

2021

JUST RECOVERY & RESILIENCY PLAN

Delivering justice for Highland Parkers
in moments of crises and beyond.

published by the Highland Park Just Recovery Task Force:



HIGHLAND PARK COMMUNITY CRISIS COALITION



City of Highland Park, Michigan



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LET'S BEGIN

“Only a true root remedy can cure a root crisis.”

Here in Highland Park, Michigan, we share in the collective grief of the COVID-19 pandemic. Like communities everywhere, this crisis has torn through our families, neighborhoods, businesses, places of worship, and our everyday lives. The disease and its extraneous harms have caused insecurity and unspeakable loss. Now, two truths stand immovably at its center:

Truth #1: Only a true root remedy can cure a root crisis. In Highland Park, our root crisis is unjust systems of power. Therefore, the root remedy is for Highland Parkers to create just and lasting systems of regenerative power for ourselves, our economy, and our environment.

The ongoing COVID-19 crisis exposes and exacerbates the pre-existing root crisis of unjust power that has devastated communities like ours, and our planet. How power of all kinds is unjustly accessed, distributed, and stripped across people, over time, and around the earth. Unjust powers that have worsened harm to Black-, Indigenous-, and People-of-Color communities during crises like this pandemic, as well as during and after disasters caused by climate change. True and just power requires us to reject false solutions of temporary charity or exploitative programs and instead, operationalize root remedies that build resiliency and capitalize power inside Highland Park - led by Highland Parkers, for Highland Parkers.

Truth #2: We must reject 'crisis as normal' and instead create a future of 'justice as normal.'

Right now - nearly two years into this pandemic - we hear public calls for a return to “life as normal.” As a segregated, disinvested city inside the most segregated city in the country (UC Berkeley, 2019) we refuse to accept a return to “life as normal” because we were living in a multisystem state of unjust crisis long before COVID-19. What we desire is the desire of all people - *may justice be our normal. For us and our children and our children's children.* Yet - as we reject crisis as normal, nor will we accept despair. Despair in our injustice is also not an option.

Therefore, we must hope for a just future with a just plan. We must hope, plan, and work together towards a root remedy transition in order to survive and abundantly thrive. Not only as a city, but as humans living within systems of power that need our relentless charge to redress, heal, and balance ourselves, our city, and our earth. ***In front of you is a tactically-precise playbook with a mountaintop vision for just recovery and resiliency in our city.***

WE ARE HIGHLAND PARKERS

At the heart of our Highland Park Just Recovery & Resiliency Plan is our own irreducible dignity, power, and traditional knowledge, as well as our cultural wisdom, creativity, and capability. Within our 2.9-square-mile city of about 10,000 residents - our wealth of love, strength, and history is unerasable.

Together - and in honor of those who've come before us - we've been organizing and working ambitiously to create just systems of power for years and arguably decades before this pandemic started. Despite our size and history of systemic disinvestment, we're a strong and interconnected people-powered community working toward energy democracy and resilience. This Just Recovery & Resiliency Plan is a current extension of deep groundwork.

"You don't give people dignity, you affirm it."

Our City's People Power

My Brother's/Sister's Keeper, provides youth mentoring activities, life skills training, and service opportunities.

Reggie McKenzie Foundation, community anchor of youth sports and leadership camps and programs since 1974.

Youth Programs, Highland Park Jets (football & cheerleading), Silverback Academy (wrestling) and Junior Parkers (basketball).



Juan Shannon, CEO of Parker Village, at his village's urban farm. Photo credit: Nick Hagen, Energy News Network.

Avalon Village, robust eco-village uplifting youth and community and transforming blight into beauty.

Equitable Internet Initiative, community-owned internet network that includes teams of Highland Park digital stewards to expand internet access.

North End Woodward Community Coalition, social justice and community development organization to build power by focusing on equitable systems change.

Parker Village, a Smart Neighborhood aiming to create a sustainability resource hub, efficient housing, a solar-powered cafe, and an EV charging station.

Polar Bear Sustainable Energy, a consumer cooperative incubated by Soulardarity to provide weatherization and home repair and solar options.

Ryter Cooperative Industries, off-grid solar experts providing emergency solar generation and 3D printing services to Metro Detroit homes and businesses.

Soulardarity, organizing for people-powered clean energy democracy to include solar streetlighting and regenerative, affordable home and community power.

Wayne Metro Community Action Agency, offers 60 programs to support housing, families, and economy.

