

3-1: Beyond Apology: A collective action toward repair for the Tulsa Race Massacre

3-2: Project Overview: Descendants of the 1921 Tulsa Race Massacre, World Won Development, The Greater Tulsa African American Affairs Commission, The Historic Greenwood Mainstreet Program, Standpipe Hill Strategies, and members of the Tulsa City Council have committed to execute, **Beyond Apology: A collective action toward repair for the Tulsa Race Massacre**. This project creates a safe space for impacted community members of the 1921 Tulsa Race Massacre to express what reparations and repair looks like for Tulsa. In June of 2021, The Tulsa City Council passed a resolution to acknowledge, apologize for the continual harm of the 1921 Tulsa Race Massacre. Within that same resolution, the Tulsa City Council committed to supporting a community-led process to engage with impacted community members in order to inform the council's commitment to implement reparative policies.

Over a 9-month period, and with the support of the Tulsa City Council, this project will provide a community-driven engagement process that identifies concrete pathways to repair issues reflected in the 2021 Tulsa City Council Resolution on the Tulsa Race Massacre.

This project will be broken down into four phases to ensure community voice is present throughout the process: 1) Communal education and listening; 2) Working Group Research and Recommendations; 3) Community Feedback and Prioritization; 4) Working Groups Final Report/Recommended Actions.

Until this year, 2021, the Tulsa City Council had never acknowledged or apologized for persisting inequalities since the 1921 Tulsa Race Massacre. Likewise, The City of Tulsa has never had an organized, intentional conversation around what repair for the ongoing harms impacting the quality of life of black Tulsans should look like; with the Tulsa City Council 2021 resolution, an opportunity to chart a community informed pathway to healing has opened up.

This project will be informative and inclusive but above all it will prioritize the voices of those most impacted by the Tulsa Race Massacre.

3-3: Summarize the scope of the need for your innovative idea. According to every data set available, Black Tulsans lag behind White Tulsans in every economic indicator.

The 1921 Tulsa Race Massacre inflicted tens of millions of dollars in destruction of property and left hundreds of African Americans dead by the looting and burning of Greenwood. Decades of painstaking work rebuilding the area were upended with the sweeping "urban renewal" and other oppressive policies today has made it difficult for Black Tulsans to recover.

Tulsa's African American community has never fully recovered and the wealth gap between Black and white families in Tulsa (and across the nation) is staggering. Some studies suggest that without significant shifts in programs and policy, it will take more than two centuries to close this racial wealth divide. Therefore, the need to create a space to have these types of dialogue and informational gatherings are crucial to the recovery of Black Tulsans and their communities.

This project will allow community members to engage in table talks that will provide an opportunity to share ideas around what repair should look like and stories that will provide context to inform those perspectives. All conversations will be framed through personal experience, Tulsa City Council resolution, 2001 Race Riot Commission report, City of Tulsa's 2017-2020 Equality Indicator Reports and case studies. Staff will record these share outs via google docs and/or chart paper to help us as we continue to guide our work around this project.

3-4: What is the primary economic or social impact of the project? How is this project innovative for the community?

The Equality Indicators report points to the need to center policy explicitly to better position Black Tulsans who have been heavily impacted from the 1921 Tulsa Massacre in the areas of Economic Opportunity, Public Health, Housing, and Justice. Again, there has never been an attempt from the City of Tulsa to organize an intentional conversation to what repair looks like to ongoing harm that negatively affects the quality of life for Black Tulsans.

Economic Opportunity: Since the aftermath of the 1921 Tulsa Race Massacre disparities in opportunities and intentional barriers are set to have negative effects on economic success. Based on the 2020 Equality indicators the median income for white Tulsans is \$55,448 and Black Tulsans is \$30,463. There are also ten times more banks and credit unions compared to payday lending establishments in South Tulsa than in North Tulsa. The unemployment rate for Black Tulsans is 1.5 times higher than for White Tulsans.

Public Health: Health has many systemic or structural factors, including genetic predispositions, community and environment, policies and practices of health care systems, and quality of healthcare. Those factors and many others can also be called social determinants of health (SDOH) – the social, economic, and physical characteristics defining the communities in which people live, work, and play. Health factors that affect Black Tulsans: Black families are 2.5 times more likely to experience the death of an infant than white families, life expectancy for Black Tulsans are 11 years shorter than White Tulsans and Black Tulsans are 1.5 times more likely to die from major cardiovascular disease than any other race.

Housing: 57.9% of white Tulsans own a home as opposed to 32.0% of Black Tulsans. A lack of homeownership amongst Black Tulsans presents a barrier to building wealth that their children can one day inherit. Tulsa's lack of affordable housing means that many Tulsans spend more than 30% of their income on rent.

Justice: Extensive research finds that African Americans experience disproportionate levels of policing, stops, searches, issuing of citations, use of force, convictions, sentencing severity, use of alternatives to incarceration, arrests for failure to pay fines and fees, and youth sentenced as adults. Systemic racism and implicit bias throughout the entire criminal justice system have been found to significantly contribute to these disproportionate levels. Black adults are 2.5 times more likely to be arrested than White adults and Black youth in Tulsa are arrested triple the rate of white youth.

Again, the City of Tulsa has never organized an intentional meeting to address solutions for these issues with the very people who are impacted based on the city's data.

