

GREENSBORO BRANCH NAACP GREENSBORO CITY COUNCIL REPORT CARD



Greensboro, North Carolina Report 2022

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Political Action Committee of the NAACP Greensboro Branch compiled this report for the benefit of the Greensboro Community.

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REMARKS FROM THE PRESIDENT

Thank you for using your most valuable commodity, your time, to review the Greensboro Branch NAACP Greensboro City Council Report Card. Your vote to put elected officials in office should never be taken for granted. It is our prayer that this report card will serve as a measure of transparency and accountability for all who serve at your pleasure.

The members of the Political Action Committee of the Greensboro Branch NAACP have worked faithfully, relentlessly, and diligently to ensure this report card reflects those areas of concern you find most important to your daily living. While the grades in this report are intended to provide a measure of transparency and accountability, your vote should reflect your confidence in believing that your voice always matters and not just at election time.

What is most important is that these grades become actionable items for the improvement of our respective communities. We want and need results that match our concerns, that lifts our communities, and that says we matter too.

This report card covers the period of 2017 to present. Certain areas of concern may have been interfaced with this past year's discussions or votes. Still, the question most apparent is a review of how policies, practices, ordinances, and/or resolutions have benefitted the community over the past years until now. We must ask ourselves is it a viable part of a strategic plan to include us or is it political a la carte suitable to election goals. This is a significant difference that must be discerned.

This report card may be used as one of many tools chosen to measure transparency and accountability. We thank you again for considering it. It is both the process, and the progress made that matters. We cannot evaluate that which we cannot see, and we cannot celebrate that which we cannot measure.

Thank you,

**Rev. C. Bradley Hunt II, President
Greensboro Branch NAACP**





Greensboro is the home of historical colleges and universities, the International Civil Rights Museum (Woolworth Lunch Counter Sit-In Movement), civil rights & human rights anti-racist leaders committed to equitable outcomes for communities of color. Our city has seen continuous growth, economic development opportunities, performing arts theaters, soul food restaurants, a downtown ballpark with nearby attractions that draws crowds from neighboring towns and cities, among several others.

We have made many accomplishments from the times of slavery and Jim Crow segregation laws in our pursuit of equity and inclusion. Yet, the economic divide between those who have been racialized as white and those racialized as people of color has widened. There is continued racial injustice in our communities in economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, environment/climate, LGBTQIA Rights, and budgeting.

Greensboro is the tale of two cities that is apparent when driving from the east side of town that houses two historically black colleges and universities (Bennett College & North Carolina Agriculture & Technical State University) to the west that houses two historically white colleges and universities (University of North Carolina at Greensboro & Greensboro College). People are living in the same city of Greensboro with two vastly different daily realities and experiences based on race and this is an issue that has gone without adequate attention and viable remedies for far too long.

The rate of mortality and morbidity, economic and educational disparities, arrests, and incarceration also reveal a tale of two cities. The profound inequalities suffered in the city of Greensboro that is often referred to as a minority-majority city, is embedded in our history, infrastructure, and routine.

There is no greater time than now to address the racial inequities and exclusions that permeates throughout our communities and continue to impede growth that is hurtful to us all. Our growth depends on identifying and naming the problem while working for equity and inclusion of communities of color that will benefit everyone.

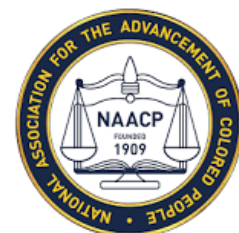




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City Council Members (2017-2022)

(from left to right)

Sharon Hightower - *District 1*, Tammi Thurm - *District 5*, Justin Outling - *District 3*, Marikay Abuzuaiter - *At Large*, Mayor Nancy Vaughan, Yvonne Johnson - *Mayor Pro Tem*, Goldie Wells - *District 2*, Michelle Kennedy (2021) - *At Large*, Nancy Hoffmann - *District 4*

“The City of Greensboro is governed by a Council-Manager form of government. The Council is the legislative body of City government and includes a Mayor and eight Council members who serve four-year terms.” Michelle Kennedy resigned her position August 2021 to accept another position with the City of Greensboro. Her evaluation will not be included in this report.

“The Mayor and three Council members are elected at-large and the remaining five Council members are elected from districts. Greensboro's elections, which are non-partisan, are held in odd years. The Mayor is the presiding officer of the Council; a Mayor Pro Tem is selected from its members. Through this arrangement, the Council sets and directs policy regarding the operations of city government. The City Manager is the Chief Executive Officer of the City and is responsible for the execution of Council policy and for the management of all City departments and services.” Any new member appointed to the city council in replacement of Michelle Kennedy will not be included in this report card.

<https://www.greensboro-nc.gov/government/city-council>



ACKNOWLEDGEMENT

The Greensboro Branch NAACP Political Action Committee expresses its appreciation to our President, Rev. C. Bradley Hunt II, for his leadership and vision in making this report possible. To build communities that address the needs of people of color, we must measure the outcomes of our elected officials and hold members accountable throughout their time in office, not just during election season.

There is an adage saying, “what does not get measured, does not get done!” This is our way of evaluating performances matched by the expressed concerns of communities of color that has an impact on every resident in the city of Greensboro and surrounding areas.

Special thanks to the members of this committee for their arduous work and countless hours researching, designing, compiling, organizing, meeting, and preparing the information and data presented in this report. This project began this past year and has been a continuous process to ensure we are providing the most accurate information made available to us.

We extend our sincerest thanks to our elected city officials, our Mayor and City Council Members, for completing the questionnaire sent to them by the Greensboro Branch NAACP Political Action Committee. We also appreciate our city officials for meeting individually with members of the committee to discuss their individual report card and clarify any key points before presentation to the public.

This report was a massive undertaking that would not have been possible without the dedication of volunteered time from the members of this committee. We want to see our community grow with safe neighborhoods, equitable opportunities, employment growth, job sustainability, living wages, affordable housing, cultural arts and entertainment expansion, and a clean, healthy environment where every resident can thrive.

We know it is our members of the Greensboro Branch NAACP collaborating with communities of color that will create a better life for ourselves, our families, and our nation.

Sincerely,

***Catherine D. Netter, Chair
Political Action Committee***



INTRODUCTION

The Greensboro Branch NAACP Political Action Committee is excited to present a Greensboro City Council Report Card where members were given an opportunity to share their performance on issues that matter the most in our community. We understand the importance of seeking initiative-taking measures in pursuing outcomes that will assist in securing a more equitable Greensboro for all its residents.

The mission of the NAACP is to ensure the social, political, educational, and economic equality of rights of all persons to eliminate race-based discrimination. In that respect, we provided a questionnaire for our city council members to complete in assisting members of our Political Action Committee to craft a Greensboro City Council Report Card. We want to create greater transparency and accountability to aid in accelerating further dialogue between our elected officials and our community.

The Greensboro City Council Report Card highlights eleven primary areas of concern that we believe are critical to People of Color (POC) living in Greensboro, North Carolina. We matched responses from our city officials with their voting record and expressed interest of concerns to pertinent issues of all Greensboro residents.

We understand that our elected officials must be held accountable to the campaign promises made when seeking residents' votes and during their time in office. We cannot wait to evaluate results only during an election season, but we must question, address, investigate, and express our concerns the entire time our officials hold office.

This city is known for not only the historical markers, but its residents who have fought for change before, during, and after the civil rights movement in the integration of hospitals, lunch counters, institutions of higher learning, residential housing, etc. Dr. Martin Luther King, Jr. spoke at Bennett College in 1958 when the NAACP invited him to address community organizing and non-violent movements. Mrs. Rosa Parks visited the Woolworth Lunch Counter. Rev. Jesse Jackson attended college at North Carolina Agriculture & Technical State University and went on the run for President of the United States of America. These are just a few examples of leaders on the world stage who have landed right here in the city of Greensboro seeking liberty, equity, and justice for all. It is in that vein that we must continue to fight. We must move the march forward. We must seek equity and justice, and we must do so by evaluating the performance of our city leaders charged with leading us on a path towards one city where all residents have a chance for a viable, healthy, sustainable life.



RESEARCH PROCESS

Our research process began with a public records information request from City Council Representatives and City Administrative Staff Members, in which we sought voting records and policy decisions on key topics across each of the eleven primary areas of concern: Economic Inclusion, Police Accountability, Housing, Poverty, Health & Wellness, Criminality, Reparations, Marijuana Decriminalization, Environment/Climate, LGBTQIA, and the Budget.

The Greensboro Branch NAACP collaborated with citizens in the community, community partners, and branch members to compile this report and analyze responses provided by our council members aligned with lengthy process, from December 2020 to March 2022.

Members of the Greensboro Branch NAACP Political Action Committee volunteered countless hours throughout this process, including compiling and analyzing research, gathering information received from Public Information Records Requests, reviewing newspaper clippings, and reports from media sources, the City of Greensboro website, and online material.

We created individual Greensboro City Council Report Cards and mailed a copy to each council member being evaluated. We held individual meetings with council members to discuss grades and allow for any additional information to be considered in score evaluations. Finally, the members of the Political Action Committee presented this report to the organization body.



“Research is creating new knowledge.” -Neil Armstrong



EVALUATION RUBRIC

The evaluation rubric reveals two key areas (voting record and performance) to determine each city official final grade in eleven key areas: Economic Inclusion, Police Accountability, Housing, Poverty, Health & Wellness, Criminality, Reparations, Marijuana Decriminalization, Environmental/Climate, LGBTQIA, Budget, and a Self-Assessment. City Officials were able to ask questions necessary to gain clarity in scoring measure. We created a numerical scoring range to equal grades ranging from A-F. A grade of I/NG for Incomplete or No Grade has also been included in the grading ranges to indicate any votes not cast due to absence or an intended decision. An average grade will be given for items approved on a consent agenda. The letter grades are valued as follows: A-Outstanding, B-Above Average, C-Average, D-Below Average, F-Unsatisfactory and the scoring ranges are noted below along with the voting key.

VOTE KEY

For Against * Absent/Did Not Vote Consent Agenda **P** Voted Present **Ab**-Abstained

GRADING SCALE

A = Outstanding (5)

B = Above Average (4)

C = Average (3)

D = Below Average (2)

F = Unsatisfactory (1)

I/NG (No Grade) = Incomplete (0)

Grade A-Outstanding

Introduced policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.

Grade B-Above Average

Advocated for policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.

Grade C-Average

Voted in favor of policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.

Grade D- Below Average

Argued Against policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.

Grade F-Unsatisfactory

Voted Against policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.

Grade I- Incomplete

Absent/Did Not Vote on policies, ordinances, and/or resolutions to enhance the quality of life for all citizens in Greensboro, NC that specifically addresses economic inclusion, police accountability, housing, poverty, health and wellness, criminality, reparations, marijuana decriminalization, economic/climate, LGBTQIA, and budgeting.



CITY OFFICIALS REPORT CARD AT A GLANCE

Codes:

EI- Economic Inclusion
PA-Police Accountability
H-Housing
P-Poverty
HW- Health & Wellness
LGBTQIA

C-Criminality
R-Reparations
MD-Marijuana Decriminalization
E/C-Environmental/Climate
B-Budget
SA-Self Assessment

	EI	PA	H	P	HW	C	R	MD	E/C	LGBTQIA	B	Self Assessment
Name												
Marikay Abuzaiter	C	D	C	C	C	C			C	C	C	Not Provided
Sharon Hightower	B	D	C	C	C	C			C	C	C	Not Provided
Nancy Hoffman	C	D	C	C	C	C			C	C	C	Outstanding
Yvonne Johnson	C	B	C	C	C	C			C	C	C	Above Average
Justin Outling	C	B	B	C	C	C			C	C	C	Above Average
Tammi Thurm	C	B	C	C	C	C			C	C	C	Above Average
Nancy Vaughn	B	D	C	C	B	C			C	B	C	Outstanding
Goldie Wells	C	D	C	C	C	C			C	C	C	Not Provided

The grades listed above represent the cumulative scores received in each category. You may go to each section to gain an in-depth review of how these scores were tabulated. Each official was given a chance to review and discuss his or her score with committee members before it was prepared to present to the public. Areas that are shaded with no grade listed indicates there was no evaluative measures to grade for concerns outside the scope of City Council or there has not been any evaluative action taken (ordinances, resolutions, etc.).



ECONOMIC INCLUSION

Every resident in Greensboro, NC should be given the opportunity for economic prosperity. Residents that have been historically excluded from equitable and sustainable wealth building opportunities must be included in projects, jobs, resources, and environmental wellness that will prove beneficial to all. Groups that have been historically left out are low-income residents and residents of color (black and brown individuals, families, and communities).

Scope of Evaluation:

Each city council member was asked to respond to the following question on economic inclusion: What is your legislative record regarding economic inclusion? The responses given, matched by community concerns, highlighted three key areas: racial economic divide, equity in Minority Women Business Enterprises (MWBE), and incentives and accountability.

- ***Racial Economic Divide:***

- *Research Summary:*

- City officials agreed to launch a campaign #InvestEast that seeks to build economic opportunities in East Greensboro. A hashtag #InvestEast was agreed upon to push for more development in the area. *“East Greensboro Now, the City of Greensboro and the Greensboro Chamber of Commerce have unveiled a new initiative to encourage businesses and services to open locations in East Greensboro.”*

- [New campaign to help grow East Greensboro underway \(wxii12.com\)](http://wxii12.com)

- *Current Conditions:*

- “At least four major projects mark a successful first year for East Greensboro NOW’s #InvestEast campaign, pointing to NC A&T’s Engineering Complex, the Publix distribution center planned off U.S. 70, and Printworks Lofts as examples of some of the growth the areas hope to attract. According to Barnhill, commercial building permits totaling more than \$102 million were filed between September 2018 and June 2019.”*

- [New campaign to help grow East Greensboro underway \(wxii12.com\)](http://wxii12.com)

- Evaluation:
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

Council Member	Vote	Grade
Marikay Abuzuaiter	Consent	B
Sharon Hightower	Consent	B
Nancy Hoffman	Consent	B
Yvonne Johnson	Consent	B
Justin Outling	Consent	B
Tammi Thurm	Consent	B
Nancy Vaughn	Consent	B
Goldie Wells	Consent	B

- **MWBE (Minority Women Business Enterprise Equity):**

- Research Summary:

“In 2017, Greensboro City Council hired a law firm to the tune of \$300,000 to prepare a “disparity study” to learn whether the city’s minority and women-owned businesses were getting a fair share of city business. The study revealed that from 2012 through 2016 (four years), out of \$296 million dollars in contracts minority-owned businesses received \$10 million of that money which equates to 3.38%, \$24 million went to white women-owned businesses equating to 8%, while \$262 million went to white male-owned businesses equivalent to 88.62%.”

