

CITY OF HIGH POINT

AGENDA ITEM



TITLE: One High Point Commission Implementation Planning	
FROM: Jeron Hollis – Managing Director	MEETING DATE: April 1, 2024
PUBLIC HEARING: n/a	ADVERTISED DATE/BY: n/a
ATTACHMENTS: Budget Ordinance National Institute of Minority Economic Development Planning Proposal	

PURPOSE: To have City Council consider the Implementation Planning Proposal of the One High Point Commission recommendations.

BACKGROUND: On February 7, 2022, the High Point City Council approved the creation of the One High Point Commission to develop policy recommendations that would address identified disparities in High Point's African American population.

Over the next year and a half that included research groups, community meetings and Commission meetings, the Commission created a set of restorative economic policy recommendations. On September 18, 2023, the High Point City Council received the Commission's final report and directed staff to determine additional steps so that the City Council could prioritize implementation focus and next steps.

The National Institute of Minority Economic Development (NIMED) Research, Policy and Impact Center has created a proposal for project management, consulting services, and subject matter expertise related to implementation of the One High Point Commission's report of findings and recommendations. The proposal is a 30-month project with a total cost of \$292,460.00.

BUDGET IMPACT: Funds for this project would be allocated from available Fund Balance.

RECOMMENDATION /ACTION REQUESTED: Staff recommends City Council approve the proposal, budget ordinance, and that the appropriate City official and/or employee be authorized to execute all necessary documents.



“AN ORDINANCE AMENDING THE 2023-2024 BUDGET ORDINANCE
OF THE CITY OF HIGH POINT, NORTH CAROLINA
TO APPROPRIATE GENERAL FUND BALANCE FOR THE IMPLEMENTATION OF THE ONE HIGH
POINT COMMISSION’S FINDINGS AND RECOMMEDANTIONS

Be it ordained by the City Council of the City of High Point, North Carolina, as follows:

Section 1. The proposed amendment appropriates \$292,460 in general fund balance for the National Institute of Minority Economic Development (NIMED) Research, Policy and Impact Center proposal for project management, consulting services, and subject matter expertise (SME) related to implementation of the One High Point Commission’s report of findings and recommendations.

Section 2. The 2023-2024 Budget Ordinance of the City of High Point should be amended as follows:

(A) That the following General Fund revenues be amended as follows:

Fund Balance Appropriation	\$292,460
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(B) That the following General Fund expenditures be amended as follows:

One High Point Commission Implementation	\$292,460
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Section 3. That all ordinances, or parts of ordinances in conflict with this ordinance are hereby repealed to the extent of such conflict.

Section 4. That this ordinance shall be effective from and after its passage."

Adopted by High Point City Council, this 1st day of April 2024

Cyril Jefferson, Mayor

ATTEST

Sandra Keeney, City Clerk

High Point Restorative Policies

Implementation Proposal

To

City of High Point, North Carolina

March 8, 2024

Prepared By

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1.0 Introduction

This proposal was developed by Lea D. Henry, MPP, Interim Vice President of the Research, Policy, & Impact Center (RPIC) at the National Institute of Minority Economic Development (the Institute), in response to a request from Mr. Jeron Hollis, Managing Director, City of High Point. This proposal for project management, consulting services, and subject matter expertise (SME) related to implementation of the One High Point Commission's report of findings and recommendations, builds upon RPIC's previous and current work with the One High Point Commission, the YWCA of High Point, Thrive High Point (a partnership with the High Point Chamber of Commerce), and other work in Guilford County and the region.

Ms. Henry will serve as the Project Manager and Consultant to High Point staff. She served as Project Manager in 2023 for the development of the One High Point Commission report of research findings and restorative policy recommendations. Lea is a seasoned professional with experience in the entire spectrum of affordable housing and community development, from project management to academic research. Through her work at North Carolina Community Development Initiative, Upper Coastal Plain Council of Governments, City of Rocky Mount, and the North Carolina Association of Community Development Corporations, she has sought holistic, sustainable solutions that empower people to engender hope and create opportunities in the places that matter to them.

Shoneca Evans Kent, Director of Housing Equity Initiatives, will support the Project Manager as Project Associate. Ms. Kent has an extensive and holistic background in community economic development, having worked with local governments, community-based nonprofits, and statewide nonprofits on nonprofit capacity building, health equity programs, rural economic development, and civic engagement.

2.0 Background

ONE HIGH POINT COMMISSION

The One High Point Commission was created by High Point City Council on Feb. 7, 2022,¹ during a regular meeting when the Council adopted the Resolution for the One High Point Commission (OHPC) to Explore Community Reparations for the African American Citizens of High Point, North Carolina. Per the resolution, the One High Point Commission is comprised of two City Council members, nine High Point residents and two NAACP representatives. In addition, two High Point City residents were appointed as non-voting alternates. Individuals were selected to serve on the Commission by their education, training, activism or experience, particularly in African American studies and reparatory justice. The Commission submitted a written report of its findings and recommendations to the High Point City Council on September 18, 2023. This report and recommendations were approved by a vote of 8 to 1, and city staff were directed to continue to work on policy implementation.

3.0 Timeline and Work Plan

This project will be conducted over a 30-month period (March, 2024, to October, 2026). The Interim Vice President (Project Manager) and the Director of Housing Equity Initiatives (Project Associate) of the Research, Policy, & Impact Center will:

1. **(April 2024-November 2026)** The PM & the PA will meet with City of High Point staff at least monthly. The PM and/or the PA will meet with any advisory committee the City of High Point deems necessary to execute the project.
2. **(April-June 2024)** The PM will work with City of High Point staff to create a detailed timeline, work plan, and deliverables.