WHAT IS **JUST RECOVERY & RESILIENCY?**

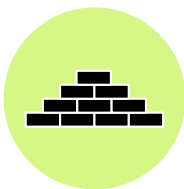
This Highland Park Just Recovery & Resiliency Plan is a call-to-action blueprint to guide our emergency management and long-term crisis planning to protect our residents and create lasting community resiliency. It weaves clear-eyed strategies and aspirational vision using a three-part framework - response, recovery, and resiliency.

**“Nothing
about us
without us.”**



RESPONSE

We define 'response' to describe our city's current social and structural resources that we can immediately activate. Our COVID-19 response spotlights our community's ability to organize quickly amidst uncertainty but exposes the glaring systemic breakdown and gaps in our city's critical services and infrastructure.



RECOVERY

We define 'recovery' to be: self-determined agency of our residents to retain power over recovery phase decisions, processes, and outcomes from within our community during and after emergencies, natural disasters and human made crises. This agency allows us to shift systems of *unjust* power towards just power as we transition to long-term resiliency.



RESILIENCY

We define 'resiliency' as: our individual and collective ability as a community to anticipate, accommodate, and positively adapt to or thrive amidst changing climate conditions or hazard events and enhance quality of life, reliable systems, economic vitality, and conservation of resources for present and future generations. This working definition is gratefully borrowed from the City of Baltimore Office of Sustainability.

CURRENT CRISES

To paraphrase the Movement Generation, future transitions and crises are inevitable, but justice is not. **The just future we must rebuild cannot replicate our past and current systems of disparity.** Instead, we must design justice. Which means - fund, operationalize, and plan our just transition from crisis to remedy. 'Crisis as normal' is two things: (1) an acceptance of living in or returning to a state of multisystem status quo crisis, and (2) normalizing the state of living in or suffering in crisis. **We refuse to accept a return to 'crisis as normal'.**

➤➤➤ Our long-standing systemic crises in Highland Park include:

Environmental Injustice

We are in the 92nd percentile for Environmental Injustice in the state of Michigan, meaning that we have among the highest levels of health vulnerability, including social and environmental determinants such as air toxicity, pollution, and poverty. (UM-SEAS, EJ Screening Tool, 2019)

Low-Income & Racial Segregation

Highland Park is extremely low-income with 46.5% of the population living at or below the poverty line with a median household income of \$18,474. Our residents are 91.7% Black or African-American, compared to Detroit at 78.3% (U.S. Census Bureau, 2019)

Aging Population

We are an extremely senior community with seniors more likely to live alone and with high vulnerability to disease and stressors. (U.S. Census Bureau, 2019)

Lead Contamination

In a 2016 report, Highland Park had the highest percentage of children ages six and under with elevated blood lead levels (14.0%) in Michigan. (MI Dept. of HHS, 2016). The age of our housing stock and presence of lead water pipes and lead paint creates serious health vulnerability for our residents of all ages, but especially to children.

Lack of Educational Access & Opportunities for Children

We currently do not operate a public library or high school and are unable municipally to offer consistent, affordable, or accessible recreation, educational support, or cultural arts programs to our children and teens. The utility removal and repossession of over 1000 residential streetlights in 2011 have left our streets unlit - reducing safety for our kids to play and live.

Rent Economy and Depressed Home Prices

63% of the population are renters, which means lowered opportunities for homeownership as a source of intergenerational wealth creation and threatens higher eviction rates. The median value of owner-occupied housing units is \$45,700. (U.S. Census Bureau, 2019)

Disinvested, Aging Homes

A significant portion of housing stock is made up of aged and disinvested homes, and may contribute to residents' high utility bills, pricy maintenance costs, and poor indoor environmental quality. (Plan 2030, Highland Park Master Plan)

CURRENT CRISES CONTINUED >

Lack of Digital Access & Information

Only 46% of Highland Park households have a broadband internet subscription and nearly 40% do not own a computer. (U.S. Census Bureau, 2019)

Housing & Utility Burden

Highland Park scored in the 94th percentile for Housing Burden according to the UM-SEAS Environmental Justice Screening Tool, meaning residents are severely burdened by housing costs (paying greater than 50% of their income to housing costs).