[New campaign to help grow East Greensboro underway \(wxii12.com\)](http://wxii12.com)

- Current Conditions:

“Greensboro City Council approved recommendation for disparity study focused on minority contracting, but implementation remains a matter of contention.” There was a unanimous vote to approve the recommendations by a private consultant for improving minority and women participation in city contracting. Yet, some members continue their refusal to commit to a request for additional funds to ensure compliance.”

[Triad City Beat | Council accepts recommendations on minority contracting \(triad-city-beat.com\)](http://triad-city-beat.com)

“Councilmember Sharon Hightower talked about the need to greatly expand the bus service by spending a lot more money on it. She also, as expected, talked about the need to pass the new Minority and Women’s Business Enterprise (MWBE) program.”

[Council Retreat Breaks Out Into Policy Discussion - The Rhino Times of Greensboro](#)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>B</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

- **Incentives & Accountability:**

- **Research Summary:**

Greensboro City Council Members discussed staff recommendation to offer alternatives to mandating companies receiving economic incentives to hire 10% of their workforce from the economic impact zones. “Rather than requiring companies receiving economic incentives to hire a portion of their workforce from the economic impact zones, staff proposal rewards companies that hire employees from that area.”

[City Council Chooses Carrot Over Stick For Economic Incentives - The Rhino Times of Greensboro](#)

- **Current Conditions:**

“The decision by city council to choose “carrots over sticks” for economic incentives has come with many proposed considerations. “Rather than requiring companies receiving economic incentives to hire a portion of their workforce from the economic impact zones, staff’s proposal rewards companies that hire employees from that area. Impact zones are areas that have been identified as economically distressed and largely make up what is often referred to as East Greensboro. The revised Economic Incentive Program Guidelines that City Manager David Parrish said would be on the agenda for the Tuesday, March 16 City Council meeting will include a \$250 per job additional incentive for employees hired in the impact zones and \$250 per job additional incentive for employees hired through the City’s Office of Workforce Development. So, a company will have the opportunity of receiving

an additional \$500 incentive for hiring an employee through workforce development who lives in an impact zone. The total amount of additional incentives available is 10 percent of the original incentive. Companies with a corporate or divisional headquarters in Guilford County may also be eligible for an additional 10 percent economic incentive above what is listed in the guidelines. So, a company may receive a bonus just for being here.”

[City Council Chooses Carrot Over Stick For Economic Incentives - The Rhino Times of Greensboro](#)

The Greensboro City Council appears to have put this plan into action by its approval of “\$1.6 million in economic incentives for Lollytogs Ltd. The company plans to bring 116 new jobs to the area and invest \$57.3 million. The company manufactures children’s clothing.”

[City Council Chooses Carrot Over Stick For Economic Incentives - The Rhino Times of Greensboro](#)

- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>B</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>B</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**

“It is impossible to recall all meetings we had concerning the list in your question. At almost every City Council meeting and/or work session we have discussed one or more of the listed areas and I have supported them. There doesn’t always have to be an ordinance, commission, or study in order to move economic inclusion ahead. I have always supported inclusion and have supported economic development in East Greensboro in order to bring good jobs with good wages to the area. I supported InvestEast and economic incentives for businesses that move to East Greensboro. I have always supported our MWBE office in its effort to make our minority businesses are

treated fairly in city contracts and procurements. We are moving forward with the Disparity Study recommendations, and I believe we will accomplish those recommendations.”

- **Sharon Hightower:**

“My primary focus has been to raise the level of importance of the MWBE program as an economic factor for minority, especially Black business. The main purpose has been to raise the numbers in the most in the last study, 12 recommendations were made by Griffith & Strong, and all have been implemented with my leadership. State legislators have written a bill to enable a local ordinance to be written for a Small Business Enterprise, which was also a G&S recommendation. This came from our last meeting of our legislators at my request. As we are updating our incentive policy. I pushed for 3 additions. 1. Our incentive must comply with our MWBE policy. 2. \$15 minimum wage for any new jobs. 3. 10% of jobs created should come from impact Zones I and II which are primarily Districts 1 & 2 with high unemployment and poverty numbers. If a contract comes before City Council that does not have minority participation, I generally do not support unless it is a specialized service.”

- **Nancy Hoffman:**

“During my service on the Greensboro City Council I have fully supported two Disparity Studies and an East Greensboro ED study and their implementation. I have been strong supporter of City funding for Piedmont Business Capital which provides opportunity for small minority businesses and entrepreneurs.”

- **Yvonne Johnson:**

“I have supported economic inclusion consistently, also supported the Disparity Study, endorsed its recommendations, and supported the MWBE participation regularly.”

- **Justin Outling:**

“We cannot allow our economic recovery and future growth to be a tale of two cities with our community once more left behind. In the local Preference Policy (4/24/2018) I advocated that local companies have a chance to match low bids on City contracts under \$30,000 where the initial low bidder is from outside Guilford County. This measure is of significant benefit to local, small,

Black-owned businesses in our community. I also made sure there was an exception so that it could not adversely impact MWBEs. On July 2, 2020, I voted against an \$80,000 give away to the Bourbon Bowl project, which was approved over my objection in violation of the City's economic incentive policy. Such handouts have never been given to Black-owned businesses and I wanted to signal clearly that such disparate treatment was not acceptable. In 2017 I voted in favor of the city conducting and adopting the most recent disparity study. The study is essential to an effective MWBE policy in that it identifies disparities and causes and outlines remedies. I advocated, including in a closed session this past week (February 2021), linking MWBE compliance requirements with the issuance of incentives to businesses. While incentives that bring business to an area can create or save Black jobs, they need "claw back" provisions requiring repayment of incentives where MWBE compliance is not maintained. In April of 2020, I voted for \$460,000 in funding for Piedmont Business Capital. This organization has launched a community fund to extend zero-interest loans to local small businesses impacted by the pandemic. This helps not only local businesses run by people of color, but also their minority employees. Outside of Council work, I personally assisted one of the few MWBE restaurants downtown (Café 13) to raise money to help keep it in business during the pandemic. I helped organize a private GoFundMe fundraiser and separately contributed monies. Through my efforts, Café 13 was able to secure a loan with private investors and stay in business. Through my position as a board member of Carolina State Bank, I have had on-going discussions about ways the bank can support local MWBEs through the Community Reinvestment Act."

- **Tammi Thurm:**

"Prior to even winning the seat, I attended some of the Griffin and Strong meetings with city vendors to learn more about the MWBE programs and the problems vendors were having in dealing with the city. Since joining the City Council, I have continued to support the work of Griffin and Strong and their ongoing work with Greensboro striving to make sure city tax payor dollars are spent equitably and that we strengthen the MWBE office. I voted in favor of increasing spending with that office to ensure it is the strong program it needs to be. In addition, I have supported the innovative program we established for the on-call construction manager to make sure that we do as much as we can to create opportunities for minority contractors. I was a co-sponsor of the Local Preference Ordinance that we believe gives local small businesses, and

especially minority business, a second chance to complete City contracts that they may be lost out on otherwise. While some saw this as an action that was in opposition to the MWBE, I think now it is understood to be a second chance on some contract. We have all worked hard to bring high paying jobs to Greensboro, and particularly east Greensboro, through supporting economic incentive programs designed for that purpose. We have intentionally built-in extra incentives for areas most in need.”

- **Nancy Vaughn:**

“I believe there are usually two arguments on any issue: the business case and the moral case. Economic inclusion checks both of those boxes. A stronger more diverse and equitable work force is good for business but more importantly its good for our people. Building wealth and economic independence. I supported the \$15/hour minimum wage. And down payment assistance plan for first time homebuyers, as it was originally written, which is a forgivable loan (after 5 years). Homeownership is one of the quickest ways to build family wealth. In order to qualify people must take a financially literacy class to help them improve their credit score and work on budgeting challenges. Funding MWBE department and giving them the tools, they need for greater outreach and compliance. The program is seeing significant growth in some areas and greater focus has been identified in others. This program supported an economic incentive policy that attracts new businesses to areas that need employment opportunities and coordinating with Guilford Works to make sure our residents are prepared with the skills they need to secure those jobs.”

[Council Wants More Requirements In Economic Incentive Policy - The Rhino Times of Greensboro](#) (Hire local)

[Council accepts recommendations on minority contracting | The NC Triad's altweekly \(triad-city-beat.com\)](#) (MWBE)

- **Goldie Wells:**

“I support the Disparity Study done by Griffin and Strong. The Council and Staff are working on meeting the recommendations.”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>B</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>B</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

Every City Council Member should bring action and vote for the best methods of closing the racial wealth gap to ensure all communities and every resident of Guilford County has access to economic opportunities to build wealth and sustain their families. Members of the Greensboro community have expressed three primary solutions to move towards equitable treatment in allocation of opportunities and contracting offered by the city:

1. Racial Economic Divide: 40% of the funding from the American Recue Plan should be used to fund African American businesses and non-profits, especially in the East Greensboro area. Recommendations from the Griffith and Strong Study should be implemented immediately with monthly status reports made available for public viewing.
2. Minority & Women Business Enterprise (MWBE): Reorganize the MWBE program by hiring a compliance officer, increase staffing, consider outside state contractors if needed to secure minority owned businesses and require the MWBE Coordinator to report directly to the Mayor and City Council Members.
3. Incentives & Accountability: Implement the current incentives previously agreed upon and ensure all contractors receiving tax incentives and infrastructure improvements are complying.



POLICE ACCOUNTABILITY

Police accountability is fundamental to building public trust and increasing public safety. It is the expectation of all communities that police departments will create a culture where people of all demographics will be treated with dignity, respect, and equity. There must be a system of internal checks and balance to insure no one's civil or human rights are infringed and that officers are performing their duties with the highest levels of integrity.

Scope of Evaluation:

Each city council member was asked to respond to following question on police accountability: What is your legislative record regarding holding police officers accountable for misconduct? The responses given, matched by community concerns, highlighted three key areas: body-worn camera policies, written-consent for police searches to address racial profiling, and providing resources to reduce crime.

Body-Worn Cameras:

- ***Research Summary:***
“Greensboro Police Officers are required to record interactions using their body worn camera when responding to calls for service and conducting proactive policing activities (i.e., vehicle stops). NC law regulates who is allowed to watch video recordings made with police body worn cameras. Typically, if you are on the video from an officer's body worn camera, the law would allow you to watch the video.”
<https://www.greensboro-nc.gov/departments/police/i-want-to/view-body-worn-camera-video>
- ***Current Conditions:***
Currently, there is an appeal process in place for citizens who meet the criteria of being allowed to view the body camera footage if they are denied. A policy “Bias-Free Policing” has also been instituted to relieve tensions and increase accountability that is a critical concern for communities of color in police interactions. Yet, the decision regarding who can see and discuss footage on body worn cameras remains with the courts. The Greensboro City Council Members have taken past action to fight the courts over a gag order that

prevents them from “speaking publicly about police body-worn camera footage of an alleged racial profiling incident.”

[Greensboro City Council urges appeals court to lift gag-order in alleged racial profiling incident | Crime News | greensboro.com](#)

"These are some really good changes which will provide greater transparency and hopefully allow the city to identify and resolve potential issues even where persons are unwilling or hesitant to file formal complaints," said Justin Outling, who has been among several council members asking for the release of more police data.

[Greensboro to keep a closer eye on police interactions with the public and begin opening up its data to residents | Latest News | greensboro.com](#)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>B</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Written-Consent for Police Searches (Racial Profiling):

- **Research Summary:**

Tammi Thurm made a motion to require written consent for police officers to search citizens vehicles during traffic stops. Michelle Kennedy second the motion and agreed based on the recommendation of the Greensboro Criminal Justice Advisory Committee (GCJAC). “Councilmember Thurm and Kennedy also argued this would remove any ambiguity from the encounter and increase transparency.” Justin Outling and Mayor Pro Tem Yvonne Johnson also voted in favor of the motion. Marikay Abuzuaite opposed the measure stating she views this as “micro-managing” the Greensboro Police Department. Mayor Nancy Vaughan stated that she felt that requiring written consent would be “a step backward” from recording consent on body-worn cameras. Mayor Vaughan and Goldie Wells both stated that, “after written consent was

required in Durham, probable cause searches increased.” Sharon Hightower also voted against the measure and stated she feared “unintended consequences for Black people” if written consent were required believing it could give rise to police finding more excuses for probable cause.

[Greensboro City Council votes against written consent | News | yesweekly.com](https://www.yesweekly.com/news/greensboro-city-council-votes-against-written-consent)

- *Current Conditions:*

“The Greensboro Police Department (GPD) does not contest the fact that the data shows racial disparities with respect to traffic stops and searches. Data from Greensboro and across the nation shows that black motorists are more frequently pulled over and searched than white motorists.”

<https://www.greensboro-nc.gov/departments/police/crime-data/traffic-stops-searches>

“The vote was Mayor Nancy Vaughan and Councilmembers Marikay Abuzuaite, Nancy Hoffmann, Goldie Wells and Sharon Hightower against and Councilmembers Tammi Thurm, Justin Outling, Michelle Kennedy and Yvonne Johnson in favor of requiring the signed written consent forms.

<https://www.rhinotimes.com/news/city-council-votes-down-signed-written-consent-forms/>

- *Evaluation:*

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics. In this voting measure the communities of color wanted written consent that makes voting for it favorable and voting against it unfavorable.

<i>Council Member</i>	<i>Vote</i>		<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>Against</i>		<i>F</i>
<i>Sharon Hightower</i>	<i>Against</i>		<i>F</i>
<i>Nancy Hoffman</i>	<i>Against</i>		<i>F</i>
<i>Yvonne Johnson</i>	<i>For</i>		<i>B</i>
<i>Justin Outling</i>	<i>For</i>		<i>B</i>
<i>Tammi Thurm</i>	<i>For</i>		<i>A</i>
<i>Nancy Vaughn</i>	<i>Against</i>		<i>F</i>
<i>Goldie Wells</i>	<i>Against</i>		<i>F</i>

Cure Violence Program:

- *Research Summary:*

“The Cure Violence program approaches violence like a health problem and even uses tactics that health experts use to find causes of diseases to stop their

spread. "Sometimes we just see violence is something happening, but there's reasons behind it," Councilmember Sharon Hightower said. The program will be implemented in two areas of East Greensboro for one year that are part of her district: Smith Homes and parts of Martin Luther King Junior Drive where gun violence is prevalent. Cure violence gets into neighborhoods with this approach: find and interrupt conflict, find and treat the highest-risk people, and change social norms. Team members will be people from the community." <https://www.wfmynews2.com/article/news/local/cure-violence-greensboro-city-council-funding/83-3b7e8a88-aa51-4242-abf8-934d29807f97>

- **Current Condition:**

"City Council approved \$500,000 Tuesday to help reduce violence in certain parts of Greensboro. The money will fund the program called "Cure Violence" that treats violent crime like a health issue." The measure passed by an 8-0 vote with Mayor Pro-Tem Yvonne Johnson recusing herself from the vote because she is the executive of the One Step Further- a program that operates mediation and youth and family justice.

