

MEMORANDUM

Mayor Randall L. Woodfin's BLACK AGENDA



CITY OF BIRMINGHAM

MAYOR RANDALL L. WOODFIN

PUTTING PEOPLE FIRST

To: Birmingham City Council

When I was sworn in as mayor two and a half years ago, I vowed to create a City Hall that works for everyone – including the 74% Black residents who make up the city of Birmingham. Those residents had long felt unheard, with issues like neighborhood revitalization, economic opportunity and public safety weighing heavily on their hearts and minds.

It's why I was proud to be endorsed by the Grassroots Coalition as a candidate in 2017. Our goals for a Black Agenda aligned – we both focused on eliminating poverty by emphasizing sustainability, investing in minority-owned businesses and expanding black wealth; community policing and criminal justice reform; education; health and wellness; affordable housing; and transparent, accountable and responsive local government.

In essence, the Black Agenda has become so much more than just a community wish list. Elements of the Black Agenda are featured prominently throughout my strategic plan for the City of Birmingham.

In the spirit of transparency, the following performance report outlines where we stand on several key promises made in addressing the Black Agenda.

We've had some major wins over the past two and a half years. Among them, we've launched the Office of Business Opportunity and the Mayor's Small Business advisory council; instituted a criminal justice reform agenda; earmarked funds for the Birmingham Promise initiative; and expanded the city's investments in the Birmingham Land Bank Authority.

Our work is not yet done, however. We're still committed to bringing grocery stores to Birmingham's food deserts; we're issuing a "diversity scorecard" to show how much the city spends with minority-owned business; and we're encouraging the Alabama Housing Finance Authority to bolster homebuyer assistance programs for teachers and first-responders.

Please review the report to see how far we've come and how committed we remain in improving the lives of Birmingham's Black residents.

A handwritten signature in black ink that reads "R. Woodfin".

- Promises Kept
- Promise In Progress
- Promise compromised
- Promise Incomplete

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- 1. Launching the Birmingham Office of Business Opportunity
- 2. Direct the City Law Department to commission an update of the 2007 Disparity Study
- 3. Draft a resolution for the City Council directing the Birmingham Office of Business Opportunity to implement voluntary programs across the City to ensure fairer access to contracting opportunities with City Hall for minority-owned businesses
- 4. Creating an Office of Contract Compliance within the City Law Department to ensure that contractors actually comply with contracts that include minority participation goals.
- 5. Issue a "Diverse Spend Scorecard" showing how much the City of Birmingham spends with minority-owned businesses
- 6. Forming the Mayor's Small Business Advisory Council <https://www.birminghamal.gov/smallbiz>
- 7. Instructing the City Purchasing Department to include a score for diversity and inclusion in City requests for proposals where the City will prioritize vendors that can demonstrate that they have active supplier diversity programs.
- 8. Conducting an Annual Survey of Birmingham Small Businesses
- 9. Beginning the process of automating the City's processes to obtain licenses and permits
- 10. Creating a "one stop shop" for Birmingham small businesses within the Office of Economic Development that would offer free consultative sessions to small business owners on properly licensing, registering and operating their businesses in Birmingham
- 11. Creating an Office of Sustainability within the Office of Economic Development that would actually work to implement the City's Sustainability Plan
- 12. Join the U.S. Conference of Mayors' 100% Clean Energy pledge where my Office of Sustainability would work to begin the process of transitioning City-owned buildings and properties to renewable energy by 2027 <https://gaspgroup.org/wp-content/uploads/2018/06/-Mayors-Pledge-Woodfin.pdf>
- 13. Investing in our youth by engaging Birmingham's business and philanthropic community to expand the Birmingham Police Athletic Team program throughout the city; expanding and enhancing youth employment programs through the Mayor's Division of Youth Services; and, identifying and deploying public and private resources to support more intensive mentoring, counseling, and job placement services for nonviolent juvenile ex-offenders. <https://www.bhamyouthfirst.org/featured-programs/>
- 14. Instituting a criminal justice reform agenda that would, inter alia, establish a Civilian Oversight Board to help optimize the performance of our police department and promote open communication and better relations between the BPD and the citizens it serves; partnering with the Jefferson County District Attorney to launch a community prosecution program, focused on deterring low-level crimes through both prosecution and intervention in the lives of juvenile offenders; and, initiating a public review of the "Use of Force" policy for the BPD, including substantive input from citizens and other community stakeholders like the Grassroots Coalition. https://drive.google.com/file/d/1Enl4BjrDYQ0-JlzUdRFozkBr_jeKChEm9/view
- 15. Building on the City Council's field hearings and post-budget tours by introducing a "participatory budgeting" pilot program where neighborhood leadership and Birmingham residents set the priorities for development projects in their neighborhoods.