Food Insecurity

A large portion of Highland Park is considered to have low access to food. (USDA, Food Access Research Atlas, 2021)

Social Vulnerability

Social vulnerability refers to the resilience of communities when confronted by external stresses on human health, stresses such as natural or human-caused disasters, or disease outbreaks. Reducing social vulnerability can decrease both human suffering and economic loss. CDC's Social Vulnerability Index uses 15 U.S. census variables at tract level to help local officials identify communities that may need support in preparing for hazards; or recovering from disaster. The Geospatial Research, Analysis, and Services Program (GRASP) indicates Highland Park residents are considered socially vulnerable. (Highland Park Master Plan)

Climate Injustice & Health Disparities

According to a 2020 article published by Columbia University, disinvested and underserved communities like Highland Park "have higher rates of health conditions such as heart disease, diabetes, asthma, and chronic obstructive pulmonary disease (COPD). Heat stress can exacerbate heart disease and diabetes, and warming temperatures result in more pollen and smog, which can worsen asthma and COPD. Heat waves also affect birth outcomes...[and] disadvantaged communities often lack access to good medical care and health insurance. (Cho, 2020).



OUR GOALS

»»» The goals of our Just Recovery & Resiliency Plan are to:

prepare for and operationalize adaptive, community-centered solutions to protect and care for ourselves, our economy, our assets, and our environment during community emergencies, natural disasters, and human-made crises

create 6 just outcomes using a citywide resiliency hub model for all Highland Parkers

build an equitable, resilient, and regenerative future for our residents, our larger Detroit community, and our planet, into perpetuity



**this means working
urgently toward
6 just outcomes:**



6 JUST & RESILIENT OUTCOMES

*As a community of dignity, we've created this document to **move ourselves away from our current unjust crises toward six just & resilient outcomes** that every human being desires for themselves, family, and community. These are just outcomes that we hope for - not just for Highland Parkers - but for everyone. Each just outcome is related to an impact area:*

	IMPACT AREA	JUST & RESILIENT OUTCOME
1	HOUSING, INFRASTRUCTURE, & UTILITIES SECURITY	Residents live in healthy, safe, and affordable housing with utilities security, and with city buildings, roads, and systems that are climate resilient and safe.
2	MEDICAL SERVICES	Residents are healthy and have consistent access to affordable, comprehensive medical services.
3	FOOD + WATER SECURITY	Residents have abundant access to healthy, affordable food and clean water.
4	JOBS, ECONOMY, EDUCATION & INVESTMENT	Highland Park is a robust national model of community resiliency and a community-centered economy that invests in our people through jobs, training, education, and powered with energy democracy.
5	TRANSPORTATION & MOBILITY	Residents have reliable and affordable access to multi-modal transportation and mobility.
6	COMMUNICATION & CONNECTIVITY	Residents are civically engaged and informed with access to free, real-time information that is transparent, responsive, community-centered, and widely distributed through digital and people-based networks.

OUR VISION: 6 X 6 X ALL

Our sweeping 6 x 6 x All Vision is a city-wide Resiliency Hub Program that aspires to cover every block of our city, every major system affecting our well-being, and every resident who lives here. We envision 6 Resiliency Hubs located in neighborhoods throughout Highland Park, working in powerful, ongoing coordination with each other and members of the community, as well as with city, state, and federal entities to cover 6 Impact Areas to protect and power All Highland Park residents.



6 Resiliency Hubs



- Hub #1 (NW): TBD
- Hub #2 (NE): TBD
- Hub #3 (Central): TBD
- Hub #4 (Lower E): Parker Village
- Hub #5 (Lower W) Avalon Village
- Hub #6 (S): TBD



6 Impact Areas



- Housing, Assets, & Utility Security
- Medical Services
- Food & Clean Water Security
- Jobs, Economy, Education & Investment
- Transportation & Mobility
- Communications & Connectivity



All Residents



- All residents** are informed, prepared with resiliency training, protected during an emergency, and powered to get what they need and give what they can.
- All organizations**, civic agencies, faith-based groups, and stakeholders are informed, prepared and ready to mobilize into coordinated action, and participate in resiliency planning and training.

OUR VISION: 6 X 6 X ALL CONTINUED >



***note:** hub locations will be determined with community input. These locations are offered as examples and have not been formally designated as resiliency hubs. This map is a representation of a community asset & resiliency map under early development.

