, consistent, culturally competent, high-touch action combined with college preparatory academics, technical training, and/or work experiences that speak to the interests and capabilities of our striving young residents. We can and will continue to work like EVOLVE502, Educational Justice and PlayCousins focused on educational achievement, changing broken systems and addressing structural failures to educate Black students.

¹² Cost-Burdened Households | <https://greaterlouisvilleproject.org/factors/cost-burdened-households/>

- **Integrated Trauma-Literate Care and Mental Support for Black People**

The Black community of Louisville has repeatedly experienced collective traumatic events at the hands of individuals, corporations, and the government-- at every level (local, state and federal) and branch (executive, judicial and legislative). Pre-COVID-19, Black people in Louisville were already struggling with the stress and trauma of redlining, disinvestment, and over-policing. Post-COVID-19 and amid the killings of Breonna Taylor, David McAtee, George Floyd, we know that the toll on Black minds and bodies is exceptionally high. We must ensure that everyone in our community has access to well-trained, certified, mental-health professionals and resources.

Collective trauma cannot be denied or ignored. We intend to build into every program access to mental health professionals (community health workers, social workers, and advocates of color) who understand race-based trauma.

ADDITIONAL PRIORITIES FOR FOCUS AND IMPLEMENTATION

In addition to the immediate requests outlined above, there are a number of issues facing our community that should be priorities for those in positions of power and authority. We know the money and authority to act exists.¹³ There is only a question of courage and will.

Jobs

WORKFORCE DEVELOPMENT

Strong workforce development is about investment in training for jobs that exist today, forecasting training needs for the jobs of tomorrow, and continued investment in people to advance careers as technology and the economy continue to revolutionize what employment looks like in America. Effective workforce development includes wrap-around support and removal of barriers, such as a lack of childcare and transportation. The public sector and community-based agencies are already partners, but we cannot do this without a paradigm shift with the private sector becoming a major investor in strategies that increase inclusive workforce development.

Who needs to act? *You; Federal and State Legislators; Governor Andy Beshear; Mayor Greg Fischer; Louisville Metro Council; Greater Louisville, Inc.; Trade Organizations; Media*

¹³ 2019: The Flow of Community Investment | <https://greaterlouisvilleproject.org/reports/2019-the-flow-of-community-investment/>

BUSINESS START-UP AND EXPANSION

The Black community across Louisville and particularly in the West End needs support to create more jobs through business ownership. New businesses need to start. Existing ones need to grow.

- As previously described, a fund should be created to provide flexible capital options — grants, loans, modest-return investments — that can be used for start-up costs, working capital, property acquisition, expansion expenses, and more. The fund should be led Black-led and coupled with technical assistance and culturally competent mentorship from successful private sector leaders and entrepreneurs.
- A Business Resource Center, similar to the one Louisville Metro Government removed from the Nia Center, should be re-created. This is a multifunctional, results-oriented, physical space where entrepreneurs can learn and plan; small business leaders can train and share resources; and wrap-around services can be centralized.
- Support must be available to Black business not only as they start up, but also as they begin to stabilize and scale. These businesses need access to further training, information, networking, direct connections to contracting opportunities, and more. As before, the capital infusions needed to bolster these growing businesses must be made available as well.

Who needs to act? *You; Governor Andy Beshear; Kentucky State Legislators; Mayor Greg Fischer; Louisville Metro Council; Greater Louisville, Inc.; Financial Institutions; Philanthropy*

COMMERCIAL PROPERTY AND LAND OWNERSHIP BY RESIDENTS AND EXISTING WEST END BUSINESS OWNERS

The vast majority of commercial and industrial properties and vacant parcels are not owned by West End residents. They are not owned by Black people period. To the extent that the businesses are operated by Black people, we are most often renting, sometimes for decades. This fact is contributing to the wealth gap.

