



ONE HIGH POINT COMMISSION

Subject-Matter Experts Guiding Document
for Submitting Proposals

FINAL PROPOSAL DUE DATE: Monday, February 27, 2023

**MAILING ADDRESS: ATTN: Human Relations Division
City of High Point
P.O. Box 230, High Point, N.C. 27261**

ELECTRONIC DELIVERY ADDRESS: humanrelations@highpointnc.gov

Vendors who have not previously done business with the City and who have not registered using the City's online vendor-registration process must register at the [Vendor Portal Link](#). The City reserves the right to reject any and all proposals, as may in the judgment of the City, serve its best interest, and the City further reserves the right to waive irregularities and informalities in any proposal submitted. The successful proposer shall be required to comply with all applicable equal employment opportunity laws and regulations and all other applicable governmental laws and regulations as set forth by the City of High Point, the State of North Carolina, and the United States.

If you need any reasonable accommodation for any type of disability to participate in the process for consideration, please contact our office at 336.883.3124 as soon as possible.

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SECTION 1.1 PROJECT OVERVIEW / BACKGROUND

On February 7, 2022, the High Point City Council adopted *A Resolution for the One High Point Commission to Explore Community Reparations for the African American Citizens of High Point, North Carolina* (see Appendix A). This Resolution identifies six “Responsibilities of the Commission” centered on the following areas: “the institution of slavery” in High Point, the “discrimination against freed slaves and their descendants from the end of the Civil War to the present” in High Point, and the “lingering negative effects” of both on living African American citizens in High Point. The Commission will ultimately submit a final report to City Council by September 19, 2023, including its findings and recommendations for appropriate remedies or restitution to the African American citizens of High Point.

City of High Point staff have been tasked to hire subject-matter experts to study areas identified in the Resolution and further developed by the Commission in the course of their work.

SECTION 1.2 PROJECT GOALS

The project goals include research and recommendations for restorative economic policies in the areas identified by the Commission during their work. To reach these goals, the City of High Point is now accepting proposal submittals.

SECTION 1.3 SCOPE OF WORK

Selected subject-matter experts shall provide the City of High Point with appropriate findings or recommendations in at least one area identified in the OHPC Research Categories document in Appendix B.

Proposals shall include a research plan appropriate to the area or areas of study, which will include qualitative and quantitative research to identify, compile, and synthesize any findings.

The subject-matter experts (SMEs) will provide interim findings and recommendations to the Commission on agreed-upon dates listed in the following chart, including a final report due to the Commission's project manager no later than July 10, 2023. Additionally, the experts will maintain regular contact with the Commission’s project manager.

DATE	TASK	NOTES
February 27, 2023	Final Proposal Due Date	
May 4, 2023	OHPC meeting	SMEs will update the Commission on their interim findings and any potential recommendations.
July 6, 2023	OHPC meeting	SMEs will present their complete findings and recommendations to the OHPC.

July 10, 2023	SME reports due	SMEs will provide the OHPC Project Manager with written findings and recommendations.
July 31, 2023	Final report due to OHPC	OHPC Project Manager will compile SME research and recommendations into draft a report.
August 3, 2023	OHPC Meeting	OHPC will review the draft report and provide feedback and comments.
August 17, 2023	OHPC Special Meeting (if needed)	If revisions are needed, OHPC will review second version of the draft report.
August 21 – September 11, 2023	Community Meetings	OHPC will present the final report, findings, and recommendations to the community.
September 18, 2023	High Point City Council Meeting	OHPC will present the final report to City Council for consideration.

SECTION 1.4 SUBMISSION GUIDELINES

Submissions must adhere to the following guidelines to be considered:

1. Notify Human Relations at humanrelations@highpointnc.gov of your intent to submit a proposal so that you may be placed on a proposer's list for any addenda and/or possible changes to this submittal process.
2. Proposals, and any additional relevant documents, may be submitted by email, mail, or in-person:
 - a. Electronic submissions should be sent to humanrelations@highpointnc.gov by the due date of Feb. 27, 2023.
 - b. Physical submissions should be sent to the City of High Point, P.O. Box 230, High Point, N.C. 27261 and postmarked by the due date of Feb. 27, 2023.
 - c. In-person submissions should be delivered to the Human Relations office, City of High Point, Rm. 205, 211 S. Hamilton St., High Point, NC 27260, and be received by the due date of Feb. 27, 2023.