MATRIX OF RESILIENCY

Resiliency Hubs will be a backbone organizing structure to help deliver all 6 just outcomes and may be coordinated by the Highland Park Community Crisis Coalition (HPC3). Equity must be built and designed into the core of our hub program. Each hub will have a lead coordinator and operate out of a physical building to provide coordinated critical services during emergencies, especially for residents living in close proximity to the hub. How will these hubs achieve resiliency? In a multiplicity of ways:



Resilient Structure & Energy

- Weatherized, highly energy efficient buildings with material integrity.
- Climate-resilient to power outages, storms, freezes, heatwaves, and flooding.
- Powered with solar installations and battery storage to continue critical service operations (heating and cooling, refrigeration, lighting, electrification for wheelchairs, and durable medical services and equipment) without interruption.
- Hubs are stock-ready with solar charging stations, refrigerators, freezers, heaters, fans, snow blowers, tablets and computers necessary to carry out sustained operations for the duration of an emergency.
- Hubs are centers of best-in-class resilient engineering data, clean technology stacks as well as regenerative physical assets that effectively operationalize processes and protections. For example: hydropanels, infrastructure asset management technology, digital applications/platforms to efficiently manage operations, volunteers, projects, communications, mobility and transportation needs, medical services, and utility monitoring.



Resilient Program Staffing & Operations

- Hubs are powered by hub lead coordinators and additional full-time and part-time staff who are recognized as powerful members of a citywide critical human infrastructure, and as such - receive just compensation and abundant resources to support their ongoing resiliency work.
- Hub coordinators and staff work to harmonize and bolster existing city, county, state, and federal emergency plans and processes, and receive regular training and mentorship.



Resilient Communication

- Multidimensional communication strategy is deployed so there is clear, accessible, accurate, and adaptive communication between all hub coordinators, organization leaders, residents, volunteers, and stakeholders.
- Digital communication and nondigital communication networks between people and infrastructure remain resilient. This includes wifi mesh network access, phone charging stations, and printers that are steady, reliable, and uninterrupted.

MATRIX OF RESILIENCY CONTINUED >



Resilient Partnerships

- Partnerships are based on mutual care and recognize both collective and individual strengths, capacities, priorities, and limitations.
- Partnerships between resiliency hub coordinators, residents, and Highland Park leadership are the root of decision-making, centered on the just power and resiliency of residents and community.
- Partnerships are monitored and feasible with clear roles, responsibilities, communication channels, and adaptive responses.
- Partnerships are led by the community, and where community leaders are recognized as local experts.
- Partnerships include Highland Park community organizations, government agencies at the city, county, state, and federal levels, community-conscious clean technology groups, and other adjacent organizations in Detroit or beyond capable of contributing to solutions.



Resilient Community Support

- Support orgs both within and outside of Highland Park are welcome to contribute one-time or ongoing resources, technology, funding, coordination support, volunteers, and knowledge so long as their contribution and partnership is rooted in recognizing the dignity and self-determination of Highland Parkers
- The goals of any partnership support are rooted in community benefit, just systems of power, and long-term resiliency.