[Greensboro council OKs \\$500K for Cure Violence program | Local News | greensboro.com](https://www.wfmynews2.com/article/news/local/greensboro-council-oks-500k-for-cure-violence-program-local-news-greensboro-com)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Did Not Vote</i>	<i>NG</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**

"Once again, there is no way to list all of the meetings. Officers should be held accountable. I believe that Chief James is doing an extraordinary job of making sure his officers are held accountable and I have supported all of the corrective measures he has put in place since he became Chief. I support and voted for

our GCJAC and PCRB when they were put in place. I believe the main issue is educating the community on their rights and also giving them information on how to report issues and incidents if they believe they have been mistreated in any way.”

- **Sharon Hightower:**

“Police Officers and Chief are under the direct responsibility of the City Manager. At my insistence, we removed the usage of the Ripp Hobble device (often called hog tying) and that is listed as a directive in the police training manual. In this past year, since the George Floyd murder, I insisted that police have Racial Equity training of which the Chief is doing. The State legislature did allow the creation of GCJAC under which there is a formal PCRB (police community review board) to hear complaints against police conduct.”

- **Nancy Hoffman:**

“Before joining Council, I served on the Human Relations Commission, chaired it as well as the Citizens Review Committee which heard citizen complaints against the GPD, so I have been on record for many years in holding the Police Department accountable. On Council I have supported the discipline of officers for their behavior and performance and have been a proponent of body worn cameras. I supported the Cure Violence program and long before we took action last year recommended to the City Manager and Chief of Police that we utilize social workers in the department who could help deal with much of the societal despair that police officers encounter every day that do not need the crime enforcement aspect of policing.”

- **Yvonne Johnson:**

“I supported police accountability. I made the motions that training be included in the police academy for dealing with mentally challenged persons. Recently, I made the motion to include racism training. I would like to have psychological testing before hired.”

- **Justin Outling:**

“In March of 2016, I helped draft the first-in-the-state body worn camera video release policy. The policy enhances accountability by giving persons involved in interactions with the police a means of requesting access to the video and requires compelling reasons when release is denied. On September 26, 2016,

I led the Council in taking the unprecedented action of going to the state accreditation agency to suspend the professional certification of the officer who wrongfully battered a person during a call. Because the officer involved had resigned before he could be fired, suspension of his certification was necessary to (1) provide for accountability by ensuring that he can never be employed NAACP City Council Questionnaire 2021 Councilman Justin Outling2 as a Police officer anywhere in the state and (2) create a culture which categorically prohibits (and work to proactively prevent) such actions. In October 2016, I helped author the City’s policy prohibiting all forms of profiling, including religious and racial profiling. I led in the adoption of this policy, which covered areas not otherwise prohibited in North Carolina state and U.S. federal law and serves as a model to other municipalities. The policy can be found here:

<https://voteoutling.com/wp-content/uploads/2017/07/GPD-Directive-1.8-FINAL1.pdf> “

“In June 2020, in the aftermath of an incident on the Greenway where a 16-year-old was frisked based on vague identifying information, I worked on a model policy that expanded the questions asked by dispatchers during emergency calls to minimize the chances of police stops based only on skin color. Further, I helped lead the City’s effort to provide new sources of information, auditing, and reporting of police encounters in Greensboro. These new tools will help our citizens and city leadership to better evaluate the interactions of police officers with members of our community, driving increased accountability and confidence in law enforcement. More information about my work on the topic can be found in news reports here: [Greensboro to keep a closer eye on police interactions with the public and begin opening up its data to residents | Latest News | greensboro.com](#)

[Greensboro Officials Take A Closer Look At Police Interactions | 88.5 WFDD](#) “

“I am also working on additional policy/structural changes (which have been shared with the volunteer Police Community Review Board) and authored an op-ed about the incident, which can be found here:

[Justin Outling: Frisking of young runner should not have happened | Columnists | greensboro.com](#) “

- **Tammi Thurm:**

“I championed and worked hard to create the Written Consent ordinance that was proposed this past fall to ensure that all citizens were aware of their rights

during a search. Unfortunately, at the last moment, once council member changed her mind and decided to vote against the ordinance, so it didn't pass. I still believe that it is a good policy. I have continued to push for body worn

camera footage to be released as soon as possible to promote transparency as much as possible, as soon as possible, regardless of whether it makes the police "look good" or "look bad." I will continue to fight for that. I have also worked closely with some constituents that have questioned police response to ensure that citizens are treated fairly and responsibly. I was in full support of efforts to increase diversity on our police force and support the anti-racism training for the full force."

- **Nancy Vaughn:**

"Police should be held accountable for misconduct. I have continued to work for greater transparency with body worn camera footage. This year, on our Legislative Agenda, I added the request that would allow the Greensboro Criminal Justice Advisory Commission to view BWC videos in their audit capacity. I support the Greensboro Criminal Justice.

- **Goldie Wells:**

"I have been supported of the police chief. I realize the problem the city has with the extremely high crime, has been a challenge. I worked with the discussion group and voted for the implementation of the Cure Violence Program. The PCRB and GCJAC have been organized to address some of the community/citizen concerns. Another task force has been organized to address the crime issues.

Council Member's Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>D</i>
<i>Sharon Hightower</i>	<i>D</i>
<i>Nancy Hoffman</i>	<i>D</i>
<i>Yvonne Johnson</i>	<i>B</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>B</i>
<i>Nancy Vaughn</i>	<i>D</i>
<i>Goldie Wells</i>	<i>D</i>

Expectations:

Communities of color continue to feel terrorized by police practices instead of viewing them as peace keeping officers present to protect and serve. On a national level, we have called for policing policies and practices that end racial profiling, end qualified immunity for police officers, employ and promote police officers that mirror the communities served, and consequences for police misconduct. In the city of Greensboro, NC we have asked for several steps towards equitable justice:

1. Written consent policies that provide citizens a receipt on the scene as proof of consent to vehicle and body searches-failure by the officer to provide this proof along with uninterrupted body camera footage from the initiation to the clearing of the call will be inadmissible in court for any violations or illegal substance found.
2. Pressing the courts to authorize the viewing of body worn cameras and public observations, and respectful interactions initiated by police officers when approaching citizens on a scene or in the community.
3. Race has continued to plague American policing practices rooted in the history of slave patrols and “black codes” created after the civil war to maintain the system of slavery. Just as members of the community are expected to be held accountable for their actions, the same expectations exist for police officers patrolling and serving our communities. You cannot achieve one without the other.

“True peace is not merely the absence of tension; it is the presence of justice!” -MLK



HOUSING

It has been noted in media reports and observations by citizens of Greensboro, NC that the city has what has been described as “severe shortage of affordable housing and the situation is likely to get worse” resulting from the economic decline caused by the COVID-19 pandemic. The City Council discussed possible solutions at their August 18, 2020 meeting. A consulting group, Phillip Kash of HR&A Advisors, suggested the city set up a \$50 million dollar plan to solve the problem over the next 10 years. The goal of this plan would be to “renovate inadequate housing, help people to own their homes and assist developers in building affordable apartments for those who need them.” The report states, “many low-income families earning less than \$30, 000 a year are paying more than 30% of their monthly income for housing. Some families making less than that are paying more than 50% of their income just to have a roof over their heads.” This consulting group also predicts that “if current trends continue, the city could face a shortage of 11,000 affordable-housing units needed for low-income renters by 2030.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

Scope of Evaluation:

Each city council member was asked to respond to following question on housing: What is your legislative record regarding equitable housing for African Americans? The responses given, matched by community concerns, highlighted three key areas: affordable funding, affordable housing zoning requests, and sub-standard housing.

Affordable Housing Funding:

- ***Research Summary:***

“On October 20, 2020 the Greensboro City Council passed the new \$50 million plan to improve affordable housing at its meeting last week. The plan also targets certain neighborhoods for rehabilitation of private housing and public areas. The neighborhoods being targeted for special attention include Dudley Heights, Glenwood, Random Woods, King’s Forest and the Mill District. The idea expressed in the study is that if the city will invest enough money to start the process of renewing those neighborhoods, private dollars will be attracted to those areas to complete the renewal process.”

<https://www.rhinotimes.com/news/city-council-approved-50-million-for-affordable-housing/>

- Current Conditions:
“The plan will begin implementation in 2021 and includes buying and rehabilitating multi-family developments to use for affordable housing. The goal is to add 6,000 affordable housing units in Greensboro.”
- Evaluation:
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Affordable Housing Zoning Request:

- Research Summary:
“Affordable Housing Management has asked Greensboro City Council to rezone and annex most of the 17 acres where it hopes to build up to 220 affordable apartments.”
https://greensboro.com/news/local_news/saving-the-sedgefield-showgrounds-neighbors-say-affordable-housing-is-needed-but-so-is-their-historic/article_831590c4-9994-5a43-b871-87953ed0c0ba.html
- Current Condition:
“GREENSBORO — The Sedgefield Showgrounds property on Groometown Road will be redeveloped as affordable housing after the Greensboro City Council unanimously approved a rezoning and annexation for the property Tuesday. Residents said 220 new apartments at the property would overburden area schools and erase a piece of the county's history by building on the century-old showgrounds. But council members, meeting virtually through the Zoom software, saw a compromise they said would allow the city to have badly-needed affordable housing while preserving some of that history. City Council voted 8-0 to approve the project with Councilman Justin Outling abstaining” due to conflict of interest.

<https://www.rhinotimes.com/news/city-council-votes-down-signed-written-consent-forms/>

<https://www.rhinotimes.com/news/council-rezones-sedgefield-show-grounds-for-affordable-housing/>

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>B</i>
<i>Justin Outling</i>	<i>Abstained</i>	<i>NG</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>B</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>B</i>
<i>Goldie Wells</i>	<i>For</i>	<i>B</i>

Sub-Standard Housing:

- **Research Summary:**

“City Council has approved a new ordinance that makes it easier for housing inspectors to enter rental units it suspects are substandard or have multiple safety violations.”

[Greensboro council approves new ordinance that allows inspectors quicker access to housing suspected of violations | | journalnow.com](#)

- **Current Condition:**

“The revised law is a streamlined version of a September proposal that would have also given City Council the power to designate areas of the city as “blighted” based on crime and other factors. That would have allowed city inspectors to conduct regular inspections of housing in those areas and bring concentrated efforts to fight crime and other problems. But the new law, passed by an 8-0 vote at the council’s regular monthly meeting Tuesday, adds language that is closely modeled on a state housing code that allows housing inspectors to look at all the units in an apartment building if they find one

major safety violation in one unit. It also gives them the power to conduct periodic inspections of properties that have more than four verified housing code violations in a rolling 12-month period. Outling said that the Housing Coalition, TREBIC and Legal Aid of North Carolina have all endorsed the new ordinance and that the city must move with some urgency in the wake of the Summit Avenue tragedy and issues with those apartments. ‘We can’t wait until after there’s another tragedy to say, Man I wish we had passed that ordinance three months ago,’ Outling said. Outling apologized that there wasn’t time to consult more groups, but said ‘ultimately the Greensboro City Council has to act with a sense of speed.’”

[Greensboro council approves new ordinance that allows inspectors quicker access to housing suspected of violations | | journalnow.com](https://www.wncn.com/story/news/politics/government/2019/05/22/greensboro-council-approves-new-ordinance-that-allows-inspectors-quicker-access-to-housing-suspected-of-violations/1171117002/)

- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>B</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**

“Once again, we (I) have attended numerous meetings concerning equitable housing for all. We don’t have a secretary who can go back and delineate all of the meetings by category. I can say, however, that I have been in support of the Human Right Commission and its Fair Housing Department, Tenant/Landlord Dispute program. I have also attended dozens of the Neighborhood Development meetings, Minimum Housing Standards Commission and other endeavors that improve substandard housing.”

- **Sharon Hightower:**

“In 2016 we passed a Housing Bond for 25 million. While it was not enough. It has helped to provide gap funding for interested home builders to add affordable housing stock that houses individuals who make up to 80% of the average medium income. In 2018, a tornado destroyed homes in East Greensboro. There has been a rehab and rebuilding effort taking place utilizing some of the 2016 Bond money that was reserved for East Greensboro. I also requested financial aid from, our Senator and we received \$1 Million. Some of these monies have already rebuilt a Black family’s home from the ground up. We have begun to recruit minority housing developers to add single family homes in our redevelopment areas of Ole Asheboro, Eastside Park, Arlington Park, Willow Oaks which are all primarily Black areas. I also helped propose a housing repair ordinance to keep homes from being demolished in these spaces. The majority of those homes are in East Greensboro and District 1 and mostly Black communities.”

- **Nancy Hoffman:**

“I have always supported our city housing programs and the work of the Minimum Housing Commission. When I was on the Human Relations Commission, we developed a strong RUCO program for the City to ensure safe housing for our citizens. I publicly advocated to numerous groups and the press support for the Housing Bond passed in 2016. Safe, affordable housing is critical to the well-being of our city.”

- **Yvonne Johnson:**

“I have always supported safe and affordable housing, supported all the bonds for housing.”

- **Justin Outling:**

“I authored the commercial good repair ordinances of July 6, 2019. The ordinances gave the City authority to inspect buildings after a complaint from a tenant or neighbor based on the safety or repair status of a non-residential building. This helps both Black businesses and residential neighbors by reducing blight and motivating building owners to keep up maintenance. A direct link has long been acknowledged between sub-standard buildings and crime and lower property values. June 22, 2015. Helped author revisions to the City’s minimum housing standards code and led in their adoption. These revisions have resulted in fewer demolished homes, fewer neighborhoods

blighted by substandard housing, and the saving of taxpayer dollars. Supported City's \$25 million housing bond. I continue to advocate additional substance and enforcement capability in the City's non-discrimination ordinance, which includes prohibitions on housing discrimination."