SECTION 1.5 PROPOSAL FORMAT

The City of High Point will evaluate submitted proposals based on the following elements:

1. Cover Letter

The cover letter should include the name and contact information of the individual who will serve as the subject-matter expert, as well as their qualifications (e.g., resume/curriculum vitae or other document that shows relevant experience).

2. Proposed Approach

The proposal should explain the proposed methodology that will be used and demonstrate a clear understanding of the project's objectives. The research plan should show how each step of the process will be managed and, based on the subject-matter expert's qualifications, how the most impactful results will be produced.

3. Projected Costs

The proposal should contain all pricing information relative to completing the proposed project. If the price excludes certain fees or charges, the proposal must provide a complete explanation of the nature of those fees.

SECTION 1.6 AGREEMENT FOR SERVICES CONTRACT

Once a vendor has been selected, and contract terms have been agreed upon, a City of High Point agreement for services contract will be utilized and executed with a purchase order to follow.

Appendix A:

The One High Point Commission Resolution

**A RESOLUTION FOR THE ONE HIGH POINT COMMISSION TO EXPLORE
COMMUNITY REPARATIONS FOR THE AFRICAN AMERICAN CITIZENS OF
HIGH POINT, NORTH CAROLINA**

WHEREAS, the City Council recognizes the fundamental injustice, cruelty, and inhumanity of slavery that occurred throughout the United States and in the City of High Point, North Carolina between 1859 and 1865; and

WHEREAS, the City Council acknowledges receipt of a proposed resolution submitted by the NAACP at the City of High Point City Council meeting held on September 20, 2021, (“NAACP Resolution”) which set forth findings of the African American citizens of High Point, including:

- approximately 4,000,000 Africans and their descendants were enslaved in the United States and colonies that became the United States from 1619 to 1865 and in 1850 the State of North Carolina had 288,548 enslaved persons; and
- the institution of slavery was constitutionally and statutorily sanctioned by the Government of the United States and the State of North Carolina from 1789 through 1865; and
- the slavery that flourished in the United States, the State of North Carolina, and the City of High Point constituted an immoral and inhumane deprivation of Africans’ life, liberty, African citizenship rights, and cultural heritage, and denied them the fruits of their own labor; and
- a preponderance of scholarly, legal, community evidentiary documentation and popular culture markers constitute the basis for inquiry into the on-going effects of the institution of slavery and its legacy of persistent systemic structures of discrimination on living African Americans and society in the United States, the State of North Carolina, and the City of High Point; and
- following the abolition of slavery, the governments of the United States, the State of North Carolina, and the City of High Point, continued to perpetuate, condone, and often profit from practices that continued to brutalize and disadvantage African Americans, including share cropping, convict leasing, Jim Crow, redlining, unequal education, and disproportionate treatment at the hands of the criminal justice system; and
- as a result of the historic and continued discrimination, African Americans in the City of High Point continue to suffer debilitating economic, educational, and health hardships including but not limited to having nearly 1,000,000 black people incarcerated; an unemployment rate more than twice the current white unemployment rate; and an average of less than 1/16 of the wealth of white families, a disparity which has worsened, not improved over time; and

WHEREAS, the City is positioned for a call to action to join other municipalities around the country and within the State of North Carolina to establish a commission to consider a municipal apology and to study potential proposals for reparations for the institution of slavery, its

subsequent de jure and de facto racial and economic discrimination against African Americans, the impact of these forces on living African Americans, and to make recommendations to the City Council on appropriate remedies, and for other purposes; and

WHEREAS, in an effort to address the issues brought to light by the NAACP Resolution, it is in the best interests of the citizens of High Point to establish a body which shall be known as the One High Point Commission.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of High Point, North Carolina hereby establishes the One High Point Commission (“Commission”) with the following stipulations:

Creation of the Commission: There shall be thirteen (13) voting members of the Commission, and two (2) non-voting alternate members to be recommended through a selection committee and council approval process as described below.