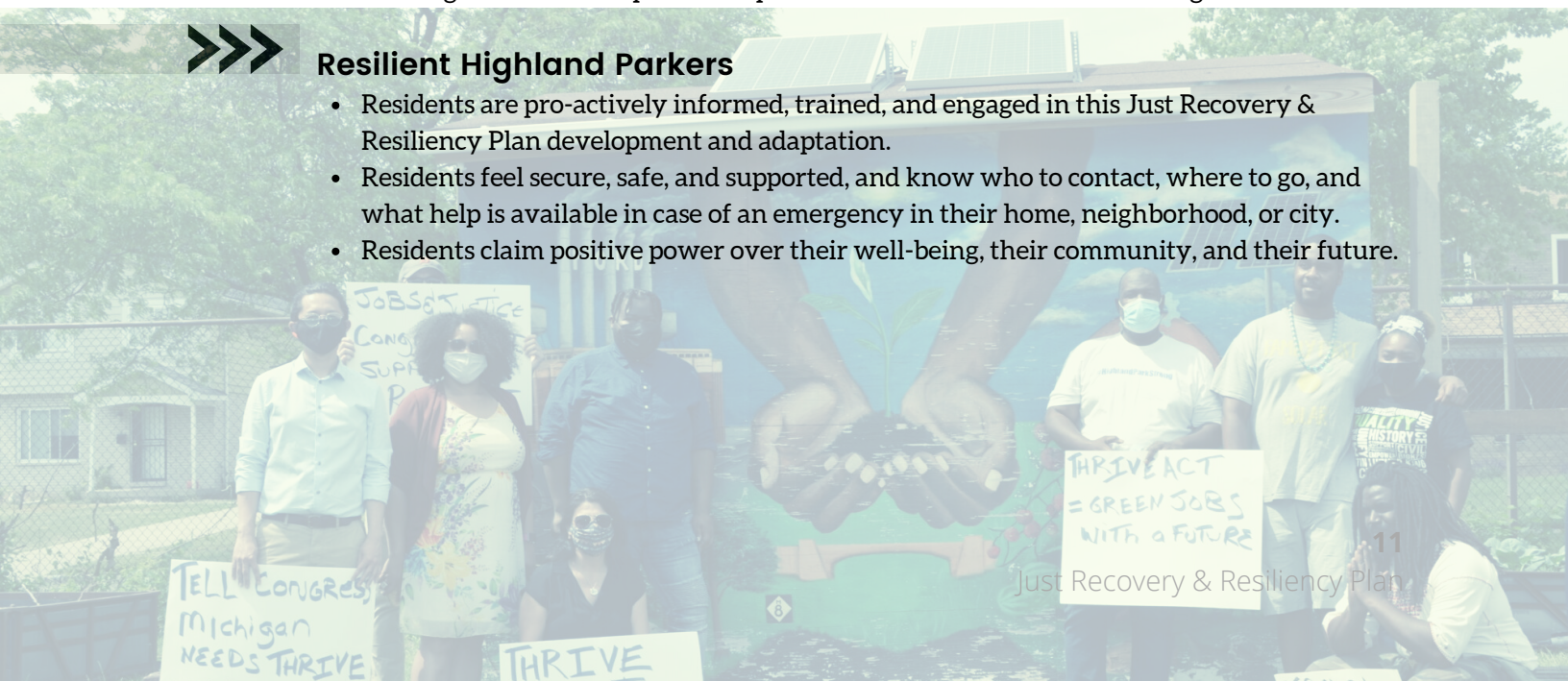
Resilient Volunteer Teams

- Each hub actively coordinates with support organizations to build ready-to-activate teams of volunteers to respond to various emergencies.
- Volunteers feel valued and heard, and are part of a regular looping communication and training structure that provides updated information and skills training.



Resilient Highland Parkers

- Residents are pro-actively informed, trained, and engaged in this Just Recovery & Resiliency Plan development and adaptation.
- Residents feel secure, safe, and supported, and know who to contact, where to go, and what help is available in case of an emergency in their home, neighborhood, or city.
- Residents claim positive power over their well-being, their community, and their future.



6 OUTCOMES:

How to Read this Section

In the following six pages, we outline each of our 6 Just Outcomes. This page helps you to understand our layout. In this paragraph, we define our just outcome.

Potential Support Organizations & Related Projects: These are individuals, organizations, associations, agencies, and projects the Just Recovery Task Force has identified as possible contributors to this just outcome, guided in part by their support role or emergence during the COVID-19 pandemic. We make clear that there is much engagement work needed to incorporate ongoing community input to ensure these lists are complete and accurate.



RECOMMENDED ACTIONS

- **Here we list our recommended actions** to achieve this just outcome. We hope and expect this list will change and adapt as we activate community participation, conduct community listening sessions, and invite others from the city, county, state, and federal levels to engage with us in building this Just Recovery & Resiliency Plan.

OUTCOME 1:

Housing, Infrastructure & Utilities Security

Residents live in healthy, safe, and affordable housing with utilities security in a city where buildings, roads, and infrastructure systems are climate resilient and safe.

Potential Support Organizations & Related Projects:

- Wayne Metro Community Action Agency
- Soulardarity
- Water Leak Pilot

RECOMMENDED ACTIONS

- Complete comprehensive infrastructure audit to include drinking water, stormwater, sewerage, energy, transportation, and municipal assets
- Create an operational blueprint for infrastructure funding, technical assistance, construction, and improvements
- Leverage county, state, and federal infrastructure and energy resources and funding while retaining community self-determination and decision-making
- Integrate climate adaptation strategies into design and maintenance of infrastructure
- Improve new and existing buildings to adapt to changes in climate and weather events
- Locally controlled and/or generated energy, water, and internet infrastructure
- Advocacy for continued assistance, debt relief, and moratoriums
- Strong utility affordability standards and renter protections
- Deliver safe, energy efficient homes through weatherization, home repairs, and retrofit upgrades that train and hire local residents
- Ensure resiliency of housing stock, providing safe and affordable housing that conserves energy and adapts to changing climate
- Crisis mode city contracting and procurement mechanisms that can get funding into the hands of Community Based Organizations and resident led groups in the immediate aftermath of a crisis quickly
- Infrastructure for energy and internet is modernized and meets or exceeds national averages for reliability

OUTCOME 2: **Medical Services**

Residents are healthy and have consistent access to affordable, comprehensive medical services.