A list of underutilized and/or available properties should be compiled and a support system immediately put in place to help individuals get prepared to purchase property and use it for sustainable projects. An emphasis should be placed on funding and supporting projects that strengthen the neighborhoods and are not at odds with residential and family-driven uses. Given the reality that these projects can be costly because of years of physical neglect and/or environmental contamination, additional funds need to be identified and deployed into these properties to make the transactions financially viable.

Who needs to act? *You; Commercial and Industrial Developers; Financial Institutions; Governor Andy Beshear; Kentucky State Legislators; Philanthropy*

Justice

CHANGE IN POLICE LEADERSHIP, CULTURE, AND PRACTICE¹⁴

How we do policing, locally and nationally, must change. Improving police culture and behavior requires changes to the policies, practices, and budgets that govern them. We must end the regime of impunity.

- We want an interim chief of police who is skilled in running and turning around a police department. This individual must possess best-in-class leadership skills and the ability to engage, inspire confidence, and retain officers across the city. We want that chief to have access to any and all resources needed to achieve success, including but not limited to, an independent and neutral analysis comparing best practices across the country.
- We do not support any search being led by the Southern Police Institute. It is time for fresh eyes and fresh ideas.
- We expect the search and selection of the next police chief to be nationwide and transparent, with community stakeholders and residents.
- We want the next police chief to be required to have a focus on building and improving community police relations. This is not a “police and community” issue, but an issue of police culture, policy, and practice that they must address. Community members can and should take part in establishing new norms, but not under the false perception that community is somehow part of the problem. Trust must first be established.
- We want a police chief who is competent and courageous enough to do the hard work of revising use of force policies, demilitarizing the department, and committing to more transparency with the FOP contract.

Who needs to act? *You; Mayor Greg Fischer; Louisville Metro Police Department; River City Police Union; Jefferson County Sheriff's Office; Louisville Metro Council*

CHANGE IN POLICE REPRESENTATION¹⁵

The Louisville Metro Police Department is 12.5% African American, which is 146 officers of the total department of 1,168. One hundred and twenty-two are males and 24 are females. We have heard from enough Black officers in the Louisville Metro Police Department to know that many do not feel valued or fully considered for promotion. This must change. We also do not want them to be retaliated against if and when their challenges are made public.

- We expect an immediate focus on increasing the number of African American male and female officers. We also want to see the number of officers of color and female officers increase, regardless of race or nationality.

¹⁴ LUL Position on Policing <https://lul.org/lul-position-on-policing/>

¹⁵ LUL Position on Policing <https://lul.org/lul-position-on-policing/>

- We want the creation of a Black Police Officers Union or Association. This group will focus on the recruitment, retention, and success of Black police officers. This is necessary because our Black officers are not exempt from harassment or discrimination when they are out of uniform and sometimes even when they are in uniform in the Department.
- We would like for the FOP to disclose the amount of money in its total annual budget and we would like the amount that is spent on minority affairs issues to include, but not be limited to, recruitment, hiring and promotion of African American and minority police officers.
- We want to know the total budget for the police department and how much of that annual budget is spent on minority affairs issues, including but not limited to, recruitment, hiring and promotion of African American and minority police officers. Also, we must know the amount of money spent on building and improving cultural competency and police community relations.
- We want a police force that is representative of the entire community, and we want evidence of investments made that will move us toward that goal.

Who needs to act? *You; Mayor Greg Fischer; Louisville Metro Police Department; River City Police Union; Louisville Metro Council*

IMMEDIATELY END PROFILING AND "STOP-AND-FRISK"¹⁶

Establish enforceable protections against profiling to prevent police from intervening in civilian lives for no reason other than the "suspicion" of their blackness or other aspects of their identity. This should include, but is not limited to:

- Immigration status, age, housing status, sexual orientation, gender, gender identity, disability, HIV status, race, religion and national origin as protected groups
- The right for people to seek court orders to stop police departments from profiling
- Ban the intentional profiling and practices that have a disparate impact on protected groups
- Ban stops for "furtive" movements such as a reaching for waistband or acting nervous
- Ban stops for being in a high-crime area
- Ban stops for matching a generalized description of a suspect (i.e. Black male ages 15-25)
- Require officers to establish objective justification for making a stop and to report every stop including location, race, gender, whether force was used and whether a firearm was found.
- End the use of predictive policing technology, which uses systematically biased data to [enhance police profiling](#)¹⁷ of Black people and communities
- Prohibit police departments from using resources to investigate, interrogate, detain, detect, report, or arrest persons for immigration enforcement purposes
- Prohibit police departments from transferring an individual to federal immigration authorities for purposes of immigration enforcement

¹⁶ From Campaign Zero <https://www.joincampaignzero.org/brokenwindows>

¹⁷ <https://hrdag.org/policing/>

- Prohibit officers from being placed under the supervision of federal agencies or deputized as special federal officers or special federal deputies

(Examples: End Racial Profiling Act of 2015; NYC Community Safety Act; NYC Stop-and-Frisk Reforms; California Senate Bill 54)

Who needs to act? *You; Mayor Greg Fischer; Louisville Metro Police Department; Jefferson County Sheriff's Office; Louisville Metro Council*

INTENTIONALLY CONSIDER 'UNCONSCIOUS' OR 'IMPLICIT' RACIAL BIAS¹⁸

Implement far more stringent and documented processes/data collection (disaggregated by race) when force is used to increase accountability around use of force. Require current and prospective police officers to undergo regular and mandatory implicit racial bias testing and certification, including testing for bias in shoot/don't shoot decision-making¹⁹, and develop a clear policy for considering an officer's level of racial bias in:

- Law enforcement certification
- The hiring process
- Performance evaluations
- Decisions about whether an officer should be deployed to communities of color

Who needs to act? *You; Mayor Greg Fischer; Louisville Metro Police Department; Jefferson County Sheriff's Office; Louisville Metro Council*

REMOVE BARRIERS TO EFFECTIVE MISCONDUCT INVESTIGATIONS AND CIVILIAN OVERSIGHT²⁰

Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:

- Allow officers to wait 48 hours or more before being interrogated after an incident
- Prevent investigators from pursuing other cases of misconduct revealed during an investigation
- Prevent an officer's name or picture from being released to the public
- Prohibit civilians from having the power to discipline, subpoena, or interrogate police officers
- State that the police chief has the sole authority to discipline police officers
- Enable officers to appeal a disciplinary decision to a hearing board of other police officers
- Enable officers to use the contract grievance process to have an outside arbitrator reverse disciplinary decisions and reinstate officers who have committed misconduct
- Prevent an officer from being investigated for an incident that happened 100 or more days prior

¹⁸ From Campaign Zero | <https://www.joincampaignzero.org/train>

¹⁹ Reace-Weapons Test | <https://implicit.harvard.edu/implicit/user/agg/blindspot/indexrw.htm>

²⁰ From Campaign Zero | <https://www.joincampaignzero.org/contracts>

- Allow an officer to choose not to take a lie detector test without being punished, require the civilian who is accusing that officer of misconduct to pass a lie detector first, or prevent the officer's test results from being considered as evidence of misconduct

Who needs to act? *You; Governor Andy Beshear; Kentucky State Legislators; Mayor Greg Fischer; Louisville Metro Police Department; River City FOP; Jefferson County Sheriff's Office; Louisville Metro Council*

KEEP OFFICERS' DISCIPLINARY HISTORY ACCESSIBLE TO POLICE DEPARTMENTS AND THE PUBLIC²¹

Retain and make publicly available crime clearance data, particularly data on crime "cleared by exceptional means,"²² and remove contract provisions, local and state policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that allow police officers to:

- Expunge or destroy records of past misconduct (both sustained and unsustained) from their disciplinary file
- Prevent their disciplinary records from being released to the public via a Freedom of Information Act (FOIA) request