Selection Committee:

Within thirty (30) days of the adoption of this Resolution, a Selection Committee shall be formed consisting of eight (8) members as follows:

- Two (2) members- the Chair of the Prosperity and Livability Committee, and one other member of the Prosperity and Livability Committee appointed by said Chair; and
- Four (4) members- appointed by the NAACP (High Point Chapter); and
- Two (2) members- City staff, as appointed by the City Manager.

Commission Members:

The Selection Committee shall appoint the members of the Commission (“Members”), which shall consist of thirteen (13) individuals who are especially qualified to serve on the Commission by virtue of their education, training, activism, or experience, particularly in the field of African American studies and reparatory justice. Of the thirteen (13) members:

- Two (2) shall be City Council members; and
- Nine (9) shall be citizens currently residing within the High Point City; and
- Two (2) shall be an NAACP representative of the High Point Chapter; and

In addition, two (2) non-voting alternates whom, shall be residents of the City of High Point shall be appointed to serve should a vacancy occur.

Within ninety (90) days after the date of adoption of this Resolution, the Selection Committee shall bring the names of recommended Members to City Council for consideration and approval.

Member Terms: The term of office for Members shall be for the life of the Commission. A vacancy in the Commission shall not affect the powers of Commission to continue to

conduct business and, such vacancy, or vacancies, shall be filled by an alternate that has been appointed by City Council or in the same manner in which the original appointment/approval was made.

Officers: At its first meeting, the Commission shall elect a Chair and Vice Chair from among its Members. The term of office of each shall be for the life of the Commission.

Meetings: The Mayor shall establish the time and date for the first meeting of the Commission which shall be held within 120 days after the date of the adoption of this Resolution. Thereafter, the Commission shall hold meetings as necessary at dates and times as may be fixed by the Commission. All Commission meetings are open meetings, open to the public and shall abide by applicable laws, regulations, and policies. The Commission shall work with the City Clerk and provide information necessary to assure each meeting is properly noticed.

Quorum: A simple majority of the voting Members of the Commission shall constitute a quorum.

Responsibilities of Commission:

- (1) Study the following:
 - (a) the institution of slavery, including both the Trans-Atlantic and the domestic “trade which existed from 1565 in colonial Florida and from 1619 through 1865 within the other colonies that became the United States, and which included the Federal government, the State of North Carolina, and the City of High Point, which constitutionally and statutorily supported the institution of slavery.
 - (b) the de jure and de facto discrimination against freed slaves and their descendants from the end of the Civil War to the present, including economic, political, educational, and social discrimination, in which the City of High Point is complicit.
 - (c) the lingering negative effects of the institution of slavery and the discrimination described in paragraphs (1)(a) and (1)(b) on living African Americans, especially the African American citizens of High Point.
 - (d) the manner in which textual and digital instructional resources and technologies are being used to deny the inhumanity of slavery and the crime against humanity of people of African descent in the public schools, colleges, and public institutions in the City of High Point.
 - (e) the direct benefits to societal institutions, public and private, including higher education, corporations, religious and associational in the City of High Point.

- (2) Identify, compile, and synthesize the relevant corpus of evidentiary documentation of the institution of slavery in the City of High Point, from 1859 through 1865. The Commission’s documentation and examination shall include but not be limited to:
 - (a) the capture and procurement of Africans for slavery in the City of High Point.