Potential Support Organizations & Related Projects:

- Say Clinic
- HPC3 Mental Health & Wellness Provision
- Ruth Ellis Center
- Oak Street Medical
- Red Cross Emergency Training & Response Services

RECOMMENDED ACTIONS

- Effective communication and distribution of critical information to residents from local government providers regarding medical services and availability.
- Resident education about how to access and use affordable medical insurance and copayments through government sponsored or private insurance plans.
- Enroll children in Medicaid or private insurance to access medical services.
- Governmental and/or privately sponsored programs for those individuals and families without insurance to be utilized as a safety net.
- Organized medical training and emergency response strategy to incorporate neighborhood, local, state, and federal resources and processes and pop-up medical aid stations and equipment at hubs.
- Organized contact information for key employees including names and phone numbers for on-site medical staff, local emergency services, hospitals, clinics, project managers, air evacuation support, and telemedicine services.
- Organize volunteer telemedicine network as proposed in the NYCHA COVID Collective Response Strategy.

OUTCOME 3:

Food & Clean Water Security

Residents have abundant access to healthy, affordable food and clean water.

Potential Support Organizations & Related Projects:

- High Park Community Crisis Coalition
- Faith-based organizations
- Ernest T. Ford Recreation Center
- Forgotten Harvest
- Kroger, Meijer, BJs
- Detroit Food Policy Council
- Barber Preparatory Academy
- Department of Agriculture

RECOMMENDED ACTIONS

- Create city-wide strategy for food and clean water collection and distribution at each hub.
- Infrastructure overhaul of water system to replace lead pipes with copper and remove lead paint from aged homes and buildings.
- Leverage technology such as hydropanels installed on resiliency hub buildings to create clean water for residents, especially during emergencies.
- Create a gardening, healthy meal prep and food sustainability education program for kids and residents.
- Connect with other local gardens for support, funding, and collaboration.
- Collaborate with restaurants and grocery stores to address food security and to reduce food deserts in Highland Park.
- Ongoing assistance for families using SNAP benefits and other food and water access services.

OUTCOME 4:

Jobs, Economy, Education & Investment

Residents have abundant access to quality jobs, training, and education, with Highland Park serving as a robust national model of community-centered, regenerative economy based on clean energy investment and energy democracy.

Potential Support Organizations & Related Projects:

- Michigan Works
- Michigan Economic Development Corp.
- Wayne County Brownfield Authority
- Avalon Village
- Soulardarity
- Barber Preparatory Academy

RECOMMENDED ACTIONS

- Protect economic prosperity and assets in the face of emergency or long term changes in climate.
- Create opportunities for future industry skills, apprenticeship and job training, such as solar installation and development, EV station maintenance, and wifi mesh network technology.
- Foster entrepreneurship, internship, and leadership training and networking opportunities. Attract seed investment to help Highland Parkers open and grow business of all kinds - from main street retail and service businesses to scalable startups.
- Expansion of training, recruitment and hiring of residents of all ages to perform crisis related jobs.
- Quality schools and innovative, 21st century educational opportunities must be funded for our children.
- Increased funding and support for organizations already providing youth programming, such as STEM, cultural arts, recreation, and leadership development opportunities.
- Create mechanisms that allow public funds to be repurposed during a crisis to improve CBOs' abilities to respond because public funds for emergency response are hard to repurpose since limitations are prescribed by FEMA.
- Develop strategies for community-centered economy and investment opportunities that foster community-owned wealth and prosperity in partnership with CDFIs, institutions, organizations, and businesses that are true community stewards and offer additive - not extractive - clean, regenerative, and resilient solutions.