Who needs to act? *You; Governor Andy Beshear; Kentucky State Legislators; Mayor Greg Fischer; Louisville Metro Police Department; River City FOP; Louisville Metro Council*

ENSURE FINANCIAL ACCOUNTABILITY FOR OFFICERS AND POLICE DEPARTMENTS THAT KILL OR SERIOUSLY INJURE CIVILIANS²³

Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:

- Require officers to be given paid administrative leave or paid desk-duty during an investigation following a police shooting or other use of deadly force
- Prevent officers from receiving unpaid suspensions as discipline for misconduct or allow officers to use vacation or discretionary time to pay themselves while on suspension
- Allow officers to receive paid leave or paid desk-duty after being charged with a felony offense

Who needs to act? *You; Governor Andy Beshear; Kentucky State Legislators; Mayor Greg Fischer; Louisville Metro Police Department; Jefferson County Sheriff's Office; River City FOP; Louisville Metro Council*

²¹ From Campaign Zero | <https://www.joincampaignzero.org/contracts>

²² Offenses Cleared | <https://ucr.fbi.gov/crime-in-the-u.s/2017/crime-in-the-u.s.-2017/topic-pages/clearances>

²³ From Campaign Zero <https://www.joincampaignzero.org/contracts>

ABSENTEE BALLOT REQUESTS

In-person voting is simply not safe given the prevalence of COVID-19. Kentuckians currently have the option to vote via mail-in ballot or absentee for the upcoming primary, but that process has been mired with difficulties. We must ensure that Kentucky officials take necessary and appropriate action to ensure eligible voters can safely cast a ballot in the November general election during the COVID-19 outbreak. This includes:

- Eliminating the photo ID requirement to vote in-person and by mail-in absentee ballot.²⁴
- Eliminating the requirement that voters qualify for one of a narrow list of excuses to vote by mail before there is a COVID-19 vaccine.²⁵

Who needs to act? *You; Governor Andy Beshear; Kentucky Secretary of State Michael Adams; Kentucky State Legislators; Jefferson County Clerk Bobbie Holsclaw; Mayor Greg Fischer, Louisville Metro Council*

SHIFT TOWARD ANTIRACISM BY FAITH LEADERS

Racism as well as racial inequality is fundamentally a moral issue. Dr. William Augustus Jones once said, “the system reveals a sick sociology based on a faulty anthropology that emanates from a false theology”. Racism in all of its forms and manifestations is demonic. Historically, the white church in America developed a theology to justify the profitable institution of Slavery, segregation and Jim Crow. In too many instances, the white church and racist culture are united in an unholy wedlock. White clergymen have often, by and large, been puppets instead of prophets. The church has often been an instrument of the system, sanctifying its sins and inspiring its iniquitous deeds.

We’re calling upon the white church, white faith institutions, and the Southern Baptist Theological Seminary to move from being non-racist to aggressively becoming antiracists. We are calling upon Southern Baptist Theological Seminary to engage in an active form of de-confederization of its campus. Biblical repentance means more than apologizing. It means restoring the victims of crime and injury. We are calling upon the white church and faith institutions to make Zacchaeus in Luke 19 your model for repentance as we pray for both conciliation and reconciliation for America’s 400 Year racial divide.

Who needs to act? *You; Majority white houses of faith; White-led houses of faith; White faith institutions; Southern Baptist Theological Seminary*

²⁴ Groups File Federal Lawsuit Challenging Kentucky Requirements... | <https://www.aclu-ky.org/en/press-releases/groups-file-federal-lawsuit-challenging-kentucky-requirements-put-voters-harms-way>

²⁵ Groups File Federal Lawsuit Challenging Kentucky Requirements... | <https://www.aclu-ky.org/en/press-releases/groups-file-federal-lawsuit-challenging-kentucky-requirements-put-voters-harms-way>

