



State of Illinois
African Descent-Citizens
Reparations Commission

CY 2024

African Descent Citizens Reparations Commission

ANNUAL REPORT

January 1
December 31

This report describes the actions of the African Descent Citizens Reparations Commission (ADCRC) in 2024. In compliance with 20 ILCS 405/405-540, the Illinois Department of Central Management Services submits the following annual report on behalf of the ADCRC to the General Assembly and Governor.

Raven A. DeVaughn
Director



Message From the Chairperson

Dear Friends and Stakeholders,

As we reflect on 2024, the ADCRC has made significant progress in advancing the cause of reparations for African American Descendants of Slavery in Illinois. Our work this year has focused on hosting public hearings to gather input and insights from the Descendant community on methods, actions, and proposals for repair. The information and testimonies gathered at our public hearings are being used to inform both the research and recommendations the ADCRC is currently compiling. The ADCRC has attended over 25 events during the course of the year to partner with community organizations in our efforts to educate the public and to be educated by the public on efforts for repair. This work is laying the foundation for future initiatives and tangible policy actions the ADCRC will recommend. I am grateful for the support and dedication of our team and partners as we strive toward justice and restitution.

In a major milestone, we successfully executed the Intergovernmental Agreement (IGA) with the University of Illinois at Chicago (UIC) for a comprehensive research agreement. This partnership will provide valuable insights and data to guide our future actions and policies.

We reaffirm our commitment to community input and welcome engagement from members of the public of varying identities as we continue toward the goal of realizing equity, equality, and parity for all Illinois citizens, especially the Descendants of Slavery.

Thank you for your continued support and commitment to our mission.

Sincerely,

Marvin Slaughter, Jr.

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Purpose of This Report

This report serves as an annual summary of the strategies implemented and proposed by the Illinois African Descent Citizens Reparations Commission (ADCRC) to address and amend the historical and systemic injustices faced by marginalized groups, particularly those related to slavery and racial discrimination, along with their enduring effects. It offers a comprehensive overview of the ADCRC's activities, accomplishments, and financial details from the past year. The report reflects the commission's commitment to transparency and accountability in its mission to create a more equitable Illinois for citizens of African descent.

The ADCRC, authorized by 20 ILCS 405/405-540, is charged with surveying the State procurement process to make recommendations, hold meetings, provide reports, and discuss and perform actions concerning:

- Preservation of African American neighborhoods and communities
- Building and developing vocational centers for People of African Descent-Citizens
- Ensuring proportional economic representation in all State contracts
- Creation and enforcement of an Illinois Slavery Era Disclosure Bill



Sec. 405-540. African Descent-Citizens Reparations Commission

The African Descent-Citizens Reparations Commission is hereby established within the Department of Central Management Services.

(b) The Commission shall include the following members:

- (1) the Governor or his or her designee;
- (2) one member of the House of Representatives appointed by the Speaker of the House of Representatives;
- (3) one member of the Senate appointed by the President of the Senate;
- (4) one member of the House of Representatives appointed by the Minority Leader of the House of Representatives;
- (5) one member of the Senate appointed by the Minority Leader of the Senate;
- (6) three representatives of a national coalition that supports reparations for African Americans appointed by the Governor; and
- (7) ten members of the public appointed by the Governor, at least 8 of whom are African American descendants of slavery.

(c) Appointment of members to the Commission shall be made within 60 days after the effective date of this amendatory Act of the 101st General Assembly, with the first meeting of the Commission to be held at a reasonable period of time thereafter. The Chairperson of the Commission shall be elected from among the members during the first meeting. Members of the Commission shall serve without compensation, but may be reimbursed for travel expenses. The 10 members of the public appointed by the Governor shall be from diverse backgrounds, including businesspersons and persons without high school diplomas.

(d) Administrative support and staffing for the Commission shall be provided by the Department of Central Management Services. Any State agency under the jurisdiction of the Governor shall provide testimony and documents as directed by the Department.