The PM and PA will identify and present options for tracking outputs and outcomes as well as reporting progress to the public.

The PM and PA will take the lead in identifying, recruiting, and orienting community members and stakeholders who will inform the process over time.

3. **(April-August 2024)** The PM will work with relevant department representatives and consultants to create recommendations to incorporate selected policy recommendations into department or city plans and processes.
4. **(August-December 2024)** The PM and PA will work with the internal staff working group on implementation strategies, continue to identify and pursue additional external resources to pursue long term goals
5. **(December 2024)** The PM will finalize a project report which will support annualized reporting on the project for the City of High Point's internal and external communication.
6. **(January 2025-October 2026)** The PM and PA will meet regularly with City staff, resident advisory committee members and community stakeholders, as needed, to document progress, advise on implementation, and report to stakeholders.

Engagement Components

This engagement will contain some or all the following:

- **Project Management**
 - Ensuring that benchmarks are tracked and met
 - Ensuring that all internal and external stakeholders are kept engaged and informed
- **Additional Research on Previously Identified Topics**
 - There were topics raised during the One High Point Commission for which research was not contracted, including the role of the furniture market in the labor market and community policing. If the City decides to engage in additional research, the RPIC team will manage the identification of researchers and the process of completing the research and integrating the information provided into the policy framework and implementation plan.
- **Data Analysis**
 - The RPIC team and relevant consultants will collect, analyze, incorporate and report on relevant demographic and economic data points to support and improve policies and programs.
- **Periodic Reports**
 - The RPIC team and City will agree to a format and regular schedule for written and/or oral progress reports.
- **Resource Development**
 - The RPIC team will assist City staff in identifying and pursuing grant funds to support the activities that have been chosen to fulfil the identified policy objectives. This may include drafting portions of applications, participating in

meetings with potential funders, and identifying nonprofit community partners who may be eligible for philanthropic funds for which the City is not.

- Resource Alignment
 - The RPIC team will assist City staff in understanding how local, state and federal funds can be aligned with potential philanthropic and corporate funds to fund activities determined to meet the policy objectives.
- Alignment with other local, county, and regional plans
 - RPIC team will conduct a comprehensive review of current and recent City, County, and regional plans to ascertain how the policies chosen for implementation align with these plans, to ensure maximum efficacy and minimize duplication.
- Implementation Strategies
 - The RPIC team will recommend implementation strategies based on successful activities and innovative solutions from other communities. The team will work closely with City staff to recommend how current programs and policies can be modified to meet implementation goals and identify when new programs and practices will need to be instituted.
- Work with internal group
 - The RPIC team will meet with a selected group of key City staff whose work is related or may relate to the implementation of chosen policies.
- Work with external group
 - The RPIC team will assist in the recruitment and choosing of a diverse group of community residents and stakeholders who will advise the ongoing implementation process, adding their knowledge, expertise, and perspectives to enhance both the process and the outcomes.
- Participate in design and execution of public involvement
 - The RPIC team will work with the external advisory group and City staff to design and execute the variety of ways in which the activities and progress of policy implementation will be shared with the public. These methods may include regular written reports, in-person events, and recorded media.

4.0 Proposed Personnel

LEA D HENRY, INTERIM VICE PRESIDENT – PROJECT MANAGER

Lea D. Henry is a real estate and economic development strategist and community developer with more than 30 years' experience. She holds a bachelor's degree in history from Columbia University and a master's in public policy from Harvard Kennedy School. Before coming to the Research, Policy, and Impact Center as Director of Housing Equity Initiatives, Ms. Henry had an extensive career in community development, having held roles in Community Development at the North Carolina Community Development Initiative, the Upper Coastal Plain Council of

Governments, the City of Rocky Mount, and the North Carolina Association of Community Development Corporations. She was also the founder and principal consultant of Two Rivers Development Partners LLC. She serves on several community advisory boards and non-profit boards of directors.

SHONECA EVANS KENT, DIRECTOR OF HOUSING EQUITY INITIATIVES – PROJECT ASSOCIATE

Shoneca Evans Kent, Director of Housing Equity Initiatives, will support the Project Manager as Project Associate. Ms. Kent has an extensive and holistic background in community economic development as a nonprofit professional with 15 years of experience working with North Carolina nonprofits and government agencies. She has worked with the Foundation for Health Leadership and Innovation, Democracy North Carolina, Cooperative Extension, and the North Carolina Association of Community Development Corporations on nonprofit capacity building, health equity programs, rural economic development, and civic engagement.

5.0 Cost Proposal

Category	2024	2025	2026	Total
Project Lead	60,000	45,000	45,000	150,000
Project Associate	25,000	25,000	25,000	75,000
Interns	6,000	6,000	6,000	18,000
Consultants	8,000	8,000	8,000	24,000
Travel	8,000	8,000	5,000	21,000
Meetings	1,200	1,260	2,000	4,460
Total	108,200	93,260	91,000	292,460

BUDGET NARRATIVE

Personnel

Direct labor is the greatest cost in this project accounting for \$267,000. We anticipate that the Project Manager will devote 35% FTE effort in 2024 and 25% FTE effort in 2025 and 2026. We anticipate that the Project Associate will devote 25% FTE over the course of the project. Interns will devote 240 hours per calendar year.

Other Direct Costs

Travel expenses are based on one on-sight meeting or event per month over the course of the engagement.

Consultants are anticipated to include subject matter experts, mapping, and graphic design.

Meeting expenses include incidental refreshments and supplies for community engagement exercises. Community engagement activities will take place in venues for which there are no use fees.

The total 30-month cost of this project is \$292,460.