Education

JCPS TEACHER TRAINING

In various conversations with the League during Non-Traditional Instruction (NTI), JCPS teachers and community partners providing supplemental and co-curricular instruction indicated more comprehensive training would be beneficial to ensure that teachers are:

- Fully aware of how to use and maximize technology resources to reach and serve every child
- Trauma-informed and ready to engage students in a post-COVID and potentially racially charged environment²⁶²⁷
- Educated on the value of building authentic relationships with students and families, and how to build those relationships

Who needs to act? You; Dr. Marty Pollio; JCPS Board of Education; JCPS Administrators

CREATING A PIPELINE OF BLACK EDUCATORS

We need a more concerted effort to recruit, train, and retain teachers of color. Given the expected remote learning platform, the district should prepare to recruit, train, and retain more teachers of color to engage with students. This must be a long-term strategy that extends beyond the current Simmons College of Kentucky and JCPS Fellowship²⁸. Historically Black College and Universities are the primary suppliers of Black public school educators. While being only 3% of the colleges and universities in America, HBCUs supplies our nation's school systems with approximately 50% of all public school teachers and personnel and include:

- Initiatives that introduce K-12 students to careers in education
- Recruitment efforts at the undergraduate level that extend beyond Education- or teaching-specific majors and programs
- Creative funding models to improve salary options and benefits for teachers
- Expand beyond Kentucky borders

Who needs to act? Simmons College of Kentucky; Kentucky State University; Kentucky Department of Education; Dr. Marty Pollio; JCPS Board of Education; JCPS Administrators; University of Louisville; Bellarmine University; Spalding University; Jefferson Community and Technical College

²⁶ AAP issues first policy on racism's impact on child health and how to address it | <https://www.aappublications.org/news/2019/07/29/racism072919>

²⁷ ACE: Experienced Racism |

<https://www.google.com/url?q=https://children.wi.gov/Documents/Indicators/risk-racism.pdf&sa=D&ust=1592012699164000&usq=AFQjCNFuiawfnV1quzFHHbQGM1NjhVdZRw>

²⁸ JCPS & Simmons College of Kentucky launch new initiative |

<https://www.jefferson.kyschools.us/departments/communications/monday-memo/jcps-simmons-college-kentucky-launch-new-initiative>

TECH EQUITY

Non-Traditional Instruction (NTI) or remote learning will be a normal part of the educational process for JCPS schools and families for the foreseeable future. Ensuring equity in technology is more important than ever. JCPS has acknowledged that every child needs their own device and that internet access is an issue. The district and the state must be held accountable for:

- Ensuring 1:1 technology access — that every student has an updated and functional device (laptop, tablet, etc.) in their home before the start of school in the fall of 2020²⁹
- Providing high-speed internet access for every JCPS family who needs it
- Providing direct technical assistance for families, including training on how to use devices, troubleshooting problems, and replacing damaged or defective devices

Who needs to act? You; Dr. Marty Pollio; JCPS Board of Education

JCPS FINANCIAL TRANSPARENCY

As the district prepares to receive approximately \$28 million in stimulus funds through the CARES Act and potentially \$50 million in revenue from the tax rate increase, it is imperative that the community demands financial transparency from the district to ensure that these funds are allocated with equity prioritized.

- We expect to see funds utilized to increase equity initiatives that have been outlined by Diversity, Equity and Poverty and that are proven best practices from around the country.
- With a new remote learning platform and/or minimized in-person instruction, we expect that funds will be reallocated for the upcoming school year. Specifically, funds that were designed to support School Resource Officers (SROs)^{30,31} should be reallocated to support equity initiatives— mainly mental health support and social-emotional learning opportunities for students. We are advocating against personnel being hired to respond to the behavioral expressions of trauma instead of addressing the mental and emotional elements which cause them. Preventive measures are necessary to attend to the anticipated complex trauma that students may be processing as a result of experiencing the viruses of racism and COVID-19 during these times.