3-5: Who is eligible for this program? Describe the clients you intend to serve.: The project will prioritize the comfort and accessibility for descendants of the Tulsa Race Massacre but will be open to any Tulsan who wants to constructively participate in the subject matter discussions. Furthermore, It will provide a space for Tulsa City Council members to actively listen and reflect on pathways to address issues reflected in the 2021 Council resolution.

3-6: How many will be served in the first year of the program?: The project goal is to directly engage 2500 Tulsans.

3-7: What is the potential for growth?: This project is designed to lead to an actionable list of recommendations that the Tulsa City Council can begin to act on. Ultimately it is a starting point for reparative policy action around the Tulsa Race Massacre.

3-8: If there is a charge for service, what is the fee schedule? N/A

MEASURES USED TO DETERMINE SUCCESS

3-9: What is the ultimate outcome for clients in this program?

The ultimate outcome of this project is a final report from the Tulsa City Council working group with descendant and impacted community endorsed action items to address inequities and harms resulting from the Tulsa Race Massacre as outlined in the 2021 Tulsa City Council resolution on the Tulsa Race massacre.

3-10: How will you measure progress? If you will use a standardized instrument or outside evaluator, please name.

Our project outcome depends on achieving two objectives. First, deep engagement from descendants and impacted community members. Project success will be measured by comparing descendant and impacted community engagement/input vs broader engagement/input. With a reach goal of 65% of participants engaging in the project identifying as descendants or members of the impacted community.

“Engagement/Input” will be measured by participation in education/listening sessions, research working groups, and feedback sessions. Additionally, the project will work to achieve a Descendant Staff Ratio of at least 80%.

Second, the project must achieve commitment and accountability from the Tulsa City council. The project will measure success of this objective by 1) “% of Tulsa City Council members that attend at least two education/listening sessions”; 2) Participation of at least four Tulsa City Council members in the research working group; 3) Completion of Final report recommendations by Tulsa City Council Working group and adoption by Tulsa City Council.

3-11: What is the timeline of projected milestones?:

Phase 0: Month 0-3, The project management team will lead project stakeholders in capacity building/team development, hiring and training of lead staff, community liaisons and vendors, content/material development for programing, development of marketing collateral.

Phase 1: Months 3-5, Eight Communal Education/Listening sessions will be held across multiple city council districts.

Phase 2: Months 4-7, The City Council working group will meet weekly over a 12-week period to internalize feedback, study best practices and produce a draft of actionable recommendations.

Phase 3: Month 7-8, Two feedback/prioritization sessions will be held to critique and prioritize the Tulsa City Council working group draft recommendations.

Phase 4: Month 8-9, The City Council working group will internalize data from phase 3 feedback sessions, finalize and submit a recommendations report for council approval.

3-12: Desired Outcomes

3-13:

3-14: (Education) Increased Hopefulness

3-15: This project is a space for: City Council members to actively listen and reflect on pathways to address issues reflected in the 2021 Council resolution; impacted community members to express what repair looks like, with specific and intentional focus on the 1921 Tulsa Race Massacre; individuals who acknowledge and believe that repair needs to occur; community education around recommended reparative policies and actions; open and authentic dialogue and critical conversations. It's a process endorsed by the city council but initiated by the impacted community. It's a pathway beyond hope to action.

3-16: Descendants and impacted community members: This project is in service to and ultimately driven by the descendants of the Tulsa Race Massacre and the community members that live in the areas most impacted by the neglect that followed. Descendants and impacted community members will be recruited and trained to serve in every role project role from lead staff to artists.

Greater Tulsa African American Affairs Commission & Historic Greenwood Mainstreet Program: Members of these two entities will effectively operate as a "steering committee" for the project. They will approve hiring and budget recommendations, and ensure communal voice is properly accounted for throughout the process.

Standpipe Hill Strategies, LLC: Founded and operated by descendants of The Tulsa Race Massacre, SPH will provide pro-bono project management services to the GTAAAC, HGMSPP, and City Council working group. Standpipe Hill will be responsible for providing hiring recommendations, training staff/liaisons, coordinating the collaborative entities, managing project operations, scope and sequence of meetings and ensuring deliverables are met.

Tulsa City Council: A select group of members (tbd) will sponsor a “project working group” to analyse findings from the project convenings and create a report with actionable recommendations.

World Won Development: Fiscal sponsoring entity, managing resources and providing community engagement support in coordination with the GTAAAC and HGMS.

3-17: World Won Development,
Historic Greenwood Mainstreet Program
Greater Tulsa African American Affairs Commission
Tulsa City Council Working Group
Standpipe Hill Strategies, LLC
Survivors and Descendants of Tulsa Race Massacre

4-1: \$50,920

4-2:

4-3: \$50,920

4-4: The requested funds would cover the total estimated cost of this project. Project management time/compensation is being donated (done pro-bono) by project partners from (Standpipe Hill Strategies, Historic Greenwood Mainstreet Board, and the Greater Tulsa African-American Affairs commission).

4-5: The requested project is a one-year, one-time project. We do not anticipate needing additional funding. If unforeseen circumstances caused the project to be delayed or extended, program decisions would be made by the project management consultant (Standpipe Hill Strategies) and project partners (World Won Development, HGMS, GTAAAC).

4-6: The requested project is a one-year, one-time project. We do not anticipate needing additional funding.