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- 16. Repairing the relationships between the Mayor and City Council by working with each City Council member to identify key shared district priorities between them and my office and assign rapid response teams of city agencies to each City Council member that can quickly address city service delivery issues in their districts.
- 17. Making the Mayor's travel schedule and expenditures and meeting and visitor logs available on the City website. <https://www.birminghamal.gov/mayors-travel>
- 18. Eliminating the Mayor's permanent security detail.
https://www.al.com/news/birmingham/2018/04/birmingham_mayor_reduces_secur.html
- 19. Banning any close relatives of the Mayor from working for the City in any role that could potentially influence City contracts.
- 20. Engaging the Birmingham state delegation to advocate for mayoral term limits such that no Mayor can serve more than two four-year terms.
https://www.al.com/news/birmingham/2018/03/woodfin_seeks_term_limits_for.html
- 21. Establishing childhood learning centers for eligible 3 and 4-year old Birmingham residents and develop early childhood programming for City-run early childhood learning centers.
<https://www.al.com/news/2019/09/birmingham-receives-grant-for-talk-based-early-childhood-learning-program.html>
- 22. Advocating for expanding state funding to support 13 additional First Class Pre-K classes in Birmingham City Schools.
- 23. Encouraging the Director of the Birmingham Public Library System to develop a summer reading program for every Birmingham City School student in grades 2-10 not reading at grade level.
<http://www.bplonline.org/SummerReading.aspx>
- 24. Earmarking funds for the "Fred Shuttlesworth Opportunity Scholarship" which would provide for debt-free community college for every Birmingham City Schools graduate that wants to attend a Jefferson County community college. **The Birmingham Promise:** <https://www.birminghampromise.org/>
- 25. Engaging the Birmingham Board of Education to ensure that every Birmingham City Schools graduate graduates with both a diploma and an Alabama Career Readiness Certificate.
The Birmingham Promise: <https://www.birminghampromise.org/>
- 26. Directing the Division of Youth Services to partner with Birmingham City Schools' career academies, UAB and Birmingham's growing technology sector to create summer "school-to-startup pipeline" giving STEM and business exposure opportunities for high-achieving Birmingham City Schools career academy juniors and seniors. Birmingham Can Code: <https://www.birminghamal.gov/bhamcodes>
- 27. Expanding the City's investments in the Birmingham Land Bank Authority.
<https://www.birminghamal.gov/2019/07/23/mayor-woodfins-operating-budget-passes-vote-of-city-council/>
- 28. Developing partnerships between the Land Bank Authority and local not-for-profit organizations that would be willing to acquire land banked properties and maintain long-term affordability through the use of community land trusts. <https://www.blightfreebirmingham.com/>
- 29. Encouraging the Alabama Housing Finance Authority to bolster homebuyer assistance programs for teachers and first responders.
- 30. Aggressively leveraging city tax incentives to bring grocery stores to Birmingham neighborhoods outside of downtown.
- 31. Creating opportunities in Birmingham for the recruitment or expansion of an African-American owned grocery chain to solve Birmingham's food desert challenges.