Who needs to act? You; Dr. Marty Pollio; JCPS Board of Education

²⁹ Home internet access in Louisville improving | <https://greaterlouisvilleproject.org/blog/internet-access/>

³⁰ Do School Resource Officers Prevent School Shootings? | <https://wfpl.org/do-school-resource-officers-prevent-school-shootings/>

³¹ JCPS won't have SROs to begin school year after split board vote | https://www.wdrb.com/news/jcps-wont-have-sros-to-begin-school-year-after-split-board-vote/article_26fd381e-b8be-11e9-a01d-cf17dab06724.html

KINDERGARTEN READINESS³²

One of the most impactful ways that we can fight against the achievement gap is to ensure that our children are ready for kindergarten. In the midst of chaotic times, families may not be aware of the steps needed to ensure that their children are K-Ready. There will be a virtual K-Ready Camp launched by JCPS this summer, July 20-31, for which registration is now open. Systems need to be coordinated to reach every rising kindergartener. Our children deserve Universal Pre-K.

Who needs to act? *You; Dr. Marty Pollio; JCPS Board of Education; JCPS Early Childhood; Ready 4K Alliance; Evolve502*

DECOLONIZED CURRICULA

While African American History has been introduced as an elective with JCPS, teachers have not elected to teach it, and students have not actively selected the course as an elective (including the high school students who were integral in creating the course). Presenting this curricula as mandatory enables students of all races to actively engage in the history of our community. This is the type of study that creates the thought leaders that we need to help create and implement policy that can successfully begin to truly dismantle the impact that generations of inequity have had on us.

Who needs to act? *You; Dr. Marty Pollio; JCPS Board of Education; Jefferson County Teachers Association*

INVEST IN LOCAL HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AND SUPPORT BLACK STUDIES

The positive impact of Historically Black Colleges and Universities³³ have been largely ignored by the community. Research shows that graduates from HBCUs are better prepared and more financially successful than their non-HBCU graduate counterparts³⁴³⁵³⁶. Supporting Simmons College through scholarship funding, intentional partnerships, infrastructure supports, and academic program expansion is critical to mitigating some of the early educational barriers experienced by our community. The value of access to this type of higher education cannot be overstated.

³² Kindergarten Readiness | <https://greaterlouisvilleproject.org/factors/kready/>

³³ HBCUs Make America Strong | https://cdn.uncf.org/wp-content/uploads/HBCU_Consumer_Brochure_FINAL_APPROVED.pdf?_ga=2.212678871.211679320.1591940808-1631126728.1591940808

³⁴ Grads of Historically Black Colleges Have Well-Being Edge | <https://news.gallup.com/poll/186362/grads-historically-black-colleges-edge.aspx>

³⁵ Positive News for HBCUs | <https://www.insidehighered.com/news/2015/10/28/survey-finds-big-differences-between-black-hbcu-graduates-those-who-attended-other>

³⁶ How Are Black Colleges Doing? Better Than You Think, Study Finds | <https://www.chronicle.com/article/How-Are-Black-Colleges-Doing-/243119>

In 2014, HBCUs accounted for only 3% of institutions receiving federal aid and yet 80% of their student body were African Americans. All of our students won't choose to attend HBCU's but we have seen that UofL students taking Pan African Studies courses have higher retention rates. We believe that all colleges and universities should partner to ensure that one course in this department is mandatory for freshmen.

Who needs to act? *You; Dr. Marty Pollio; JCPS Board of Education; University of Louisville; Pan African Studies Department at UofL; Simmons College of Kentucky; Bellarmine University; Spalding University; Jefferson Community and Technical College; Kentucky State University; Louisville Metro Council*

Health

EXPAND MENTAL HEALTH SUPPORT

Pre-COVID, Black people in Louisville were already dealing with the stress and trauma of redlining, disinvestment, and over-policing. Post-COVID and in the midst of the killings of Breonna Taylor, David McAtee, George Floyd, and others, we know that the toll on Black minds and bodies will be extremely high. The governor has made a commitment to ensure that every Black person in Kentucky has health insurance³⁷, but insurance coverage must be adequate.