- (b) the sale and acquisition of Africans as chattel property in interstate and intrastate commerce as it pertains to slavery in the City of High Point.
 - (c) the treatment of African slaves in the City of High Point, including the deprivation of their freedom, exploitation of their labor, and destruction of their culture, language, religion, and families; and
 - (d) the extensive denial of humanity, sexual abuse and the chattelization of persons in the City of High Point.
- (3) The role which the City of High Point supported the institution of slavery in constitutional and statutory provisions, including the extent to which such governments prevented, opposed, or restricted efforts of formerly enslaved Africans and their descendants to repatriate to their homeland.
 - (4) The City of High Point ordinances or acts that discriminated against formerly enslaved Africans and their descendants who were slaved and their descendants who were deemed United States citizens from 1859 to the present.
 - (5) In the City of High Point, the other forms of discrimination in the public and private sectors against freed African slaves and their descendants who were deemed United States citizens, from 1859 to the present, including redlining, educational funding discrepancies, and predatory financial practices.
 - (6) The lingering negative effects of the institution of slavery and the matters described in paragraphs (1), (2), (3) (4), and (5) on living African American citizens in the City of High Point.

Subcommittees: The Commission by a majority vote may create any number of subcommittees which action shall be reflected in the written minutes of the Commission. Such Subcommittees shall consist of no less than three (3) members, but less than a quorum of the Commission. If authorized by the Commission, a Subcommittee shall have the same authority as the Commission, to act and make decisions.

Requests for Information and Public Records: The Commission may, for the purpose of carrying out the provisions of this Resolution, explore and act at such times and at such places in the City of High Point, and request the attendance and input of such individuals or persons along with the production of such books, records, correspondence, memoranda, papers, and documents, as the Commission considers appropriate.

The Commission may make requests for public records which it deems useful in the discharge of its duties. Such requests shall be made through the City Clerk's office.

Administration: Upon the request of the Commission, the City Manager may assign City employees/ staff to assist and support the Commission for certain tasks.

Contracts/Authority/Administrative Support Services: The City Council hereby authorizes the City Manager, or her designee, to enter into agreements and provide payment for services which she deems appropriate and necessary for the Commission to achieve its purposes and goals as described herein. Such agreements and payments would be in accordance with the City Manager's applicable spending and contracting authority. Upon the request of the Commission and preapproval of the City Manager or her designee, certain expenses associated with Commission Member's activities may be reimbursed.

The Commission shall have no authority to bind the City of High Point, Council, or organization by any decisions or actions taken by the Commission, any subcommittees, or Members

Funding: Any funds received by the City and designated for the purpose and efforts of the Commission shall follow City financial/budgeting policies and practices.

Report To City Council: The Commission shall submit a written report of its findings and recommendations to the City of High Point City Council (“Report”) no later than twelve (12) months from the date of the Commission’s first meeting (“Deadline”). The Report shall include:

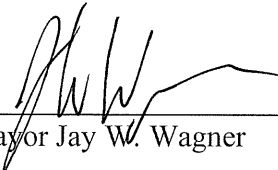
- (1) Recommendations for appropriate ways to educate the Citizens of High Point of the Commission’s findings; and
- (2) Recommendations for appropriate remedies in consideration of the Commission’s findings, which may include, without limitation, a formal apology by the City of High Point, creation, or amendments of current City of High Point policies and/or ordinances, awards of compensation; and
- (3) In making its recommendations the Commission shall address among other issues, the following conditions:
 - (a) How such recommendations comport with international standards of remedy for wrongs and injuries caused by the City, that include full reparations and special measures, as understood by various relevant international protocols, laws, and findings; and
 - (b) How the City of High Point may offer a formal apology on behalf of the African American citizens for the perpetration of gross human rights violations and crimes against humanity on African slaves and their descendants; and
 - (c) How High Point City ordinances, laws and policies that continue to affect African Americans disproportionately and negatively as a group, and those that perpetuate the lingering effects, materially and psycho-social, can be eliminated; and
 - (d) How the injuries resulting from matters described in paragraphs (1), (2), (3), (4), (5), and (6) under the section entitled Responsibilities of Commission can be reversed and provide appropriate policies, programs, projects, and recommendations for the purpose of reversing the injuries; and
 - (e) How, in consideration of the Commission’s findings, any form of compensation to the descendants of enslaved African can be calculated; and
 - (f) What form of compensation should be awarded, through what instrumentalities and who should be eligible for such compensation; and
 - (g) How, in consideration of the Commission’s findings, any other forms of rehabilitation or restitution to African American citizens of High Point is warranted and what the form and scope of those measures should take.

