

Atlanta Reparations Collective

Consultant RFP

The conditions that created racial disparities across measures of well-being are “in the groundwater” - a product of the racial hierarchy on which the US was built.

Over two centuries of chattel slavery, ninety years of Jim Crow, sixty years of a separate but equal doctrine, thirty-five years of racist housing policies, ongoing violence through the carceral system, and contemporary biases in public policies - all reinforced by anti-Black narratives - have led to today’s racial inequities.

One consequence of our racial hierarchy is the white-Black racial wealth gap, which is [6 to 1](#). In other words, the average white person has six times the wealth of the average Black person. In Georgia, the racial wealth gap is 8:1 and in the City of Atlanta white households have 46x as much wealth as Black households. The racial wealth gap is “[a direct legacy of slavery and the discriminatory institutions that followed it.](#)” Further, there is a clear link between health and wealth. Black people have a median life expectancy four years shorter than white people, [a product of the racial wealth gap.](#)

These historic and contemporary harms against Black people represent a stain on our collective moral fabric, standing in stark contrast to the ideal that “all men are created equal.”

Comprehensive reparations address historic and contemporary harms against Black people. In doing so, it would spark a process of racial repair.

The call for reparations seeks to provide restitution to Black people for historic and contemporary harms by the government. [It is commonly understood to include:](#) reckoning with the systems that caused harm, acknowledging that harm was caused, taking ownership of harm and committing to non-repetition, and redress of harm. [Reparations should be provided by the federal government](#) because it is the only institution capable of closing the national racial wealth gap and is culpable for harm. [The federal bill, HR 40](#), seeks to study historic and contemporary harm and recommend restitution. Recognizing the lack of political will for a federal bill, [several states and localities](#), including [Fulton County](#), have introduced or enacted legislation to study how they might provide reparations with the goal of building the case for federal reparations.

The GRO Fund has organized a collaborative of economic and social justice organizations seeking to advance the movement for reparations.

The collaborative is comprised of representatives from the Atlanta Wealth Building Initiative, Partnership for Southern Equity, Community Foundation for Greater Atlanta, Urban League of Greater Atlanta, LISC Atlanta, Low Income Investment Fund and others. We have convened regularly since January 2023 to establish a mission and vision (Appendix A) as well as the following goals:

1. Influence the Fulton County Reparations Taskforce in adopting a framework for reparations. This taskforce is researching how Fulton County might provide reparations and what form reparations may take. It will release its report in October of 2024. We will augment these efforts by providing a framework that is:

- a. informed by the work of other similar reparations efforts ([like New Jersey's](#));
 - b. developed by practitioners with subject matter expertise; and
 - c. driven by deep community engagement
2. Support the Beacon Hill Black Alliance for Human Rights in its efforts to establish and operationalize a reparations taskforce in the City of Decatur, as noted in the [City's "Destination 2030 Strategic Plan"](#). We can support Beacon Hill's efforts by:
- a. Supporting research needs
 - b. Developing a framework for a reparations process that is:
 - i. informed by the work of other similar reparations efforts ([like New Jersey's](#));
 - ii. developed by practitioners with subject matter expertise; and
 - iii. driven by deep community engagement
 - c. Engaging national partners and cultivating resources
 - d. Supporting the development and implementation of a community engagement strategy
3. Press metro Atlanta municipalities to adopt a framework for reparations in partnership with local activists. Support emerging reparations efforts across the state of Georgia.
4. Incubate and spotlight reparative practices and programs that can be undertaken by non-profits and other non-governmental organizations.

We seek a consultant who can help the collaborative reach the above goals and partially support GRO staff who will lead this work. The consultant will:

- Develop a strategy for the collaborative to operationalize its stated mission and vision (appendix A). This should consider:
 - What other organizations should be added to the collaborative?
 - Where does this collaborative fit into the local reparations ecosystem? What are the gaps in the ecosystem and how can this collaborative fill them?
 - How can the collaborative build capacity to sustain its efforts?
- Advise the collaborative on whether it can meaningfully impact reparations efforts in both Fulton County and Decatur (Goals 1 and 2). Identify how best the collaborative can support either or both efforts. Drive the collaborative toward impact.
- Connect the collaborative with other nascent reparations efforts across GA. Make a recommendation on how the collaborative can support these reparations efforts.
- Identify research goals with the collaborative. The GRO Fund intends to hire a research fellow to fulfill research needs.
- Develop and help execute a community engagement and education strategy to encourage dialogue around the need for reparations and uplift stories/narratives.
- Facilitate collaborative meetings. Conduct pre-meeting (agenda development, expectation setting etc.) and post-meeting activities (follow-ups etc.).

- Support the goals of the collaborative as needed, including fundraising, partnership development and identification of next steps after the conclusion of the consultant’s engagement with the collaborative

Questions

Please provide brief responses to the questions below:

1. Describe your experience studying reparations, administering reparations programs, and/or administering programs designed to address racial inequities.
2. Describe your experience leading a collaborative/taskforce/working group towards a common goal.
3. What questions would guide your efforts to drive the collaborative towards making progress on Goals 1 and 2 (outlined above)?
4. Please provide names and email addresses for clients or partners who can serve as references. Include a brief description of the work performed.
5. Optional: Please share anything else we should know or consider about your proposal, your prior work, or your view of reparations.

Timeline

- RFP released: 9/19/2023
- Proposals are due to Amit Khanduri by 5:00 pm EST on 10/16/2023. Proposals will be reviewed by members of the collaborative and the GRO Fund team. We may interview finalists.
- Notification of selection: 11/1/2023
- Contract start date: 11/13/2023
- Contract end date: 10/31/2024

Budget

- Consultant: \$37,000
- Community engagement: \$3,000

Contact

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Appendix A

Vision

Our vision is to cultivate a future where Black Georgians thrive.

We recognize that today's racial disparities across measures of well-being - such as health, wealth, and safety - are a product of centuries of chattel slavery, exploitation of Black people, and racist public policies - all reinforced by anti-Black narratives.

We seek to advance the movement for reparations in Georgia in pursuit of a future where the wounds of the past are acknowledged, healed, and not repeated. Through the pursuit of comprehensive reparations, we aim to dismantle the structural barriers that have perpetuated inequity, ensuring that generational wealth, good health, quality education, housing, and prosperity are no longer predetermined by one's race.

We believe that reparations for Black Georgians will secure a future that lives up to this nation's stated founding ideals and is a future where all Georgians can thrive; because when Black people thrive, we all do.

Mission

Our mission is to form a diverse coalition of stakeholders who will develop and advance a framework for reparations and for reparative practices. We will embark on a journey of reckoning, seek acknowledgement, push for accountability, and seek redress.

In doing so, we will uplift the lost histories, lived experiences, and wisdom of Black-identifying community members. We will celebrate Black resilience. We will hold space for healing.