- **Tammi Thurm:**

I have supported a number of initiatives to ensure that Greensboro has safe affordable housing regardless of district. By supporting affordable housing projects in District 5 such as the Sedgefield Stables project last year, and in other districts, I have voted to make sure that there are affordable housing options for citizens throughout the city. In most challenged residential areas. I initiated discussions with the City Manager that led to the creation of the receivership program to deal with blight in some of our neighborhoods. To date, I believe that every one of the properties has gone to MBE's or those in the process of qualifying as an MBE which will provide opportunities for home ownership and wealth building without being in danger of gentrification."

- **Nancy Vaughn:**

"Housing is one of my signature issues. I believe everyone should have access to safe, affordable housing. I do not expect anyone to live in an apartment or house that is substandard or that I would not live in. I have worked on housing at the local level and have pushed for greater enforcement capabilities from the state legislature. We are looking at a Repeat Offender Program (ROP) which would protect renters against landlords who have a history of confirmed violations. I have placed a high priority on affordable housing. I pushed for the 2017 Housing Bond, and I believe we need to look at another in order to fully implement our 10-year housing plan. A plan that places a priority on people living below 60%AMI. A plan that confirms our need for permanent supportive housing (a program that I've already been working on, programs like "Welcome Home" housing first and rapid rehousing). Affordable housing must be available in all areas of the city and not congregated in east Greensboro. Two recent (controversial) re-zonings for affordable housing were in D4 and D5, both of which I supported."

https://greensboro.com/news/local/govt-and-politics/mayor-says-a-2021-bond-referendum-could-help-greensboro-tackle-housing-public-safety-issues/article_09f71b52-41d9-11eb-8874-47c465635ed8.html

https://www.youtube.com/watch?v05_uXL1pYr8

https://greensboro.com/news/state/greensboro-council-sedgefield-show-grounds-for-affordable-housing-complex-on-muir-chapel-road/article_a5acd4fa-c745-53b7=bc53-ca141b75a7f0.html

<https://www.rhinotimes.com/news/council-rezones-sedgefield-show-grounds-for-affordable-housing/sedgefield>

https://greensboro.com/news/local_news/triple-the-goal-greensboro-city-program-to-help-homebuyers-with-down-payments-served317-in/article_be72c007-21ab-514c-8a7b-77f5c9d987bd.html

https://greensboro.com/opinion/editorials/our-opinion-a-better-path-on-homelessness/article_a788353a-f37b-11ea-8605-27733e562622.html

- **Goldie Wells:**

“I have voted for rezoning and developers plans that provide affordable housing for the citizens of Greensboro. My focus has been to improve the living conditions in east Greensboro.”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>B</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>C</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

Housing is an issue vital to the growth, security, and well-being of the residents of any community. With the data available from the consultant, Phillip Kash of HR&A Advisors, the council has moved forward with the recommendation in party by approving \$44M instead of \$50M as recommended by affordable housing. The approval results in 264 new units funded by the \$25M affordable housing bond that was approved by voters in 2016. The report states that Greensboro would have an 11,000 shortage by 2030 (7 years), and it is recognized that this report was made pre-COVID-19. It is expected that the council will move forward with recommendations in while and proactively address all housing issues in the city to avoid any type of crisis and devise a comprehensive housing plan to avoid shortages and to enforce all housing ordinances.



POVERTY

“Poverty occurs when an individual or family lacks the resources to provide life necessities, such as food, clean water, shelter, and clothing. It also includes a lack of access to such resources as health care, education, and transportation. In the United States, federal poverty is expressed as an annual pre-tax income level indexed by the size of household and age of household members. Poverty and low-income status are associated with various adverse health outcomes, including shorter life expectancy, higher infant mortality rates, and higher death rates for the 14 leading causes of death. Individual- and community-level mechanisms mediate these effects. For individuals, poverty restricts the resources used to avoid risks and adopt healthy behaviors. Poverty also affects the built environment (i.e., the human-made physical parts of the places where people live, work, and play, including buildings, open spaces, and infrastructure), services, culture, and communities’ reputation, all of which have independent effects on health outcomes.”

[Poverty & Community Disparities: A Racialized History of Greensboro \(uncg.edu\)](#)

Poverty for 19.7% of residents living in Greensboro, NC “had an income below the **poverty** level in 2019, which was 31.2% greater than the **poverty** level of 13.6% across the entire state of North Carolina.”

[Poverty & Community Disparities: A Racialized History of Greensboro \(uncg.edu\)](#)

Race	Population	Poverty Rate	National Poverty Rate	Population
Black	112,374	27.1%	25.2%	39.5%
American Indian	1,185	28.8%	26.8%	0.4%
Asian	12,507	16.7%	11.9%	4.4%
Other	7,634	25.5%	23.8%	2.7%
Two or More Races	6,738	29.9%	18.4%	2.4%
White	120,704	10.1%	10.3%	42.4%
Hispanic	20,246	30.7%	22.2%	7.1%

[Poverty & Community Disparities: A Racialized History of Greensboro \(uncg.edu\)](#)

Scope of Evaluation:

Each city council member was asked to respond to following question on poverty: What is your legislative record regarding poverty? The responses given, matched by community concerns, highlighted three key areas: viable public transportation, equity, and employment plan, and panhandling and loitering ordinances.

Viable Public Transportation:

- ***Research Summary:***

“The situation for many residents without cars in Greensboro is similar to that in High Point, where recent surveys found that high percentages of public housing residents and clients of the Employment Security Commission and the Work First program view transportation as a ‘barrier to employment.’ City Council Members have voted to improve bus services.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

“Working America has spoken to many Greensboro residents who have expressed that the buses run too infrequently causing unnecessary delays and a financial burden, while others say buses don’t run to the places they need to go. Finally, GTA riders have expressed concerns with bus stop safety and comfort.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

<https://m.youtube.com/watch?v=o3JRgV4gd28>

- ***Current Condition:***

“Starting July 4, the Sunday bus service will mirror the current Saturday service, which means expanding from the current Sunday service of seven combined routes to 17 individual routes. Buses will operate with hourly frequency beginning at 6 a.m. and ending at 10 p.m. The current Sunday bus service ends at 6 p.m.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

- ***Evaluation:***

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Equity and Employment Plan:

- Research Summary:***
 “The city’s newly adopted 2040 Comprehensive Plan, addressing the poverty problems is a top issue. A review found that since 2000 and 2018, poverty levels rose more than 10% with more than 26,000 people experiencing some form of a financial issue. As a way to get companies back, city leaders want to push them toward eastern Greensboro as a way to drum up job opportunities and strengthen the middle class.”
<https://myfox8.com/news/middle-class-shrinking-in-greensboro-as-city-leaders-work-to-address-poverty/>
- Current Conditions:***
 “Among the 2040 Comprehensive Plan goals, the city wants to also create a strategic public investment into historically underserved areas of Greensboro to attract private investment and set the stage for revitalization without displacing existing residents, more education and workforce training opportunities to empower residents to achieve financial security and career fulfillment and promote homegrown businesses and support entrepreneurship.”
<http://online.encodeplus.com/regs/greensboro-nc-comp/ereader/gso2040/>
- Evaluation:***
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Panhandling and Loitering Ordinances:

- Research Summary:

“The Homeless Union of Greensboro is calling on the City of Greensboro to repeal the City’s unconstitutional panhandling and loitering ordinances and establish a city-wide commission to address systemic poverty in Greensboro. The Greensboro City Council has promised to vote on these issues during the City Council meeting on April 24th, 2018.”

https://www.yesweekly.com/news/homeless-people-call-on-greensboro-s-city-council-to-repeal-unconstitutional-laws-that-criminalize-homelessness/article_488ba56e-8663-5f26-bcac-228ce71a7de0.html
- Current Conditions:

“After months of heated debate, Greensboro City Council has voted to repeal the current panhandling rules. It passed with a 9-0 vote. City leaders at a special called meeting also decided to replace the rules with a less restrictive ordinance, which passed on the second reading of that ordinance - 5 to 4.”

<https://www.wfmynews2.com/article/news/local/heres-a-break-down-of-greensboros-new-panhandling-rules/83-584054879>
- Evaluation:

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

Council Member	Vote	Grade
Marikay Abuzuaiter	For	C
Sharon Hightower	For	B
Nancy Hoffman	For	C
Yvonne Johnson	For	B
Justin Outling	For	C
Tammi Thurm	For	C
Nancy Vaughn	For	C
Goldie Wells	Against	B

Council Response:

- Marikay Abuzuaiter:**

“There is no way to list all of the meetings that have involved these initiatives. I have voted to financially assist/or incentivize business who are eradicating food deserts (The Florida St. Shopping Center is one). I am liaison with the Community Sustainability Council that endeavors to keep the White Street

Landfill closed. I have voted wholeheartedly to approve and incentivize developers who are bringing affordable housing to those who need it. As Chair of the Municipal Planning Organization, I have supported and brought to their attention initiatives to assist those seeking and needing public transportation in order to improve in order to improve accessibility to jobs.”

- **Sharon Hightower:**

“Council has made addressing Poverty one of the City’s priorities. See my answer under economic inclusion. One of the best ways to eradicating poverty is to improve people’s opportunity to make a living wage.”

- **Nancy Hoffman:**

“I strongly supported the City’s move several years ago to a \$15/hour wage for City employees introduced by my colleague Jamal Fox. Our ED incentive program for companies considering Greensboro use that \$15 hourly requirement as well as our county average wage salary. In other words, the job we will support will provide our citizens with livable wages and benefits.”

- **Yvonne Johnson:**

“Support public transportation, housing, and youth programs.”

- **Justin Outling:**

“As chair of the 2040 Comprehensive Plan Committee, I helped ensure inclusion and prioritize in the plan assistance to East Greensboro and plans to bring manufacturing jobs back to Greensboro. Good paying middle-class jobs are an essential bridge out of poverty.

[Middle class shrinking in Greensboro as city leaders work to address poverty | myfox8.com](https://www.myfox8.com) “

- **Tammi Thurm:**

“As stated above, I have supported affordable housing projects in my district and throughout the city to ensure that poverty is not concentrated in areas of the city. I have strongly supported the \$15/hour minimum wage for City employees, as well as pushing for the step program outside of just our first responders. I voted to support the incentives for Piggly Wiggly and continue to support incentives that are tied to the opportunities for workers earning a

living wage. I am currently working with our transportation department to look at cross route micro transit in District 5 to broaden the public transit within the district. Currently there are available jobs in the southwestern part of Greensboro that aren't options for citizens that rely on public transportation. It is my hope that we can work to find options to broaden employment opportunities through broadening public transportation options."

- **Nancy Vaughn:**

The "crescent of poverty" follows the same "Crescent of crime, unemployment, substandard housing, lack of healthcare, lack of equity options and support, lack of fresh food." We need a coordinated approach that includes the county and the board of education. The only way to address poverty in a holistic approach is to attack "the ground water" problems in Guilford County. Poverty is a countywide issue, and each jurisdiction has a responsibility. There are inequities in systems that must be addressed. Poverty is not a stand-alone issue. It will not be solved by any ONE thing. We need more programs like the United Way's Family Success Centers and permanent supportive housing. Both are programs that provide a variety of "wrap around" services to individuals."

https://greensboro.com/news/greensboro-council-oks-minimum-wage-increase/article_00b9a9ea-1ef5-51da-1839-e3479fd88fdb.html

https://greensboro.com/news/local_news/it-wasnt-quite-business-as-usual-but-greensboro-city-council-votes-to-sell-office-building/article_6daf576c-b6d2-be94-1a9188b2cd62.html

<https://www.greensboro-nc.gov/HOME/Components/News/News/13306/>
(Welcome Home)

- **Goldie Wells:**

"I supported the city's increase of the minimum wage to \$15.00. I support legislation that will make the standard state and nationwide."

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>C</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

It was Aristotle who said, “Poverty is the parent of crime and revolution.” If we want safer neighborhoods, healthy residents, a thriving and prosperous community for all Greensboro residents, equitable outcomes, sustainable family structures, growth and opportunities, and educational benefits that puts to use all residents’ talents, intellect, and ability, then we must address poverty. There are several resources available to guide city leaders in developing strategies and initiatives to reduce poverty that is aimed at long-term solutions instead of dependent based programs benefiting the provider while trapping the recipient.

“A guide for consideration includes ten (10) recommendations:

1. Create a strategy as a city-wide multi-sectional initiative
2. Focus on poverty reduction vs. alleviation
3. Support good jobs and a living wage.
4. Strengthen neighborhoods.
5. Include affordable and accessible transportation in your strategy.
6. Ensure finances are not a barrier to accessing community services.
7. Address affordable housing and homelessness in your strategy.
8. Engage public health agencies and link your strategy to health outcomes.
9. Embrace a social justice and human rights-based approach.
10. Work toward Collective Impact and build a movement for change”

[10_guide_cities_reducing_poverty_final_shareable.pdf \(capebretonspectator.com\)](#)



HEALTH & WELLNESS

It is beneficial to all residents to have city leaders who prioritize the health and wellness of everyone by creating equitable pathways to healthy eating, physical activity, and development patterns that support a healthy lifestyle. All communities need access to programs and resources aimed at reducing obesity and heart disease, improving transit opportunities to decrease automobile-based travel with bike lanes and walking trails, the promotion of community-based events to reduce social isolation of residents, and strategies and services aimed at raising awareness of the dangers of drug and alcohol use, etc.

Scope of Evaluation:

Each city council member was asked to respond to following question on health and wellness: What is your legislative record regarding promoting equitable health and wellness practices for African Americans? The responses given, matched by community concerns, highlighted three key areas: walking trails and/or sidewalks, mental health response program, and the response to COVID-19.

Walking Trails/Sidewalks:

- Research Summary:

“Council approved an agreement for \$3.3 million with the NC Department of Transportation for the construction of sidewalks on both sides of West Wendover Avenue from Grecale Street to Church Street. Sidewalks will also be created on East Wendover Avenue from both sides of Summit Avenue to US 29. Council also voted for \$1.15 million for the construction of the South Josephine Boyd Street roadway and sidewalk improvement project. The work will include paving, pedestrian signals, ADA-compliant sidewalks and wheelchair ramps that will run from Spring Garden Street to Wright Avenue, near UNCG.”

[Greensboro City Council approves sidewalk improvement projects for better accessibility in the city | myfox8.com](#)

- Current Conditions:

“This project will help complete the sidewalk network identified in the adopted Bicycle and Pedestrian Plan and the resulting improvements will improve overall pedestrian safety, according to a spokesperson.”