OUTCOME 5:

Transportation & Mobility

Residents have reliable and affordable access to multi-modal transportation and mobility

Potential Support Organizations & Related Projects:

- Avalon Village's HP 2.9 Walking Club
- Joe Louis Greenway
- Low-fare EV shuttle service
- Joe Louis Greenway
- Bike lanes at Hamilton
- EV Charging Station at Parker Village

RECOMMENDED ACTIONS

- Repair street hazards and install 1000 streetlights (preferably solar, wi-fi mesh streetlights) to make all forms of transportation - car, bus, bike, scooter, or walking - safe and secure for our residents, especially our children, as well as workers and travelers.
- Develop a coordinated transportation effort with entities like Detroit Area Agency on Aging, DDOT, SMART, and cab companies to offer services, especially during emergencies.
- Invest in and expand walking and cycling infrastructure and make roads safer for residents traveling on bike, scooter, or foot.
- Offer electric scooter stations as another zero emission mobility option.
- Invest in a low-fare electric public shuttles that offer pickup/drop off along commonly traveled routes to offer mobility to residents without vehicles and accelerates our grid resilience path.
- Increase ride-sharing options and explore transportation or delivery options for residents with mobility limitations to affordably access medical care, trips to the grocery store, or to community activities.

OUTCOME 6:

Communications & Connectivity

Residents are civically engaged and informed with access to real-time information that is transparent, responsive, community-centered, and widely distributed through digital and people-based networks.

Potential Support Organizations & Related Projects:

- Equal Internet Initiative
- Soulardarity wi-fi solar streetlighting)
- Comcast Lift Zone
- Parker Village newsletter
- Social media, namely Facebook

RECOMMENDED ACTIONS

- Create a robust communication system to connect people to information & services quickly and easily
- Establish clear protocols within city government that set into a motion a coordinated strategy between city, county, state, and federal officials at the outset of a crisis.
- Build and invest in neighbor-to-neighbor communication chains that can mobilize and adapt during emergencies.
- Utilize all digital and nondigital channels: flyers, email, text alerts, consistent community newsletter, senior home bulletin boards, Block club notification, and mailers.
- Establish an emergency call center and citizen SMS notification and reporting system by subscription.
- Reactivate community cable news station led by resiliency communications specialist.
- Increase reliability of social media postings and actively promote through mail campaigns to the community.
- Establish free citywide wi-fi connected through our solar streetlights.
- Increase access to internet access, electronic devices and digital literacy support for HP residents with language, visual, and other barriers with a priority given to kids and seniors living alone.
- Create an online crisis map, community cloud data system, and non-intrusive camera system.
- Build on citywide COVID response infrastructure to establish clearer citywide communication channels with clear roles for City Hall, community organizations, and resident-led networks that can be deployed in any crisis scenario.

POLICY

*The Just Recovery & Resiliency Task Force **strongly recommends the urgent adoption of these benchmarks and principles** to accelerate the policymaking and program development of Highland Park's administration and city council.*

We ask that members of city council and the mayor's administration:

- express meaningful commitment by affirming this plan with all due urgency by producing and passing a clear resolution that details specific actions and deliverables.
- deliver the courageous policies, programs, and partnerships necessary to spring this plan to sustainable life.

COURAGEOUS

*POLICY in solidarity with community
is JUSTICE in action*



PARTNER WITH US



We are actively seeking partners committed to inclusion and equity who can contribute:

- **Partnership/mentorship support** in developing a citywide resiliency hub program.
- **Youth programming** around science, technology, engineering, arts, and math, as well as with music, sports, theater, and community activism/organizing.
- **21st century jobs and training**, industry investment, and education.
- **Entrepreneurship training** and seed capital investment to grow small businesses.
- **Emergency medical training** and citizen resiliency training.
- **Technical assistance** with information and organizational management, and communications.
- **CDFIs and financing options** for projects of all size and scale.
- **Clean energy and distributed grid technology** at community-scale, and clean energy job training and investment.
- **Home and building weatherization** and efficient retrofitting.
- **Wifi mesh network** technology support, installation, and maintenance for no- and low- cost citywide internet.
- **Urban garden and sustainable farming** education and support.
- **Organizational management** and communication strategies.
- **Volunteers to serve** and offer ongoing services and solidarity support.
- **Major private and public** contributions and donations.
- **Justice40 Initiative funding** as well as other federal, state, and local funding opportunities.



NEXT STEPS: EYES ON THE PRIZE

As a response to deep lessons we've learned as a community through this pandemic, we as Highland Parkers must now be compelled to advance community resilience, prepare ourselves for future crises, and ultimately - shift historic energy and human power systems towards lasting justice.

We share this document to ignite these actions. We have been organizing and advocating for the solutions identified here long before this crisis and we will not stop now. Despair is not an option. Only just remedies will cure our unjust crises, and that is what we offer here.