We must ensure that everyone in our community has access to well-trained, certified, mental health professionals and resources. That means not only ensuring mental health is covered by insurance, but also ensuring that providers are recruiting and working with a diverse pool of Black, trauma-informed, healing-centered, culturally responsive practitioners.

Who needs to act? *You; Insurance Providers; Community Health Centers; Hospital Organizations; Louisville Metro Department of Public Health and Wellness; Dr. Marty Pollio; JCPS Board of Education*

³⁷ Governor Promises To Provide Free Health Care For All Black Kentuckians Who Need It | <https://www.npr.org/2020/06/09/873377543/governor-promises-to-provide-free-health-care-for-all-black-kentuckians-who-need>

ESTABLISH ALTERNATIVE APPROACHES TO MENTAL HEALTH CRISES³⁸

Mental health crises should not be excuses for heavy-handed police interventions, and are best handled by mental health professionals.

- Establish and fund Mental Health Response Teams³⁹ outside of LMPD, to respond to crisis situations. These approaches have been proven to reduce police use of force⁴⁰ in these situations by nearly 40%.
- Establish a team of mental health professionals, social workers and/or crisis counselors to send as first responders to calls involving mental health crises, such as the [CAHOOTS model](#) implemented in Eugene.
- Involve this multidisciplinary team in the planning, implementation and response to crises.
- Require at least 40 hours of crisis intervention training for police officers (Ex: [LAPD Mental Evaluation Team](#)).
- Support existing and emerging non-clinical mental health interventions such as psychosocial education, holistic support systems, art-based methods, and peer-based support that is delivered by people of color and offered in safe spaces such as the Louisville Urban League in order to increase access to services and to reduce stigma.
- Due to bias and past violence against African Americans, many don't trust medical institutions. There needs to be a plan that includes destigmatizing treatment and interventions so people utilize the services offered.

Who needs to act? *You; Mayor Greg Fischer; Louisville Metro Public Health Department; Louisville Metro Police Department; Louisville Metro Council; Black Mental Health Professionals*

REQUIRE PUBLIC SCHOOLS TO TEACH CHILD SEXUAL ABUSE PREVENTION EDUCATION IN K-12

A high need exists for prevention education in schools as abuse, bullying, and other types of victimization affect students' physical and emotional health, as well as their academic success. Child abuse and neglect is one of the nation's most serious concerns and obviously a concern in Louisville, as we currently have officers imprisoned for their behavior. Kentucky continues to lead the nation in child abuse and neglect, according to the latest report from the U.S. Department of Health and Human Services⁴¹. The report, for the second year in a row, ranked Kentucky first among all states in child maltreatment, based on data from the 2018 federal fiscal year. To combat child abuse and neglect in Louisville, Kentucky:

- Implement prevention programs at public schools K-12

³⁸ From Campaign Zero <https://www.joincampaignzero.org/brokenwindows>

³⁹ Helpers in Plain Sight |

<https://www1.nyc.gov/assets/opportunity/pdf/specialinitiatives/sif/helpers-in-plain-sight-2020.pdf>

⁴⁰ Overview of Police Use of Force |

https://nij.ojp.gov/topics/articles/overview-police-use-force?fbclid=IwAR3w6uJ7HCSfucZ-J-Qp0-R4Tj6J3fsdj3Sdlu_pD42eUTGflg2ubVm_wKpY

⁴¹ Child Maltreatment 2018 | <https://www.acf.hhs.gov/cb/resource/child-maltreatment-2018>

- Establish funding to implement child abuse prevention programs
- Partner with Child Abuse and Neglect Prevention organizations and train facilitators to implement child abuse prevention programs for K-12

Who needs to act? *You; Dr. Marty Polio; JCPS Board of Education; Mayor Greg Fischer; Louisville Metro Public Health Department; Louisville Metro Police Department; Louisville Metro Council; Jefferson County Teachers Association*