[Greensboro City Council approves sidewalk improvement projects for better accessibility in the city | myfox8.com](#)

- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Mental Health Response Program:

- **Research Summary:**
On December 17, 2019 City Council Members discussed agenda item No. 51, “Resolution Authorizing Award of Contract to The S.E.L. Group for Behavioral Health Response Program in the Amount of \$500,000. The Social and Emotional Learning (S.E.L.) Group is a Greensboro-based organization founded by Dr. Nanette Funderburk and Minister Keith Funderburk, which, [according to its website](#), includes a staff of six mental health professionals. The purpose of the proposed contract, [according to the agenda item](#), is to create ‘a Behavioral Health Response Program (BHRP)’ providing city employees with a “real-time response from a mental health professional during crisis interactions with customers/residents.’ As part of its contract, S.E.L. Group will also ‘equip city staff with the knowledge of how to handle crisis situations with clients in the absence of a mental health professional’ and ‘de-escalate crisis situations, minimize crisis situations that lead to arrests, and more effectively connect citizens who experience crises to the appropriate services in a timely manner.’ According to city documents, the S.E.L. Group’s clinicians will provide real-time response 24 hours a day, 365 days a year through Dec. 31, 2020, with the option of two one-year renewals.”
[Greensboro City Council clashes over proposed mental health response program | News | yesweekly.com](#)

- **Current Conditions:**
If someone calls 911, then the 911-operator would dispatch police first and upon assessing the scene, officers would determine if additional support is needed. If additional support is needed related to mental health concerns, the S.E.L. Group clinicians would provide support. “The council then voted 8-1 in favor of accepting the contract, with Outling voting against.”
[Greensboro City Council clashes over proposed mental health response program | News | yesweekly.com](#)
- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>Against</i>	<i>F</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

COVID-19 Response:

- **Research Summary:**
Greensboro City Council votes for civil penalties instead of criminal penalties for violations of COVID-19 restrictions.
[Greensboro City Council votes for civil fines for COVID-19 violations | Coronavirus | yesweekly.com](#)
- **Current Conditions:**
“District 5’s Tammi Thurm moved the item, which was seconded by Sharon Hightower. It passed 8-0, as At-Large Representative Michelle Kennedy had previously been excused to help find emergency housing for her homeless constituents in the face of the evening’s rapidly dropping temperature.” All council members have advocated for the safety and well-being of the residents of Greensboro, NC and worked to ensure community safety.
[Greensboro City Council votes for civil fines for COVID-19 violations | Coronavirus | yesweekly.com](#)

- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>For</i>	<i>B</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>B</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>B</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>B</i>
<i>Justin Outling</i>	<i>For</i>	<i>B</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>B</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>A</i>
<i>Goldie Wells</i>	<i>For</i>	<i>B</i>

Council Response:

- **Marikay Abuzuaiter:**

“I have supported all of the initiatives to eradicate food deserts. First with the Co-op which, unfortunately didn’t survive, second was the shopping center on Florida St. which we supported with incentives as it is to have a Piggly Wiggly. Eradicating food deserts has been a huge part of my tenure on Council. Supporting the mental health initiative has been a top priority for mental health workers to be accessible during incidents. I have always voted to support the Parks and Rec Department-Keely Park in East Greensboro, expansion of trails in East Greensboro and, as chair of the MPO I have been fully engaged in seeking federal or state funding to provide more sidewalks in East Greensboro so people can have a safe way to walk to shopping and recreation. I have also been involved in a railway initiative for safer railroad crossings for them. I have pushed for more bus shelters in East Greensboro and for safer bus stops as well. As part of the Community Sustainability Council, as their liaison. I have been supportive of our Water Department that does an amazing job of ensuring clean water for our community.”

- **Sharon Hightower:**

“As you know Health and Mental Health fall under County Supervision. However, we have tried to address mental health concerns as it relates to police interactions. Currently, we have hired 7 mental health social workers that will accompany officers when they have a call to help assess the situation. There is now a Take Me Home Program. This includes those who suffer from

Autism, Dementia, Deafness, Alzheimer's and other development disabilities. We also ensure that our water is clean and drinkable and meets federal standards."

- **Nancy Hoffman:**

"Health and wellness are legislatively a County responsibility but at the City we offer many opportunities through our Parks & Recreation Department for our citizens to learn and acquire good habits that contribute to better health outcomes. We offer the best, most affordable drinking water in the state. The city makes available the facility for the local farmers market which provides opportunity for fresh, locally grown food. I have and will continue to support urban gardens of fresh foods in food deserts."

- **Yvonne Johnson:**

"My support for the funding of Parks and Records has been on-going since I have been on Council. Also, support clean water."

- **Justin Outling:**

"While public health predominantly is a county function, there are direct connections between Council actions and public health. No one can look at the current wave of violent crime and not see a public health issue which is disproportionately impacting Black persons. Please see my separate remarks on that issue. December of 2019, I voted against an authorization keep a private firm on call at \$500,000 a year for mental health interventions, believing the program would not succeed. The program, in fact, delayed responses to persons experiencing mental health issues and has been replaced with a process which is directly accountable to the City. I also am developing plans to make Greensboro a more livable city, especially for older citizens and for Black seniors in Greensboro who are neglected, often isolated, and underserved. Among other things, I will vote to increase budget lines that provide better access to public transportation, community center programs, and well-maintained walkways. I have supported expansion of the bike path and loop connecting downtown Greensboro to other parts of the city, including East Greensboro. In this connection, I helped the city obtain an additional \$2 million (approximate) from the State Department of Transportation in 2016. In areas where the path has been completed to date

(mostly in West Greensboro), it has resulted in significant economic development and growth. My expectation is of that being the same in East Greensboro when the portion of the path there is completed, and I will work to ensure that happens.”

- **Tammi Thurm:**

“I have supported each initiative that has been presented to promote health and wellness in the African American communities. In addition, I have worked on bringing increased access to parks and rec in some areas of District 5 that have not received the investment in parks and rec that many other areas have. For example, I worked with residents of the Merriweather Park area, a primarily African American neighborhood, to bring that long ignored park up to date with improved lighting and signage and care. In addition, I fought to include Random Woods, another primarily African American neighborhood in District 5, in the 10-year housing plan to ensure that this neighborhood received the City’s support so that the residents’ wealth building through home ownership is protected and expanded.”

- **Nancy Vaughn:**

“Healthy homes are included in my affordable housing initiative. According to HUD “Healthy Home” is a century-old-concept that promotes safe, decent, and sanitary housing as a means for preventing disease and injury. There is a lot of emerging scientific evidence linking health outcomes such as asthma, lead poisoning, and unintentional injuries to substandard housing. Healthy homes are essential so is safe drinking water. I have supported in strategic investments to monitor and maintain safe drinking water. We have the second lowest water rates in the state. Eliminate dump sites from occurring in communities. Advocated for cameras in areas that have become illegal dumping areas. The “Love Your Block” initiative where city services and neighborhoods work together to clean up communities. It focuses on cleaning up trash, substandard housing and evaluating environmental issues. I took a very strong stance against COVID-19. I helped draft the countywide stay at home order, I declared a face covering requirement when out in public, I have been working with the Human Rights department language access group (we meet virtually every Thursday morning) to ensure that the underserved and enforcement policy that other communities have modeled. I personally went to the Depot to distribute face covering and talk to transit about the importance of

being cautious. I advocated at the state and federal levels for a steady, reliable vaccines.”

<https://www.bizjournals.com/triad/news/2020/06/22/triad-mayor-orders-masks-be-worn-in-city-limits.html> (State of Emergency-masks)

<https://www.youtube.com/watch?v=Xv7CUezUWco> (Interview= Eric Chilton)

<https://www.youtube.com/watch?v=sYHWQBbOFHc> (Greensboro Mayor Nancy Vaughn commended by governor for enforcing COVID-19 mandates)

<https://www.ncpolicywatch.com/2021/11/30/health-and-human-services-secretary-mandy-cohen-and-greensboro-mayor-nancy-vaughn-discuss-how-to-respond-to-the-critical-community-spread-of-covid-19/>

<https://www.wfdd.org/story/guilford-county-feds-we-need-our-fair-share-vaccines>

<https://myfox8.com/news/love-your-block-initiative-in-greensboro-encourages-cleanup-in-the-benbow-park-community/> (Love your block)

- **Goldie Wells:**

“The response to the outbreak of COVID-19 called for action by the Mayor and the Council. I supported the restrictions, curfew and closing to protect our citizens. I think following the CDC Guidelines is very important to the African American Community. (I do not keep a record of every action, location and time of the actions that I take) I may move 1-10 agenda items in a meeting. I attend many meetings, formal and informal to address the concerns of by constituents. I do not know how many calls I receive daily).”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>B</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

Black and/or African Americans and other racial minority groups must be included in decision making seats at the table of discussions impacting our communities. The greatest threat to the health and wellness of non-whites in the United States (that includes Greensboro, NC) is racism. The CDC (Center for Disease Control) has declared racism as a public health crisis with conditions that unfairly advantage some and disadvantage others throughout society-this can be seen in disaggregated data of all races in areas of employment, contract distribution, resource allocation. board or lead appointment positions, healthy food options in walking or biking distances, public funding, etc.

<https://www.cdc.gov/healthequity/racism-disparities/index.html>

Focusing on health risks alone is not conducive to redressing health disparities. We must consider structural factors directly affect poorer health outcomes and created conditions for shorter lifespans. "Tackling the social determinants of health, from poverty to the built environment, racial discrimination, violence, and incarceration, is likely to elicit greater effects on black health than risk reduction programs. Even though the ACA (Affordable Care Act) has expanded access to African Americans, medical care for people with unhealthy lifestyles and social and cultural barriers to access will have limited effects on reducing health disparities of African Americans in the USA."

<https://publichealthreviews.biomedcentral.com/articles/10.1186/s40985-016-0025-4>



CRIMINALITY

The community has expressed concerns in the City of Greensboro about the rise in violent crimes and whether city leaders truly believe all lives matter to include those of black and brown folks. There have been round table discussions held on the Opioid Crisis greatly impacting white residents, but the black and brown population shared their perception that less attention has been given to the increase in aggravated assaults and murders negatively impacting our communities. There has also been attention requested to the continued racial tension between police or law enforcement officers and residents of the black and brown community.

Scope of Evaluation:

Each city council member was asked to respond to following question on criminality: What is your legislative record regarding reducing violent crimes in communities of color? The responses given, matched by community concerns, highlighted three key areas: establishment and funding of a mental health response team, blaming night club business establishments for increases in crime, and approval and funding of the recommended Cure Violence Program.

Mental Health Response Team:

- Research Summary:
“The city of Greensboro is planning to spend \$500,000 on a mental-health response program to assist city staff and police. However, some argue there isn't a need to spend so much on it.”
[Greensboro To Move Forward With Mental Health Response Program | WUNC](#)
- Current Conditions:
Council members voted in favor of the measure, minus one vote, as a method of assisting residents experiencing mental health concerns or illnesses.
[Greensboro To Move Forward With Mental Health Response Program | WUNC](#)
- Evaluation:
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Ordinance Blaming Crime Increase on Night Club Establishments:

- ***Research Summary:***

“By consensus, at its Jan. 5 work session, the Greensboro City Council agreed to move forward with an ordinance to require bars and restaurants to meet the city’s security requirements after violent criminal activity takes place on their premises.”

[City Council Moving Forward With Bar Security Ordinance - The Rhino Times of Greensboro](#)

- ***Current Conditions:***

“According to that data provided by the GPD, the most dangerous place to be is home. The report lists 203 aggravated assaults at residences and 16 homicides. The second most dangerous place according to the GPD data is “highway/road/alley/street/sidewalk,” where there were 95 aggravated assaults and 10 homicides. If aggravated assaults are the concern, perhaps more security is needed at convenience stores where there were nine aggravated assaults and one homicide. Businesses that serve alcohol that have had an aggravated assault or a homicide on their premises to be required to meet the city’s security standards before they are allowed to reopen for business.”

[City Council Moving Forward With Bar Security Ordinance - The Rhino Times of Greensboro](#)

- ***Evaluation:***

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Cure Violence Program:

- Research Summary:***
 “City Council approved \$500,000 Tuesday to help reduce violence in certain parts of Greensboro. The money will fund the program called "Cure Violence" that treats violent crime like a health issue.”
[Greensboro City Council Approves \\$500,000 For Cure Violence Program | wfmynews2.com](http://wfmynews2.com)
- Current Conditions:***
 “The program will be implemented in two areas of East Greensboro for one year that are part of her district: Smith Homes and parts of Martin Luther King Junior Drive where gun violence is prevalent. In the more than 20 cities where Cure Violence exists, there's been an overall reduction in violence. The plan is to get the program up and running around the 1st of the new year.”
[Greensboro City Council Approves \\$500,000 For Cure Violence Program | wfmynews2.com](http://wfmynews2.com)
- Evaluation:***
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaite</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**

“Again, there is no way to list every meeting. I have attended and been part of many. I am on the board of Crimestoppers that assist law enforcement in solving crimes- most of which occur in East Greensboro. Education to the community is key. People don’t want to be a “snitch” but knowing that Crimestoppers IS guaranteed to be anonymous has helped law enforcement catch many of those who have committed crimes. How to reduce crime? Education and community/police relationships are the key. Personally, I am involved in several community associations in East Greensboro and always listen to their concerns and needs as it related to reducing violent crime. One of their biggest requests is to have more police officers. This is brought up in every meeting I have attended, and I support their request.”

- **Sharon Hightower:**

“We implemented and funded the Cure Violence Program with the purpose of reducing violent crimes in some of our areas that saw a lot of deadly activity. The Gate City Coalition is a group of outreach workers and interrupters that are employed to respond when homicides or shooting occur. This was brought to us by a community member, and we have funded to the tune of \$500,000.00. The majority of those employed are ex-offenders or ex-gang members who are familiar with the territory. Often an ex-offender is struggling to return to society and keep from returning to prison. We support a program called Thrive GSO. This is a city-sponsored hub for individuals, advocates, organizations and agencies concerned with raising awareness about and addressing the issues surrounding criminal records to include expunction, housing, employment, voting and education. Our job applications ban the box and most recently Council supported stopping drug testing for marijuana unless it is for a driving job.

