

Community-Identified Priority Areas for Addressing Racist Policies and Practices in Genesee County, Michigan

Community:

- Improve Access for Navigating Community Systems (i.e., transportation and healthcare) for Limited English Proficient (LEP) Persons as well as Persons With Disabilities
- Intentionally Diversity Networks (i.e., professional, social, religious) to Ensure Equitable Engagement and Access Across Race/Ethnicity, Gender, Class, and Religion
- Provide Opportunities For Rest and Care For Those Engaged In Anti-Racism Work

Education:

- Require Anti-Racism Education for K-12+ Educators
- Create and Utilize Anti-Racism Curriculum Throughout K-12 Teaching
- Require All College and University Students to Complete Anti-Racism Coursework
- Remove Police from Educational Institutions and Change Methods of Discipline in Pre-K-12 Schools

Employment:

- Teach Best Practices and Approaches That Maximize Employment Opportunities for A Diverse Workforce
- Require Transparent Recruiting, Hiring, and Retention Processes and Policies
- Enforce Anti-Discrimination Policies

Finance:

- Ensure that Decision-Making Bodies that Govern the Distribution of Resources and Finances Adopt an Equity Distribution Framework and Implement Anti-Racist Policies
- Provide Financial Literacy Education for Youth and Beyond

Health and Healthcare:

- Improve Quality of Life and Life Expectancy Among Genesee County Residents by Creating and Implementing Policies That Mitigate the Impact of Redlining
- End Food Apartheid in Genesee County by Increasing Access and Affordability to Healthy Foods
- Reduce Exposure to Toxins and Pollution in Genesee County
- Increase Racial/Ethnic Minorities, Especially Bilingual Individuals, in Public Health and Healthcare Professions

Housing:

- Ensure Affordable Homeownership by Reducing Barriers to New Supply
- Provide Tax Relief and Circuit Breaker Programs to Help Homeowners Avoid Utility Cut-Offs or Foreclosure Due to Unpaid Property Taxes or Utility Bills
- Provide Foreclosure Prevention Programs to Help Households Keep Their Homes
- Provide Financial Assistance for Home Safety Modifications, Rehabilitation, and Weatherization to Improve Home Quality and Safety

Law Enforcement:

- Hire Mental Health Providers for Both Law Enforcement and Incarcerated Populations
- Retrain Law Enforcement to Interact with Community Members, Especially Individuals with Mental Health Issues
- Utilize Options Other Than Incarceration For Mentally Ill and Those With Addiction Issues

Politics:

- Eliminate Voting Restrictions on Felons, Incarcerated Persons, and People on Probation
- Abolish Winner Takes all Districts and Create Proportional Voting Systems
- Require Politicians to Have Quarterly Check-Ins with the Communities they Represent
- Adopt and Enforce Health in All Policies