Upon written request of the Commission, City Council may extend the Deadline for the Report to a date certain.

Dissolution:

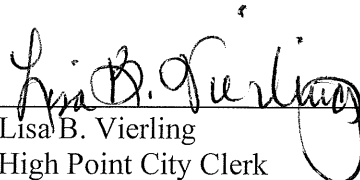
The Commission shall automatically dissolve ninety (90) days after the date upon which the Commission submits its Report to the Council.

Adopted this the 7th day of February, 2022.

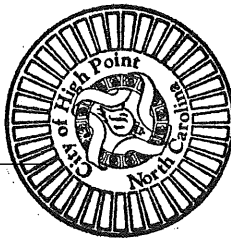


Mayor Jay W. Wagner

ATTEST:



Lisa B. Vierling
High Point City Clerk



Appendix B:

One High Point Commission Research Categories

OHPC RESEARCH CATEGORIES

This document advocates an approach to reparations modeled after William Darity and Kirsten Mullen's *From Here to Equality*, where the authors describe two potential methods for calculating reparations: "One approach is to enumerate the atrocities, assign dollar values to each, and then add them up. This strategy requires having an all-inclusive record of the harms and a method for assigning a cost to each category of harm." However, the authors argue that such a historical record *cannot* be all-inclusive because the litany of injuries imposed on Black American descendants of chattel slavery has been mostly unrecorded and in fact often intentionally suppressed; this first approach is therefore "unrealistic and unsatisfactory" as a foundation for calculating reparations.

Darity and Mullen's second approach, which they prefer, is to instead identify a summary measure that captures the cumulative economic impact of those same atrocities without relying on a specific enumeration. Conveniently, the One High Point Commission already has access to published studies that have identified such relevant summary measures; from housing security to concentrated poverty rates to community violence and policing, these measures reflect the broad effects of the unjust treatment High Point's African American residents have received because of their race.

Finally, the studies used for this approach provide another benefit to the Commission in helping to establish the form that reparations should likely take. Darity and Mullen show indisputably that direct monetary awards are an appropriate form of restitution, but that "only the federal government has the financial wherewithal" to pay the

immense debt owed. In contrast, the research studies that identify summary measures appropriate for the Commission's work also often contain policy recommendations. The Commission can use these studies therefore to not only identify the racial disparities themselves but also as a baseline for the reparations the City of High Point can adopt to eliminate these inequalities.

RESEARCH TOPICS AND SUGGESTED POLICY RECOMMENDATIONS

HOUSING			
RESEARCH TOPIC	SUGGESTED POLICY RECOMMENDATIONS	CONNECTION TO RESOLUTION	RESOURCES & SUBJECT-MATTER EXPERTS (SME)
Fair Housing	Fair Housing Assistance Program (FHAP)	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Data in Resilience HP report • SME - TBD
Affordability	Promote and develop more affordable rental housing units	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Data in Resilience HP report • SME - TBD
Tiny Home Neighborhoods	Tiny home neighborhoods “Land bank” (sustainable neighborhoods)	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
	Buy Back the Block	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration • City of Rochester Buy the Block - Greenlining for a Better Rochester

Collaborative with lending Institutions	Work with local lending institutions to offer low to zero % interest loans for long-term/ generational renters to purchase homes.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> Commission discussion and Consideration Wells Fargo Details Programs to Improve Minority Homeownership – NMP (nationalmortgageprofessional.com) BOA, Pinnacle can join with similar programs to increase availability.
Increasing Eligible Homebuyers	Community Development Block Grant (CDBG) programs	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> Commission discussion and Consideration