- **Nancy Hoffman:**

“Violent crime is the result of many societal problems: lack of jobs, inadequate wage, affordable housing, education disparity, unstable home environments, drug use, mental illness. All of these lead to despair and loss of hope and dignity. To attack violent crime, we must deal with the underlying causes while

we also give the police department the tolls and assets it needs to deal not only with crime but crime prevention.”

- **Yvonne Johnson:**

“I through my non-profit run the Cure Violence program targeted to reduce homicides. Also, we find people in our target area (Martin Luther King & Smith Holmes) employment.”

- **Justin Outling:**

“Politicians from outside our community often react to issues around crime as if there is a conflict between wanting basic human dignity and Constitutional rights respected, on the one hand, and desiring to be safe in our homes and on our streets, on the other. I reject that. I have worked hard to promote the dignity and protect the rights of our Black citizens. I have spoken out about racial profiling.

[Justin Outling: Frisking of young runner should not have happened | Columnists | greensboro.com](#)”

“I argued forcefully in Council to vote on taking action that would require the Greensboro Police Department to make the Eight Can’t Wait proposals to reduce the incidence of police violence (<https://8cantwait.org/>) part of their procedures and handbooks. [Note: contrary to representations publicly made by others on the topic, this has not been done to date due to inability to get the topic on the City Council agenda, despite an affirmative majority vote]. On August 14, 2017, I voted for reinstatement of the Police Community Review Board to help ensure accountability for police misconduct. On August 21, 2018, I voted in favor of creation of the Greensboro Criminal Justice Advisory Commission (PCRB). Information about the PCRB can be found here:”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

“On September 15, 2020, I voted for the Written Consent Proposal, which would have required Police to obtain the written consent of persons for searches based on the consent. This Proposal, which still allows officers to search persons without consent for officer safety or when officers have probable cause to believe the person committed a crime, has been shown to reduce racial disparities in stops and searches. 4 At the same time, I have worked to enhance public safety and protect the public. I have voted to give

money to the Police Department when it is needed, focused, and accompanied by accountability. On January 22, 2020, I voted to accept a \$241K Federal Justice Assistance grant, which would have provided additional federal funds for enforcement. I voted again to accept this much needed funding on August 18, 2020. That time, the Council agreed with me and voted to accept the funds rather than see the money spent elsewhere in the county. I also advocate for data-based approaches to targeting crime rather than making decisions based on stereotypical assumptions. During my time on Council, I also have supported gun buy backs and funding for Crime Stoppers. Confronting crime requires clear, targeted efforts to combat the causes of criminality, rather than sweeping political narratives about “problem” communities. For example, in January of 2021, the Mayor brought forward a proposal to reinstate a failed 2014 ordinance to blame the increase in crime in Greensboro on night clubs and restaurants. If enacted, this ordinance would have unfairly blamed the surge in crime on many Black businesses and forced them to suffer heavy new expenses at a time when they were already struggling to remain open. It also ran counter to concrete data about the causes of the increase in crime. I was proud to oppose and defeat that proposal.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

“In contrast, with respect to addressing the root causes of criminality, I would call attention to my efforts in the areas of housing and economic development.”

- **Tammi Thurm:**

“I was one of the Council members that travelled to learn more about the Cure Violence program in Durham and have been a proponent of the program since the beginning. I believe that our work in providing quality affordable housing and living wage jobs will assist with the violence we are currently seeing in our city. I have been involved with the neighborhood watch programs in many communities of color in District 5 and have worked with constituents to address problem situations in their neighborhoods. I have worked with Assistant City Manager Davis to create program for summer employment at-risk high school students to provide alternatives to youth that may not otherwise see positive options during the summer. I believe that programs like this will not “cure” our violence issues, but they can help set up young people to see a path other than gangs to fill summer days.”

- **Nancy Vaughn:**

“I fully support community-based programs such as ‘Cure Violence’ which uses community-based individuals to recognize and interrupt conflicts. We’ve looked at other programs such as the Perdue Peace Project and community-based workforce development through mentorship. All programs to reduce crime and interaction with the criminal justice system. I have supported decriminalizing poverty. We cannot criminalize poverty whether it’s homelessness or the inability to make a car repair or pay your registration on time. The idea is to keep people out of the criminal justice system for issues related to poverty. I support ending “cash bail” for low level, non-violent criminal offenses. I support an easier, less expensive way for people to have convictions expunged from their records. I am lobbying the legislature to make this a reality. For former offenders, there needs to be an immediate support network, as they are exiting prison. Access to housing is difficult with a criminal record as is employment, especially if a person’s skills are out of date or nonexistent. We are working on job skills programs and housing to help them assimilate successfully. We need to remove barriers not put obstacles in people’s way to rebuilding their lives.

[Greensboro City Council votes against written consent | News | yesweekly.com](https://www.yesweekly.com/news/greensboro-city-council-votes-against-written-consent)

- **Goldie Wells:**

“Crime in our community is motivated by causes that are deep seated. I have tried to bring a sense of hope to our citizens. I am against gun sells and gun violence. I am presently working on reinstating the LYFE Program to work with youth to prevent gangs.”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>C</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

The growing surge in crime has led to community frustrations and widespread safety concerns. The city of Greensboro needs to initiate building community partners with local businesses, church or faith leaders, employers and transportation representatives, social services networks, educational leaders, youth and adults, parents, and children, to work collaboratively to address crime. Reducing crime requires the work and interest of the entire village with adequate resources aimed at offering alternative solutions to street crimes-that will require removing institutional barriers and obstacles to opportunities for growth and achievement.



REPARATIONS

The discussion of reparations has been a topic widely debated across the United States in response to the history of this county. Black/African Americans referred to as “Negroes” worked without compensation for approximately two and half centuries (246 years) followed by another one hundred years (100 years) of being locked out of opportunities with Jim Crow Segregation. There has not been any compensation provided to African Americans to reconcile those 346 years where whites had a head start in gaining and maintaining economic wealth. Greensboro City Council Members have joined discussion and taken part in community meetings centered around reparations, but not active measures have been taken to build equitable outcome and the symbolic recognition of Juneteenth marking the end of chattel slavery-also recognized on the federal level-is inadequate.

“City Councilmember Goldie Wells has asked that Greensboro look into offering reparations like the City of Asheville has done. At the end of the City Council meeting on Tuesday, June 21, 2020. What the Asheville City Council passed unanimously was to provide funding for homeownership and business and career opportunities for black residents. It was described as part of a reparations initiative and the goal was to provide assistance in creating generational wealth for black people in Asheville that have been harmed by income, educational and healthcare disparities. Greensboro has a first-time home ownership program, which provides forgivable loans of up to \$15,000 to help first time home buyers who meet the income standards afford to purchase homes. The program, however, is based on income level and not on the race of the recipient.” City Council Members Sharon Hightower, Goldie Wells, and Marikay Abuzuaiter took part in community town halls with Greensboro residents in the call for reparations from slavery by a group organized as the Concerned Citizens for Northeast Greensboro.

[Councilmember Asks That Greensboro Consider Reparations - The Rhino Times of Greensboro](#)

[Northeast Greensboro group wants reparations for slavery. The question is how? | Local News | greensboro.com](#)

Scope of Evaluation:

Each city council member was asked to respond to following question on reparations: What is your legislative record regarding reparations for African Americans? There were no evaluative measures taken to provide a grade for this area of concern.

Council Response:

- **Marikay Abuzuaiter:**

“I supported the Disparity Study that brought to light many areas that need to be changed or revised. I support the Opportunity Zones, the 60/60 plan incentive for business, the 8/80 plan for businesses. InvestEast, specific incentives for businesses and developers to support our minority enterprises. We are currently looking into requiring business who receive incentives to hire a percentage of their workforce from our marginalized communities. I am also on the Greensboro Committee for a Sustainable Black Community Repair. This Committee is delving into Economic Development, supporting a trained workforce, food desert eradication, just to name a few. Unfortunately, we have not met recently but I am hoping we will soon.”

- **Sharon Hightower:**

“Most recently I spearheaded the creation of an Ad hoc Committee on African American Disparities. In the aftermath of George Floyd, the conversation centered around why Blacks seemed not to benefit in life the same as our white counterparts especially here in Greensboro. This committee strives to not only look at the harsh realities of disparities, but to find solutions. Yes, as someone said, “we know what the disparities are” however, no one is giving solutions to the problem. While we recognize that reparations are a federal solution, this committee work could become a footprint. With council’s unanimous support, this committee will become full commission of the city in 2 years.”

- **Nancy Hoffman:**

“I have no involvement in discussion or legislation regarding reparations.”

- **Yvonne Johnson:**

This “never came up.” I “support community investments, livable wages,” etc.

- **Justin Outling:**

“No one who objectively reads the historical record can deny the burdens and handicaps placed on persons of color, as well as the systematic plunder of Black persons and communities throughout our country’s history. I favor actual reparations at the federal level. I do not favor purely symbolic reparations resolutions, like that

adopted by the City of Asheville, because they confuse the topic of reparations with the directing of resources to the areas of cities where there are the greatest needs, which city governments can and should do (but is not reparations). On the topic of directing resources to areas of our community where there are the greatest needs and with an appreciation of racial equity, I have supported City actions that really will help Black persons achieve generational wealth—things like ensuring that companies which receive incentives meet diversity goals or have the money given them clawed back, or City support for Economic Development initiatives in East Greensboro. Further, on July 2, 2020, I voted against incentives like the Bourbon Bowl because it diverts money needed in economically depressed areas. Concrete support for Black communities in Greensboro is far more effective, in my view, than yet another resolution with vague promises of studies and goals that will just distract from the real work of building generational wealth and actual reparations.”

- **Tammi Thurm:**

“I worked closely with Mayor Vaughan and Councilwoman Wells on the Greensboro Massacre Apology. We invested many hours researching, reading, and working on the plan. I initiated the idea of the scholarships that were included in the apology that will go to students of Dudley High School and was very happy to see the Apology to be passed. Through supporting many of the initiatives through our Neighborhood Development departments such as down payment assistance, investments in the neighborhoods destroyed by the tornado, building houses, etc., we are driving investments into the communities of color, particularly east Greensboro.”

- **Nancy Vaughn:**

“When I look at other North Carolina cities (Asheboro and Durham) who have passed Resolutions on Reparations the substance of their Resolutions are to call upon federal representatives to pass economic justice legislation that will result in racial equity payments. They also call for local investments targeted investments in communities of color. I have been very deliberate in where we spend our tax dollars for transformative programs in our minority community. The new proposed Windsor/Chavis/Nocho community center/library/Sportsplex will be to invest federal recovery funds, as they are made available. In minority communities specifically in minority owned businesses. This is specific to Greensboro and Guilford County.

- **Goldie Wells:**

“This discussion was addressed in one of the District 2 Town Hall Meetings and an ad hoc group was organized. They chose to use the term “Sustainable Black Community Repair.” I support the organizing of the City’s Reparation Task Force.”

Evaluation: N/A

Expectations:

The residents of Greensboro have requested reparations to reconcile the 346 years of inequalities from centuries of being excluded from policies and practices allowing economic opportunities and generational wealth building, The question often arises, “What does reparations look like in today’s era?” Several responses have been provided:

1. Ensure equitable distribution of city contracts for minority owned businesses including gender considerations.
2. Create grant funding and scholarship programs for minority applicants with for profit businesses and/or entrepreneurs.
3. Develop generational wealth building opportunities to boost economic mobility and opportunity in the black community.
4. Create city employment opportunities with upward mobility and student loan forgiveness for students graduating from Historically Black Colleges & Universities.
5. Financially sponsor black and other non-white residents attending and completing certification or licensure programs with an agreement to work and reside in Greensboro, NC for a minimum of two years. (Note: non-white as determined by the US Census Bureau).

Currently, there is one county in North Carolina that has voted on this measure and put it into action a resolution of apology-and-reparations. The city of Asheville, NC-mentioned by City Council Member Goldie Wells-passed July 2020 and is in the process of the next steps for implementation with a proposed price tag of \$2.1 million dollars.

[Asheville City Council hears next steps in Reparations process - The City of Asheville \(ashevillenc.gov\)](https://www.ashevillenc.gov/news/2020/07/20/asheville-city-council-hears-next-steps-in-reparations-process)



MARIJUANA DECRIMINALIZATION

Scope of Evaluation:

Each city council member was asked to respond to following question on marijuana decriminalization: What is your legislative record regarding low level marijuana decriminalization and enforcement? City Council Members have held discussions on the communities call for Marijuana Decriminalization, but for now that decision is left to NC Law Makers to decide. As a result, there are no evaluative measures with voting records to provide grades for this concern.

Council Response:

- **Marikay Abuzuaiter:**

“No way to list meeting dates. I have asked for a “field test” to be developed for hemp/marijuana. There are field tests for cocaine, heroin and other drugs and I want to see one that differentiates hemp from marijuana as well.”

- **Sharon Hightower:**

“Decriminalization of drugs are not under our governance to change but under the State and Federal. Currently all drugs are illegal, and I do not support breaking the law. However, I believe small amounts less than 1.5 ounces should be cited civilly and not criminally with no jail time. One, the laws have been changed, I would expect the Police to adhere to the guidelines.”

- **Nancy Hoffman:**

“I have had no involvement in discussion or legislation regarding marijuana decriminalization and enforcement.”

- **Yvonne Johnson:**

“I think marijuana should be legal. Never had to vote on this.”

- **Justin Outling:**

“Sixty-three percent of convictions for simple marijuana possession are of persons of color. Such disparate enforcement imposes disproportionate burdens on communities of color and feeds into cycles of poverty and inequality. I am in favor of deprioritizing marijuana enforcement, which would align with the recommendations of the North Carolina Task Force for Racial Equality in Criminal Justice. I favor a cite and release policy for small amounts of marijuana. Information regarding my advocacy and work on the topic can be found here:

https://greensboro.com/news/local_news/susan-ladd-bail-bond-system-disadvantages-the-poor/article_e0ee1752-464a-5079-bada-0754399771bc.html”

- **Tammi Thurm:**

“I am in favor of changing how we deal with marijuana and hemp within the city and GPD. I have several times for a review of the policies. There is not agreement across all of Council and I don’t know that we will make any big changes in this issue. This is something that will take time but be worth the investment to work on this.

- **Nancy Vaughn:**

“Decriminalizing marijuana must come from the State Legislature.”

- **Goldie Wells:**

“I have personal convictions about the use of marijuana.