Housing⁴²⁴³

INCREASE RENTAL SUPPORT

Across the landscape of housing in Louisville, it is clear that disinvestment, redlining, inequities, and ongoing reductions in funding for all aspects of affordable housing have caused sharp inequities. This is most certainly true in the rental sector and immediate action is needed. We must increase national, HUD Section 8, and other forms of rental subsidy. Section 8 rental subsidies create jobs by spurring property development (construction jobs) and ensure that current and future generations will have access to safe, affordable housing.

Who needs to act? *You; Federal and State Legislators; Governor Andy Beshear; Kentucky Housing Corporation; Mayor Greg Fischer; Louisville Metro Council; Philanthropy; Financial Institutions; Insurance Providers*

IMPROVE EVICTION MITIGATION

Eviction is a threat for all renters financially impacted by COVID-19 layoffs, lockdowns, or even short-term illness. Evictions should not be a permanent housing barrier for families attempting to move forward to stable housing and, longer term, to build assets. Data shows that renters who live within our poorest neighborhoods continue to have the highest percentage of eviction rates as well as have the highest rent-to-income ratio at or above 50%.

We are calling on landlords and housing organizations to work with the Louisville Urban League to offer second-chance housing to individuals with evictions. This program allows individuals with evictions to secure housing provided they engage in short-term housing counseling to craft feasible repayment schedules for financial recovery. We also demand an evaluation of the eviction process through a racial equity lens to include court processes and procedures dealing with evictions.

⁴² 2019 State of Metropolitan Housing Report | http://www.metropolitanhousing.org/wp-content/uploads/2019/12/2019-State-of-Metropolitan-Housing-Report_LR.pdf

⁴³ GLP: Built Environment | <https://greaterlouisvilleproject.org/deep-drivers-of-change/quality-of-place/#driver--19>

Who needs to act? *You; Landlords; Federal and State Legislators; Governor Andy Beshear; Mayor Greg Fischer; Louisville Metro Council; Housing Developers; Philanthropy; Resident Associations*

REINVEST AND RECYCLE THOUSANDS OF ABANDONED PROPERTIES AND VACANT LOTS

The Metropolitan Housing Coalition has documented the societal cost of redlining in Louisville: 22,000 Black families who should be homeowners are not. We can address this and change the physical conditions in disinvested neighborhoods to reinvest in and recycle thousands of abandoned properties and vacant lots.

Mobilize a redevelopment movement with residents in West Louisville by targeting 100 home ownership sites to be redeveloped, enlist legal and municipal assistance to clear titles and assemble parcels, and assign \$13 million for innovative, energy-efficient home development meeting the residential needs of 21st century families.

Who needs to act? *You; Federal and State Legislators; Governor Andy Beshear; Kentucky Housing Corporation; Housing Developers; Philanthropy; Resident Associations; Financial Institutions; Insurance Providers*

EMPOWER 100 BLACK HOUSEHOLDS TO ACHIEVE HOMEOWNERSHIP BY 2022

By June 2022, we want to empower 100 Black households to achieve homeownership through conventional sales, lease-to-own, or other wealth-building strategies. We need to facilitate the acquisition of housing stock that is newly developed and enable ownership transitions for elderly homeowners who desire other housing options.

This is only a beginning. Our plan must set sights on redevelopment and preservation of every vacant or substandard property by 2030. For full achievement of this goal, thousands of families must have access to quality financial empowerment training and counseling, and grassroots neighborhood groups must have the support of intermediary consultation and training to be fully aware of redevelopment options and nationally proven practices. These resources exist and can be brought to scale in Louisville.

Who needs to act? *You; Federal and State Legislators; Governor Andy Beshear; Kentucky Housing Corporation; Housing Developers; Philanthropy; Resident Associations; Financial Institutions; Insurance Providers*

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