(e) The Commission shall perform the following duties:

- (1) develop and implement measures to ensure equity, equality, and parity for African American descendants of slavery;
- (2) hold hearings to discuss the implementation of measures to ensure equity, equality, and parity for African American descendants of slavery;
- (3) educate the public on reparations for African American descendants of slavery;
- (4) report to the General Assembly information and findings regarding the work of the Commission under this Section and the feasibility of reparations for Illinois African American descendants of slavery, including any recommendations on the subject; and discuss and perform actions regarding the following issues:
 - (i) Preservation of African American neighborhoods and communities through investment in business development, home ownership, and affordable housing at the median income of each neighborhood, with a full range of housing services and strengthening of institutions, which shall include, without limitation, schools, parks, and community centers.
 - (ii) Building and development of a Vocational Training Center for People of African Descent-Citizens, with satellite centers throughout the State, to address the racial disparity in the building trades and the deskilling of African American labor through the historic discrimination in the building trade unions. The Center shall also have departments for legitimate activities in the informal economy and apprenticeship.
 - (iii) Ensuring proportional economic representation in all State contracts, including

reviews and recommendations for changes to the State procurement and contracting requirements and procedures with the express goal of increasing the number of African American vendors and contracts for services to an equitable level reflecting their population in the State.

- (iv) Creation and enforcement of an Illinois Slavery Era Disclosure Bill mandating that in addition to disclosure, an affidavit must be submitted entitled "Statement of Financial Reparations" that has been negotiated between the Commission established under this Section and a corporation or institution that disclosed ties to the enslavement or injury of people of African descent in the United States of America.
- (f) Beginning January 1, 2022, and for each year thereafter, the Commission shall submit a report regarding its actions and any information as required under this Section to the Governor and the General Assembly. The report of the Commission shall also be made available to the public on the Department of Central Management Services.

Organizational Structure

In preceding years, the Commissioners conducted elections that resulted in the appointment of Marvin Slaughter, Jr. as Chair of the Commission. Furthermore, Stephanie Taylor was elected as Vice Chair, and Roger Elion assumed the role of Secretary. The Commission established two subcommittees: the Public Engagement Subcommittee and the Research Subcommittee. Within the Public Engagement and Education Subcommittee, Roger Elion was elected as Chair, while Stephanie Taylor was designated as Secretary. Additionally, Marvin Slaughter, Jr. was appointed as Chair of the Research Subcommittee.

In compliance with the 20 ILCS 405/405-540, Central Management Services reports that the below members have been appointed to the African Descent-Citizens Reparations Commission:

Officers

- Chairperson: Marvin Slaughter, Jr.
- Vice Chairperson: Stephanie Taylor
- Secretary: Roger Elion

Elected Officials

- Senator Christopher Belt (D)- Illinois State Senator- 57th District
- **Representative Tom Weber (R)- Illinois State Representative- 64th District- Appointed August 2024**
- Representative Sonya M. Harper (D)- Illinois State Representative- 6th District

Board Members:

- Jaquie Algee
- **Monique Jones, LCSW- Appointed October 2024**
- Deborah Lane
- Carlton Mayers II, Esq.
- Twyla Moore
- **Rikeesha Phelon- Appointed October 2024**
- Joel Sachnoff
- **Dr. Jeffrey Trask, PhD- Appointed October 2024**
- **Dominic Watson- Appointed July 2024**
- Dr. Ted Williams III, DMin

Read Commissioner's bios <https://adcrc.illinois.gov/members.html>

Full-Time Staff:


- Program Manager: MaCassa Johnson

Quorum- the minimum number of members who must be present (in person) to conduct business, such as casting votes

As Defined by the Rules of Procedure, a quorum is defined as a simple majority, which is half of the commission members, plus one (Example: 6 out of 10).

Recruitment for board members is ongoing until all 18 commissioner spots are appointed; 16 board member spots are currently occupied.

A quorum was met 8 out of 11 times for the full commission meetings in 2024.