North Carolina Legislative Response:

RALEIGH, N.C. (WNCN) – Virginia will join 35 other states in legalizing marijuana. Over the past decade, more than 185,000 people have been arrested for possession of it in North Carolina. New legislation in the North Carolina General Assembly hopes to change the way pot is policed. [NC lawmakers aim to decriminalize possession of small amounts of marijuana | CBS 17](#)

Evaluation: N/A

Expectations:

The residents of Greensboro, NC have called for reduced penalties for marijuana use with a minimal fine for possession of less than one ounce of cannabis instead of jail time while working with NC Law Makers to decriminalize marijuana in the state of North Carolina.

We can look at other cities in other states for guidance in considering the concerns of the community. For example:

“A bill introduced in March by Councilman Kwanza Hall, aimed to decriminalize marijuana in Atlanta, was unanimously passed in a 15-0 decision by Atlanta’s city council on Monday, October 2nd.

Individuals caught with less than one ounce of marijuana in the City of Atlanta will no longer face six months in jail and a \$1,000 fine.

The new bill calls for only a \$75 fine – without incarceration – for the possession of one ounce or less of marijuana.”

[Atlanta decriminalizes marijuana – The Lambert Post](#)



ENVIRONMENT/CLIMATE

The health of our environment affects every aspect of our lives and greatly impacts our health. Maintaining a clean, health, biohazardous free environment insures the life of the planet and all living things. Our population will continue to grow increasing the need for food, water, shelter, transportation, etc. We do not own any spaces we occupy as it is left behind when we leave this earth, but rather we are the caregivers. How well we sustain our planet will determine what is left for the survival of future generations to come.

Scope of Evaluation:

Each city council member was asked to respond to following question on economic/climate: What is your legislative record regarding sustainable use of natural resources? The responses given highlighted three key areas: recycling, reduce carbon emissions, and renewable energy.

Recycling:

- Research Summary:

The Greensboro City Council voted this week to end the city's glass recycling program. Waste Reduction Supervisor Tori Carle said downturns in the market for recycled glass forced the decision. "We did not make this choice lightly," said Carle. "Greensboro is a community that loves to recycle, we know our residents want to recycle, but glass is worth about negative \$22 a ton for our recycling processor just to get it to the next plant." If the market for recycled glass picks up, the city could consider collecting it once again. Until then, bottles and jars will instead head to the landfill with other household trash. While that might be hard for eco-conscious residents to accept, Carle says it's not as bad as it sounds. "If I was going to have to choose paper, plastic, metal or glass to put in the landfill, I would choose glass," she said. "It is an inert substance; it's not going to mix with other chemicals or anything juicy in the landfill." Carle says glass doesn't emit any methane or other gasses, can help compress other garbage in the landfill and will eventually degrade into sand. In addition, Greensboro will no longer recycle bulky plastic, shredded paper, or gabled cartons used for milk and juice. The council also voted to remove the city's 20 recycling drop-off sites because of an increase in illegal dumping. Carle says the city is planning an

outreach campaign to educate residents about the changes, which go into effect in July.

[Greensboro Votes To Scrap Glass Recycling, Citing Rising Costs | WUNC](#)

- **Current Conditions:**

“Residents who want to continue recycling glass may use five glass recycling drop-off locations, including a newly opened location at Glenn McNairy Library, 4860 Lake Jeanette Road. Look for the recycling carts at the City’s 5 glass recycling drop-off sites at: Glenn McNairy Library, Kathleen Clay Edwards Library, Leonard Recreation Center, McGirt-Horton Library, Medford Service Center, Fire Station 19, First Presbyterian Church, Solid Waste Transfer Station, or the White Street Landfill.”

[Greensboro adds new glass recycling drop-off location | Local News greensboro.com](#)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Reduce Carbon-Emissions:

- **Research Summary:**

“After almost a century since electric-powered public transportation first served the Gate City, Greensboro Transit Authority will usher in a new era of transit technology with North Carolina’s first battery-electric rechargeable buses used in active passenger service. The departure will take place Thursday, January 31 at 10 am at the J. Douglas Galyon Depot. The environmentally friendly 40-foot buses are powered by under-floor batteries, capable of providing up to 175-200 miles of sustainable transportation service before recharging is required. The use of electric motors not only bring a much quieter ride for passengers and the community, but it eliminates the use of combustible diesel fuel and associated exhaust. The sole emission from the bus is water.”

[New All-electric City Buses Roll Out January 31 | City News | Greensboro, NC \(greensboro-nc.gov\)](#)

- Current Conditions:**
 “Six electric buses are already operating throughout the city and four more are on order. The rechargeable buses will save the city up to \$350,000 per bus each year. The buses are quieter and will use no fossil fuels. Governor Roy Cooper said having these types of buses in the state makes sense. ‘This is smarter, this is the way of the future, and this is a way for us to make sure we create better paying jobs in North Carolina and become healthier and cleaner while we're doing it,’ he said. Greensboro hopes to replace its more than 50 other buses with all-electric models by this fall. At that point, the city will have the second-largest fleet of electric buses on the East Coast after Philadelphia.”
[Greensboro Becomes First City In North Carolina To Have All-Electric Bus Fleet | WUNC](#)
- Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

Council Member	Vote	Grade
Marikay Abuzuaiteer	Consent	C
Sharon Hightower	Consent	C
Nancy Hoffman	Consent	C
Yvonne Johnson	Consent	C
Justin Outling	Consent	C
Tammi Thurm	Consent	C
Nancy Vaughn	Consent	C
Goldie Wells	Consent	C

Renewable Energy:

- Research Summary:**
 “The goal is to transition the operations of the City of Greensboro to 100 percent renewable energy by 2040, but according to the resolution passed by the City Council on Tuesday, Dec. 3, the city could make a huge step toward reaching that goal before the end of the year.”
[Council Goal Of 100% Renewable Energy May Be Attainable - The Rhino Times of Greensboro](#)

- Current Conditions:

“The resolution states, ‘Achievable goals for transitioning to 100% renewable energy in all city operations by 2040 from any combination of on-site and off-site renewable sources, including but not limited to: solar, wind, hydroelectric, renewable energy certificates (RECs) and green power purchases.’ The key is ‘renewable energy certificates.’ These would allow the city to claim it was only buying electricity made from renewable sources. It’s a really clever financial device that would only cost the city money and the city wouldn’t have to change anything except the size of its electric bill. The price of renewable energy certificates fluctuates, and not knowing what the city’s total electric bill is makes it impossible to even estimate the yearly cost.”

[Council Goal Of 100% Renewable Energy May Be Attainable - The Rhino Times of Greensboro](#)

- Evaluation:

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Council Responses:

- **Marikay Abuzuaiter:**

“I am the City Council Liaison for the Community Sustainability Council. Have attended over 100 meetings concerning sustainability over the last 14 years. There is no way to go back and list each one. Concerning the sustainable use of natural resources- we submitted and received the Silver LEED award for Cities. Included in that were items such as transportation, using natural resources, making Greensboro a car-optional city and moving to electronic

vehicles. As for electric vehicles, in my role as chair of the MPO we were able to purchase 16 Electric buses with assistance from Federal Grants. As liaison with Dr. Goldie Wells to the Solid Waste Commission, we are tasked with keeping the White St. Landfill closed but we also work on reducing our trash by encouraging recycling and, just recently a Commission, we supported the work of the Styrofoam recycling efforts on W. Gate City Blvd. I have supported our Water Department with votes that support them replacing our antiquated water and sewer system.”

- **Sharon Hightower:**

“We are very conscious of our climate and air quality. Just recently one of our strategic goals is to have more LEED certified buildings. Currently, there is a 70-acre solar farm at the White Street landfill. Also, at the landfill, methane/nitrogen gases emitted are captured and sold. This process is run solely by a Black vendor that started out as a joint venture with a white company. There is an ongoing commitment among council to keep the landfill a Black community closed to Municipal Solid Waste. 2 years ago, our city was the first in the State to purchase 7 electric buses replacing ones operated by diesel with a goal to replace the entire fleet in upcoming years. Those who drive electric cars will find charging stations downtown with more coming as the funding allows. As the GTA liaison, our plan is to become car optional by making transit rider friendly for all populations.”

- **Nancy Hoffman:**

“At the City of Greensboro, we have made enormous strides in making our public buildings more energy efficient: we have the largest fleet of electric City buses in the state and have made walking and biking a priority in our 2040 City planning. I have supported and will continue to support all efforts in this area. I have advocated strongly for responsible infill development and more housing density as a way to reduce carbon footprint and encourage walking and biking and less car usage and dependence by our citizens.”

- **Yvonne Johnson:**

“When I was Mayor, I started the sustainability commission. It is still active. We have reduced energy consumption. Also, supported replacing old pipes and actively worked close to landfill.”

- **Justin Outling:**

“In June of 2019, I voted against eliminating glass recycling from the budget. I also served as Chairperson of the Greensboro 2040 Advisory Committee, a volunteer group which created a comprehensive plan advocating for the inclusion of forward-looking environmental goals. One initiative we proposed was building Greensboro’s infrastructure and permitting denser residential construction so that the city becomes car optional. The plan would have the added benefit of breaking down barriers that historically have prevented affordable housing, an area of interest for the Black community.”

- **Tammi Thurm:**

“I have voted to fund various programs through Neighborhood Development that address lead paint, assisting residents with bringing their homes up to energy efficiency, etc. As noted earlier in this survey, I am working on ways to increase micro transit options in Greensboro. Through my work on the Transportation Advisory Commission, I have promoted increasing sidewalks and bike lanes where possible. I also serve on Jordan Lake Once Water commission to work on regional water conservation to address clean water issues throughout the watershed.”

- **Nancy Vaughn:**

“The city of Greensboro was awarded ‘Silver’ LEED status. ‘Throughout the LEED certification process, the city worked to track and verify performance on a wide variety of sustainability indicators include energy, water, transportation, education, health and more. LEED for Cities provides a consistent rating system and independently verified data analysis, allowing comparison with local, regional and global peer cities.’ In 2019, the city passed a ‘Resolution to Support Establishment of a 20-year Strategic Plan and Goals to Transition to 100% Renewable Energy for the City of Greensboro.’ This is attainable and was reflected in our GSO02040 plan. Attaining Silver LEED status shows our commitment to environment. I signed on with other mayors to pledge ‘representing 70 million Americans, we will adopt This is attainable and was reflected in our GSO2040 plan.”

- **Goldie Wells:**

“I am the liaison to the Solid Waste Commission. I have a history of fighting environment racism.”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>C</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

There is a global call for climate change to save our planet and we can begin answering that right here in the city of Greensboro by following several recommended steps:

1. “Use smart heating and cooling systems to make buildings more efficient in reducing greenhouse gas emissions for electricity, heating, and water.
2. Install solar panels along building extensions and invest in heat pumps to reduce outside energy needs.
3. Go beyond cars and trucks to cut greenhouse gas emissions caused by fumes leading to air pollution.
4. Improve Public Transit to limit greenhouse gas emissions from vehicles.
5. Create sustainable roofs to target surfaces that are most exposed to sunlight: rooftops.
6. Expand green spaces by planting trees throughout neighborhoods and expanding parks to increase clean air and absorb greenhouse gas emissions.
7. Transform the global energy grid with limitations like solar and wind farms to bypass the traditional energy system grid with localized energy production.
8. Ban plastic that end up in landfills when not recycled and create garbage disposal solutions to reduce greenhouse gas emissions.”

[8 Ways Cities Are Fighting Climate Change & Environmental Decay \(globalcitizen.org\)](http://globalcitizen.org)



LGBTQIA

“In too many countries, being lesbian, gay, bisexual, transgender or intersex (LGBTI) means living with daily discrimination. This discrimination could be based on your sexual orientation (who you’re attracted to); gender identity (how you define yourself, irrespective of your biological sex), gender expression (how you express your gender through your clothing, hair or make-up), or sex characteristics (for example, your genitals, chromosomes, reproductive organs, or hormone levels.) From name-calling and bullying, to being denied a job or appropriate healthcare, the range of unequal treatment faced is extensive and damaging. It can also be life-threatening. In all too many cases, LGBTI people are harassed in the streets, beaten up and sometimes killed, simply because of who they are.”

<https://www.amnesty.org/en/what-we-do/discrimination/lgbt-rights/>

Scope of Evaluation:

Each city council member was asked to respond to following question on LGBTQIA: What is your legislative record regarding equitable treatment of members of the LGBTQIA community? The responses given, matched by community concerns, highlighted three key areas: Discriminatory Protections, Equality NC/Non-Discriminatory Ordinances, and House Bill 2 (HB2).

Discriminatory Practices:

- *Research Summary:*

“City officials are making a subtle change to most ordinances and employee materials in order to foster gender equality. In two votes in December and January, the City Council approved moves to change the pronouns used in ordinances from the more masculine genders to broader, more inclusive pronouns.” For example, the term “he” will now be “he/she.” The term “she” will be referred to as “he/she. And “his” will become “his/her. This alteration will affect scores if not hundreds of references throughout the city's code of ordinances. “At last week's meeting, council made one addition to the resolution — adding the pronoun ‘they’ which is used by many LGBTQ people to describe themselves.”

https://greensboro.com/greensboro-ordinances-will-soon-contain-language-thats-gender-neutral/article_a9fac52c-54f5-11eb-9419-a343015f5da7.html

- **Current Conditions:**
 “The change comes as cities and towns across the state are considering protections against discrimination for LGBTQ residents, which council is expected to discuss at its next meeting on Tuesday. Although Greensboro’s resolution was effective immediately, the practical changes will take months to complete and be approved by council.”
https://greensboro.com/greensboro-ordinances-will-soon-contain-language-thats-gender-neutral/article_a9fac52c-54f5-11eb-9419-a343015f5da7.html
- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>A</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Equality NC/Non-Discriminatory Ordinances:

- **Research Summary:**
 “After a complex and sometimes angry one-hour discussion, a unanimous Greensboro City Council voted late Tuesday to reinstate ordinances to protect LGBTQ people from discrimination. Those ordinances were nullified nearly five years ago by the General Assembly. Council members also added a provision to define sexual orientation and gender as well as new language protecting people more clearly from discrimination based on hairstyles that can be associated with racial and national origin. Elected officials in Durham also passed a similar ordinance on Tuesday. ‘We want everybody in our community to be protected,’ Mayor Nancy Vaughan said after the vote.”
[Greensboro reinstates LGBTQ protections once taken away by state | State & Regional | journalnow.com](#)
- **Current Conditions:**
 On Jan. 19, 2021 “Greensboro city council members unanimously passed an updated non-discrimination policy that protects LGBTQ+ individuals and prohibits discrimination based on hairstyle. The move is part of a wave of

municipalities in the state which are enacting similar ordinances after a statewide ban on such local protections expired in December.”