HISTORY

RESEARCH TOPIC	SUGGESTED POLICY RECOMMENDATIONS	CONNECTION TO RESOLUTION	RESOURCES & SUBJECT-MATTER EXPERTS (SME)
The Transatlantic Slave Trade	TBD	Responsibilities of the Commission: Sections 2(a), 2(b), 2(c) and 2(d)	<ul style="list-style-type: none"> SME - TBD Museum / education / Library Glenn Chavis - <i>Our Roots, Our Branches, Our Fruit</i>

ECONOMIC DISPARITIES

RESEARCH TOPIC	SUGGESTED POLICY RECOMMENDATIONS	CONNECTION TO RESOLUTION	RESOURCES & SUBJECT-MATTER EXPERTS (SME)
MWBEs	Disparity Study and MWBE Program	Responsibilities of the Commission: Sections 4 & 6	<ul style="list-style-type: none"> SME - TBD
Poverty Rates	TBD	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> 2021 ACS data (US Census Bureau) Data in Resilience High Point Report

COMMUNITY VIOLENCE

RESEARCH TOPIC	SUGGESTED POLICY RECOMMENDATIONS	CONNECTION TO RESOLUTION	RESOURCES & SUBJECT-MATTER EXPERTS (SME)
Police Community Relations	Workforce options in lieu of incarceration, cure violence model	Responsibilities of the Commission: Sections 4 & 6	<ul style="list-style-type: none"> SME - TBD Data in Resilience HP report

RACIALLY CONCENTRATED AREAS OF POVERTY (RCAPs)

RESEARCH TOPIC	SUGGESTED POLICY RECOMMENDATIONS	CONNECTION TO RESOLUTION	RESOURCES & SUBJECT-MATTER EXPERTS (SME)
Public Transit Accessibility	Transit expansion to include extended hours, additional routes (including employer routes), service into North High Point, Fleet vehicle diversification, and greater rate affordability. Creation of employer route” which runs specifically and directly to all HP businesses accommodating all known shift patterns.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> SME - TBD
Employment	<ul style="list-style-type: none"> Expand adult and youth apprenticeships. Pledge that at a minimum of 30% of candidates for city jobs entry level to professional come from within RCAPs. 	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> Commission discussion and Consideration

Food Deserts	Purchase or confer vacant buildings to be used as locations for local or neighborhood farmers' markets or food co-ops.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration • Data in Resilience HP report • Greater High Point Food Alliance www.GHFA.org • EXECUTIVE SUMMARY An Assessment of Social Drivers of Health in High Point
	Create a new incentive package designed solely for food retailers.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
	Support women and men in the informal agriculture and food sector through training, financial support, and infrastructure to improve hygiene, food safety, and the nutritional value of the foods they sell.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
	Where policies allow, support or expand urban agriculture to increase the urban poor's consumption of a diversity of nutritious food, such as fruits and vegetables.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
Health Outcomes	Improve Healthcare access by mapping areas to establish permanent clinics.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
	Support the establishment of healthcare hubs, and substation clinics by providing land and or publicly owned facilities.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration
	Directly increase access to mobile clinics in RCAPs.	Responsibilities of the Commission: Section 6	<ul style="list-style-type: none"> • Commission discussion and Consideration

OHPC COMMISSIONER TASKS & ASSIGNMENTS

Research Topic	Tasks	Resources
Genealogy	Identify the number of Slaves in High Point between 1859 and 1865	<ul style="list-style-type: none"> • Heritage Research Center • Slave Deed Project- UNCG
Socioeconomics	Identify demographic and other data that highlight disparities	<ul style="list-style-type: none"> • Data in Resilience HP report • High Point Demographic Data
Federal Reparations	Explore monetary payments at the Federal level	William Darity and Kirsten Mullen's approach in <i>From Here to Equality</i>
Local High Point History	Identify relevant local historical information	Glenn Chavis - <i>Our Roots, Our Branches, Our Fruit</i>