 State of Illinois African Descent - Citizens Reparations Commission		2024 FULL COMMISSION MEETINGS ATTENDANCE											* TOTALS Attendance Record (Quorum)
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	
Commissioners	Quorum: NO	Quorum: YES @ 2:50 PM	Quorum: YES @ 2:13PM	Quorum: YES	Quorum: YES	Quorum: NO	Quorum: YES	Quorum: YES	Quorum: NO	NO MEETING Quorum: N/a	Quorum: YES	Quorum: YES	
	KEY: P- PRESENT A- ABSENT T- TARDY												
Algee, Jaquie	A	A	A	P	A	A	P	A	P	N/A	P	P	5/11
Belt, Chris	A (virtual)	A	A	A	A	A	A	A	A (virtual)	N/A	A	A	0/11
Ellon, Roger	P	P	P	P	P	P	P	P	P	N/A	P	P	11/11
Harper, Sonya	A (virtual)	A	A	A	A	A	P	P	A (virtual)	N/A	A	A	2/11
Jones, Monique	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	N/A	P	P	2/2
Lane, Deborah	A	A	A	A (virtual)	A	A (virtual)	P	P	A	N/A	P	P	4/11
Mayers II, Carlton	A (virtual)	T 1:36 PM	T 2:13 PM	P	T 1:51 PM	T 1:33 PM	P	P	P	N/A	T 2:00 PM	P	10/11
Moore, Twyla	P	T 2:50 PM	T 1:25 PM	A (virtual)	P	A	P	P	A	N/A	P	A	7/11
Phelon, Rikeesha	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	N/A	P	P	2/2
Sachnoff, Joel	A	P	P	P	P	P	P	P	P	N/A	P	A	9/11
Slaughter Jr., Marvin	P	P	P	P	P	P	P	P	P	N/A	P	P	10/10
Taylor, Stephanie	P	A (virtual)	A (virtual)	P	P	A	P	A (virtual)	A	N/A	P	A	5/11
Trask, Jeffrey	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	N/A	P	P	2/2
Watson, Dominic	n/a	n/a	n/a	n/a	n/a	n/a	P	P	P	N/A	P	A	4/5
Weber, Tom	n/a	n/a	n/a	n/a	n/a	n/a	n/a	A (virtual)	A (virtual)	N/A	A (virtual)	A (virtual)	0/4
Williams III, Ted	P	T 1:40 PM	P	P	P	P	P	P	A (virtual)	N/A	P	P	10/11
	* The totals are calculated based on the number of times the commissioner was counted towards the quorum.												

Research Intergovernmental Agreement

The Research Subcommittee developed the Scope of Work for the Inter-Governmental Agreement (IGA) with the University of Illinois (UIC) Institute for Research on Race & Public Policy. This IGA, titled “Reparations in Illinois: Exploring the Feasibility and Impact of Redress for Historical Injustices in the State,” was executed and launched on July 1, 2024. This project marks the first phase of a three-phase initiative, with the primary goal of researching and documenting past and current inequities faced by Black Americans in Illinois, including the history and extent of harm done to Black people in the State of Illinois. The research aims to inform public policy recommendations that can ameliorate these disparities.

UIC will conduct research on topics relating to historical analysis of past injustices against Black Americans in Illinois. The research will include compiling a thorough literature review that will encompass scholarly works, historical/archival documents, government reports, and community perspectives related to historical injustices against Black Americans and reparations in Illinois. Additionally, the research will provide a clear statement of methodology encompassing historical analysis, data collection, and data analysis. Finally, the research team will conduct additional new research when necessary and appropriate. The research will focus on the history of harm done, the context of ongoing harm, and work to capture the accumulated extent/impact of harm. The topics to be researched will be informed by past work in other places but will focus on the context of Illinois in particular. Topics may include, but not be limited to, the following: enslavement, racial terror, political disenfranchisement, housing, education, family, environmental racism, economic stolen labor and hindered opportunity, criminal/legal system, and health.

The Illinois Department of Central Management Services (CMS), on behalf of ADCRC, agrees to pay UIC the sum of \$588,636 to cover expenses incurred by UIC to perform the terms of this agreement. These funds shall be paid out of the funds appropriated to CMS for the expenses of the African Descent-Citizens Reparations Commission.

This agreement sets a deadline of approximately 18 months for the submission of a complete draft of the preliminary report to the commission. ADCRC will develop a strategy for releasing the report to the public in the first half of 2026, along with subsequent dissemination activities.

Public Engagement/ Public Relations

All commission meetings are open to the public, providing opportunities for individuals to attend both virtually and in person. This commitment to transparency ensures that community members can participate in the conversation and stay informed about the Commission's progress. For convenience, the meeting schedule, detailed agendas outlining the topics for discussion, and the minutes from previous meetings can all be accessed online at <https://adcrc.illinois.gov/meetings>.

The ADCRC seeks to create relevant conversations and engage public participation through strategic forums about reparations, which are scheduled to be held throughout the State of Illinois. This commission is committed to gathering diverse perspectives to shape recommendations for tangible actions toward restitution and justice. This monumental task involves developing and implementing a comprehensive blueprint for forums designed to address the multifaceted impacts of systemic racism and provide tangible support to African-descent communities.