[GSO’s new policy protects hairstyles based on race as well as LGBTQ+ rights - The NC Triad's altweekly \(triad-city-beat.com\)](#)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>A</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

House Bill 2 (HB2):

- **Research Summary:**

“North Carolina was thrust into the national spotlight in March 2016 over House Bill 2, which prevented transgender people in the state from using bathrooms that aligned with their gender identity. The so-called bathroom bill sparked a nationwide backlash that wreaked havoc on the state, causing far-reaching political and economic damage. A controversial compromise bill was enacted a year later, but part of that legislation expired last week, leaving LGBTQ advocates and their opponents right back where they started four years ago.”

[LGBTQ rights fight reignited 4 years after N.C.'s 'bathroom bill' controversy \(nbcnews.com\)](#)

- **Current Conditions:**

“Greensboro has joined four other North Carolina cities in passing nondiscrimination ordinances for LGBTQ people. The actions followed the recent expiration of a ban on such rules by local governments. The moratorium that expired last month was implemented in 2017 as the result of a compromise between Republican legislators and Democratic Governor Roy Cooper to get rid of HB2, the state’s 2016 so-called “bathroom bill.” Greensboro’s resolution essentially reinstated protections that had been nullified by the state. Language was added that further defines sexual

orientation and gender and protect people from discrimination based on hairstyles. City Council unanimously voted to reinstate the ordinances.”

[Greensboro City Council votes against written consent | News | yesweekly.com](#)

- **Evaluation:**

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**

“We (I) have supported and voted for resolutions that support equitable treatment of members of the LGBTQIA community.”

- **Sharon Hightower:**

“On 1-15-2021, council unanimously supports this ordinance. Ordinance to Amend the Greensboro Code of Ordinance Chapter 12 Division Iv-Discrimination to Add “Sex” to Certain Provisions, to Define Sex to Include Sexual Orientation, Gender Identity, and Gender Expression, and to Interpret “Race” and “National Origin” so as to Include Discrimination Based on Hair or Hairstyles. In 2015, the Council amended the City Code to include protections for sexual orientation, gender identity and gender expression. As a part of the fallout from HB2, the North Carolina General Assembly enacted legislation to nullify the impact of local government anti-discrimination enactments. The legislature prohibitions were set to sunset as of December 1, 2002 in subsequent legislation known as the “compromise.” The Council desires to amend Chapter 12 Article IV to the protected categories of “sex” as well as “race” and “national origin” to provide the above-described protections. Thus, this the intent: Council previously enacted protections for the LGBTQ community through Code amendments designed to expand protections for

sexual orientation, gender identity and gender expression. Those amendments were nullified by NCGA legislative prohibitions associated with HB2. Since those prohibitions have sunset, and since civil rights laws have progressed in the interim, there now is a need to further amend Chapter 12 Article IV on discrimination to extend the previously enacted protections for the LGBTQ community and to also provide protections to persons who suffer discrimination due to their hair. Therefore, the definitions to include sexual orientation, gender identity and gender expression and that “race” and “national origin” are now defined to include hair texture and hairstyle.”

- **Nancy Hoffman:**

“I am strong advocate for equal rights for all our citizens. I spoke out strongly and publicly against HB2. One of the responsibilities of a democracy is the protection of minority rights. I have been endorsed by the Replacement PAC in each of my City Council campaigns. I strongly supported FMA and gathered at the Marriage Registration office with the Mayor and others in the late afternoon in 2014 when we received word the same sex marriage was indeed finally legal in NC.”

- **Yvonne Johnson:**

“Supported equal treatment on LGBTQIA (run a program at my non-profit for LGBTQIA).”

- **Justin Outling:**

“I have championed the reinstatement of the City’s 2015 non-discrimination ordinance with expanded protections. Part of the ordinance is a ban on discrimination against individuals for hairstyles based on race or national origin. As originally proposed, the ordinance did not apply to businesses with fewer than fifteen employees and had no fines for non-compliance. Both were included at my insistence in the final draft of the ordinance. I was the first Greensboro Council member to announce my opposition (on Facebook) to HB2 and supported the vote to use gender neutral pronouns in City ordinances.”

- **Tammi Thurm:**

“Just recently we adopted the non-discrimination ordinance dealing with LGBTQIA issues. The original ordinance only applied to businesses within 14 or more employees. I offered the amendment to make the ordinance apply to all businesses. That amendment passed. I have been working with the city legal department to determine if there is any way we can prohibit programs like insight from operating in Greensboro. Though our options are limited, we are looking for creative solutions to ensure that we don’t allow conversation therapy programs that are so damaging to LGBTQ youth in Greensboro. I have supported all the city to make our policies, manuals, etc. gender neutral, as well as supporting the LGBTQIA focus group to identify specific actions we can take to protect and support LGBTQIA citizens in Greensboro.”

- **Nancy Vaughn:**

“I was very active against Amendment One. I passed the first LGBTQIA inclusive ordinances in North Carolina. They covered housing, employment, and city accommodations. They were called “groundbreaking” by Equality NC. They were put on hold due to HB2. I was a loud voice in ending HB2. It was wrong from a business perspective and a moral perspective. I was executive director of Guilford Green. We recently re-enacted those ordinances added “natural hair and familial status.” HUD recently expanded their definition of protected classes which enables us to penalize landlords who discriminate. When I heard that there was a transwoman being detained in the Guilford County jail in the men’s population, I called Sheriff Barnes and asked him to move her. They did.

<https://www.youtube.com/watch?v=fAyYQAjEp71> (Amendment One)

https://www.yesweekly.com/news/greensboro-city-council-votes-against-written-consent/article_640cf9d4-f912-11ea-a01d-2babfd67d2ac.html

- **Goldie Wells:**

“I believe all citizens should be treated just and fairly.

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiteer</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>B</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

All persons regardless of sexual orientations or identifications should be protected from discrimination, barriers in access to resources and opportunities, and expansion of services and facilities for safe public and residential interactions.

The best method of ensuring a more inclusive environment is to better understand all communities and create a more inclusive environment in all aspects of governance:

- **“Create a zero-tolerance policy** for disrespectful behavior towards LGBTQ+ people that interact with your organization (as clients or volunteers)
- **Give gender-neutral assignments** whenever possible (no “boys line up on one side, girls line up on the other”)
- **Avoid gendered phrases** like “ladies and gentlemen” when “friends,” “folks,” or “people” will work just as well.
- **Listen and learn without judgement** and be willing to help however you can.
- **Be open**—remember that everyone is a human being that deserves love and respect.”

[Understanding our communities: LGBTQ+ Community | POINT % \(pointapp.org\)](https://pointapp.org)



BUDGET

The budget of any functioning body helps to provide the resources necessary for operations and governance of the population served. An annual budget of makes funds available for expenditures to maintain municipal operations and create city services or projects throughout the fiscal year. This year's 2021-2022 fiscal year budget in the amount of \$619,744,308 "is adopted by ordinance, in accordance with the North Carolina General Statutes that require estimated revenues and appropriated fund balances to be equal to appropriations."

[FINAL ADOPTED BUDGET FY2021-22 \(cld.bz\)](#)

Scope of Evaluation:

Each city council member was asked to respond to following question on the budget: Specify how the budget that you have supported or not supported has produced an equitable allocation of funds to communities of color and how these funds have benefitted those communities? The responses given, matched by community concerns, highlighted three key areas: property tax rate increases, community resource development, and additional resources for Minority & Women Business Enterprises (MWBE).

Property Tax Rate Increases:

- Research Summary:
"At its June 15 meeting, the Greensboro City Council adopted the \$620 million budget for Fiscal Year 2021-2022. The fiscal year begins July 1."
[City Council Approves Fiscal Year 2021-22 Budget - NewsBreak](#)
- Current Conditions:
"The budget maintains the current City property tax rate of 66.25 cents per \$100 property valuation and water and sewer fees are increasing 4.5 percent. It also includes an Access GSO fare increase of 50 cents, beginning in January 2022."
[City Council Approves Fiscal Year 2021-22 Budget - NewsBreak](#)
- Evaluation:
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>For</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>For</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>For</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>For</i>	<i>C</i>
<i>Justin Outling</i>	<i>For</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>For</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>For</i>	<i>C</i>
<i>Goldie Wells</i>	<i>For</i>	<i>C</i>

Community Resources Development:

- Research Summary:

Listed in the Community Services area of this year’s budget that includes “the Library, Neighborhood Development, and Parks and Recreation Departments, resources increased by \$24 million to \$34.9 million, or 11% of the General Fund budget.”

[FINAL ADOPTED BUDGET FY2021-22 \(cld.bz\)](#)

- Current Conditions:

“The increases in this year’s budget include five (5) additional positions, three (3) for Parks and Recreation, and two (2) Crew Members for greenway and trail maintenance.”

[FINAL ADOPTED BUDGET FY2021-22 \(cld.bz\)](#)

- Evaluation:

This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Additional resources for Women & Minority Owned Businesses (MWBE):

- **Research Summary:**
“The General Government Service area of this year’s budget reports \$28.1 million, about \$2.6 million higher than the current year budget of \$25.5 million.”
[FINAL ADOPTED BUDGET FY2021-22 \(cld.bz\)](#)
- **Current Conditions:**
“The budget adds an MWBE Specialist and two (2) additional positions in the Human Rights department to assist with the expanded nondiscrimination ordinance adopted by Council earlier this year and various commission support needs.”
[FINAL ADOPTED BUDGET FY2021-22 \(cld.bz\)](#)
- **Evaluation:**
This assessment is based on council members vote and the grade associated with that position in accordance with the evaluation rubrics.

<i>Council Member</i>	<i>Vote</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>Consent</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Hoffman</i>	<i>Consent</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>Consent</i>	<i>C</i>
<i>Justin Outling</i>	<i>Consent</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>Consent</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>Consent</i>	<i>C</i>
<i>Goldie Wells</i>	<i>Consent</i>	<i>C</i>

Council Response:

- **Marikay Abuzuaiter:**
“No way to list all of these. Our budget supports affordable housing, economic incentives for those businesses who locate in East Greensboro, and I am always supportive of those endeavors.”
- **Sharon Hightower:**
“I have supported budgets that include funding MWBE Office, the Office Equity and Inclusion and the Human Rights Department. Monies in the budget while not race specific are geared toward lifting up lower disadvantaged

communities. In supporting last year's budget. It contained a 2% COLA (Cost of Living Adjustment) that many in some departments may have gotten. A study of the step plan is being done to determine the cost for implementation on departments such as field operation, Parks & Rec and waiver resources. These are areas where there are the most minorities are working."

- **Nancy Hoffman:**

"City budgets during my tenure on Council have reflected our intent to provide necessary services equally to all citizens of Greensboro. Our capital budgets in particular have addressed many infrastructures needs in East Greensboro.

- **Yvonne Johnson:**

"The economic set aside for NE & S Greensboro has helped. Mr. Jeff Fosters Manuf. Bus. on E. Gate City Blvd. cite is an Aggie."

- **Justin Outling:**

"On June 18, 2019, I voted against the City budget because it contained a property tax rate increase along with a \$2.50 per month recycling fee. Both disproportionately impact low-income citizens and particularly seniors on fixed incomes. The rate increase and monthly fee apply equally to someone making \$100,000 a year or a person with limited means. I am developing a proposal to ensure seniors are protected from future increases. This is a key strategy to protect against future gentrification by helping people stay in their homes. I have voted (April 22, 2020) for funding for East Greensboro Now and Piedmont Business Capital. I also have advocated for increased funding for building repair and eliminating blight, which would be utilized predominantly in communities of color given historical wealth gaps in our city."

- **Tammi Thurm:**

"The budgets that I have supported have included increased funding for the MWBE program, investments in neighborhoods/housing, supporting Invest East, and many other programs intended to benefit communities of color. This is an ongoing effort. We have made some progress, but there is more to do."

- **Nancy Vaughn:**

"You all will see my budget priorities reflected in my prior answers."

- **Goldie Wells:**

“I have supported the city budget in the past, in each of the proposed budgets I have advocated for more funds for the communities of color.”

Council Member’s Final Grade:

<i>Council Member</i>	<i>Grade</i>
<i>Marikay Abuzuaiter</i>	<i>C</i>
<i>Sharon Hightower</i>	<i>B</i>
<i>Nancy Hoffman</i>	<i>C</i>
<i>Yvonne Johnson</i>	<i>C</i>
<i>Justin Outling</i>	<i>C</i>
<i>Tammi Thurm</i>	<i>C</i>
<i>Nancy Vaughn</i>	<i>B</i>
<i>Goldie Wells</i>	<i>C</i>

Expectations:

There are several key investment areas black residents and other racial minority groups (non-white) residing in Greensboro, NC would like to see as top priorities in a fiscal year(s) budget:

1. Reparations to financially address centuries of locking blacks and other racial minority groups out of opportunities to build generational wealth.
2. Transportation Expansion that includes additional weekend and evening hours from residential areas to routes or connecting routes to jobs at and near the airport paying well above the state minimum wage (NC State Minimum Wage \$7.25/hour that has not been raised since 2009). Everything in the economy has increased since the year 2009 while wages have remained stagnant for a large sector of the population.
3. Youth Programs, Services, Apprenticeships, Licensure, and Certification Programs for blacks and other racial minority groups.
4. Public Safety Reimagined to provide additional resources to community recreation programs and youth programs provided by the city of Greensboro.
5. Economic Development in underserved communities to secure safe drinking water, pollution and toxic free airborne pathogens, accessible recycling and trash pickups, development of green spaces with walking trails, proper neighborhood residential street lighting, and public bus stops that are well lit with emergency call buttons and cameras, and affordable neighborhood after school recreation centers for all school aged children with service-learning opportunities.



Self-Assessment

Each Council Member was asked to rate their own performance by the following the categories: Outstanding, Above Average, Average, Below Average, and Unsatisfactory. The responses indicated by a check mark represents the rating the council member elected to provide for his or her performance and any blanks displays responses not provided.

Council Response:

	Outstanding	Above Average	Average	Below Average	Unsatisfactory	Not Provided
Name						
Marikay Abuzuaiter						✓
Sharon Hightower						✓
Nancy Hoffman	✓					
Yvonne Johnson		✓				
Justin Outling		✓				
Tammi Thurm		✓				
Nancy Vaughn	✓					
Goldie Wells						✓

“The greatness of a community is most accurately measured by the compassionate actions of its members!” -Coretta Scott King