As we hold together, we must work to secure a beautiful, abundant and equitable future for ourselves and our children. The members and leaders of the Just Recovery Task Force, including the Highland Park Crisis Coalition and members of the city council and mayor's office stand ready. **We call on our residents, our youth, our city, state and national leaders, and our allies in solidarity to join us in co-creating a just, equitable, and resilient future in Highland Park.**



MEET US: JRTRF MEMBERS

The 5-member COVID-19 Just Recovery Task Force is the organizing team behind this document. Mobilized by residents and the Highland Park Community Crisis Coalition, this JRTRF is a direct response to the COVID-19 pandemic and the evident need for a robust citywide crisis plan for just recovery. It was formed upon resolution passed by the Highland Park City Council in summer of 2020.



Kendrick Bates currently serves as a councilman for the City of Highland Park. He was born in Detroit, Michigan, and has resided in Highland Park for 20 years. He is a University of Michigan Ann Arbor graduate and holds a Bachelor of Liberal Arts degree. As an Assessment Specialist for Assured Family Services, Mr. Bates assists youth and families with mental health recommendations and Juvenile Justice concerns involving Wayne County children. His passion for advocating for individuals and families led Mr. Bates to run for Highland Park city council in 2018, where he is currently seated. He was reelected in November of 2019 to serve as City Councilman of District 2 in Highland Park for a term of 3 years.



Carlton D. Clyburn Jr. is a project manager and Founder & CEO of CLY Services, a Metro-Detroit based company that provides strategic marketing and business services. He is currently the City Council President, Mayor Pro-Tem for the City of Highland Park and serves on the Board of Directors for the Highland Park Business Association (HPBA), George Washington Carver Academy, The Avalon Village, and served seven years as a board member of Wayne Metropolitan Community Action Agency (WMCAA). Carlton, who was raised in Highland Park, is a life-long learner who holds Master's Degrees in Project Management and in Business Administration, as well as a Bachelor's Degree in Engineering from Michigan Technological University, where he did his undergrad as a student athlete.



Shamayim 'Mama Shu' Harris is a mother, community activist, and the founder and CEO of a self-sustaining eco-village called Avalon Village in Highland Park. She was recently appointed by Gov. Whitmer to serve on the Community Action and Economic Opportunity Commission through 2024. Avalon Village is inspired by her 2-year-old son, Jakobi RA, who was killed by a hit and run driver in 2007 and the recent murder of her 23-year-old son, Chinyelu. Shu has chosen to heal and honor the memory of her sons by transforming blight to beauty and uplifting her community. Avalon Village encompasses about 40 properties along Avalon Street and is actively being built with green infrastructure. It is home to the city's first residential solar streetlight and several additional solar streetlights. Key features also include Jakobi RA Park, the Goddess Marketplace, an after-school Homework House, a soon-to-come basketball court, and many other ambitious future plans.



Jackson Koepfel is the Secretary for the Just Recovery Task Force and served as the first Executive Director of Soulardarity. In his 9 years as ED, he worked at all levels to advance that vision, including organizing for policy change in Highland Park, intervention at the Michigan Public Service Commission, and engagement with federal policy advocates. He has co-authored reports on community solar and public ownership of utilities, led fundraising and project management for the installation of 17 solar-powered streetlights, and developed Soulardarity into a staffed, resourced, high-impact membership organization. In addition to his energy work, Jackson serves on the board of Detroit Community Wealth Fund and is a member of Resource Generation. He lives in Highland Park.



Juan Shannon was born and raised in Highland Park and is a proud member of the Just Recovery Task Force, Highland Park Business Association, and the founder & CEO of Parker Village, LLC., a smart neighborhood development which includes plans for smart single & multi-family residences, a community resource center, Urban and Aquaponics Farm and a healthy choice food cafe. He is also the founder & CEO of Modern Tribe Communications, Inc., a global media company.

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Our framework of *response*, *recovery*, and *resiliency* is an adaptation of the deep, foundational work offered by the Climate Justice Alliance, www.climatejusticealliance.org.

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The framework of resiliency hubs and the plan offered here is inspired by the community organizing work of residents, nonprofits and community-based organizations highlighted by the City of Baltimore Office of Sustainability, through their Resiliency Hub Program, <https://www.baltimoresustainability.org/resiliency>.

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We are grateful for the knowledge and insights offered in *Planning for a Just Recovery*, NYCHA COVID Collective Response Strategy, 2021.

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With Much Love & Solidarity, from Highland Park



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