The ADCRC intends to recruit professional public relations experts to enhance community relationships and organizational alignments that engage effectively with the African Descent-Citizen community across the State. The ADCRC requires strategic public relations and communications support services to assist in facilitating community outreach and public engagement activities.

The ADCRC will conduct at least nine (9) public forums across the State of Illinois by 2026. The primary purpose of these forums is to facilitate open discussions and document the historical and ongoing inequalities experienced by African Descent-Citizens in Illinois since the state's establishment to the present day. These hearings are essential for gathering firsthand accounts and descendant testimonies regarding disparities, while also providing expert speakers the opportunity to educate the public about these inequalities. Additional hearings may be scheduled to explore and assess potential recommendations for reparations and programs aimed at ensuring parity, equity, and equality.



Key Achievements and Highlights

The ADCRC has successfully established and launched its first set of a nine-part series of public hearings aimed at addressing reparations for Black Americans in Illinois who are descendants of American chattel slavery. The first three public hearings took place in 2024 in Chicago, East St. Louis, and Springfield. Six additional public hearings are planned for the upcoming year. These hearings provided a platform for community members to share their experiences and perspectives, which will be integral in shaping reparations programs.

2024 Events

FEBRUARY

Hosted:

- CMS' Diversity and Inclusion Presents: The Black Experience as an Illinois State Employee and the Pathways for the Future State of Illinois Black History Month CMS Live Panel Discussion, Chicago, IL & Online

Participated/Attended:

- Illinois Black Caucus Soiree, Springfield, IL
- Midwest Reparations Conference, St. Paul, MN
- Conrad Worrill Community Reparations Commission Black History Event, Chicago, IL

MARCH

Participated/ Attended:

- BlackRoots Alliance Modeling Reparations in Midwest Conversation, Online

APRIL

Participated/ Attended:

- "State of Black Springfield" Event, Springfield, IL
- Illinois Reparations Coalition meeting, Chicago, IL

JUNE

Participated/ Attended:

- City of Chicago Juneteenth Flag Raising Ceremony, Chicago, IL
- Du Sable Museum Juneteenth Block Party, Chicago, IL
- SEIU Juneteenth Event at Du Sable Museum, Chicago, IL

JULY

Hosted:

- State of Illinois African Descent-Citizens Reparations Commission Public Hearing, Chicago

AUGUST

Hosted:

- State of Illinois African Descent-Citizens Reparations Commission Public Hearing, East St. Louis, IL

Participated/ Attended:

- Conrad Worrill Reparations Commission Reparations Rally, Chicago, IL

OCTOBER

Hosted:

- State of Illinois African Descent-Citizens Reparations Commission Public Hearing, Springfield, IL
- Participated/ Attended:
- Illinois Office of Equity's Peer-to-Peer Exchanges (P2P), Chicago, IL
- Chicago Urban League's "Reparations: What South Side Residents Want" forum, Chicago, IL

DECEMBER

Participated/ Attended:

- Illinois Black Caucus Foundation (ILBCF) Policy Summit, Chicago, IL



Media Coverage

- WTTW's Chicago Tonight
- NBC 5 on the ADCRC origin story
- Chicago Tribune article- 'A movement, not just a moment': Inside the Arduous Work of Illinois' Reparations Effort
- NBC 5 "Road to Reparations" series
- Chair Slaughter has an interview with the Chicago Tribune scheduled
- WVON Radio Interview

Special Guests

Presenting at Full Commission Meetings

April

Coordinator Hiram White from the African American Employment Plan Council presented the findings of their 2023 annual report on the recruitment of African Americans for state employment.

May

Nick Cummings, a former representative from the city of Evanston, presented a Legislative Toolkit on Reparations. He underscored the notion that state legislation can serve as a precursor to federal policy. In his presentation, he shared the framework that encompasses the following elements: a harm report, the creation of a reparations program, the identification of a funding source, and the introduction of pertinent legislation. He also identified common challenges, such as the tendency to become overly focused on determining who has been harmed and the financial aspects of funding reparations, rather than prioritizing the fundamental issue of harm itself.

Sommer Iqbal, a candidate for the Master of Public Policy at the University of California, Berkeley, presented a case study on Asheville and Buncombe County, North Carolina, along with an analysis of potential funding sources to the ADCRC. Additionally, she discussed her capstone project, which seeks to develop a comprehensive toolkit for reparations.

Cordell Longstreath addressed the Commission regarding his initiative aimed at identifying and interviewing descendants of enslaved individuals. This project intends to document their lineage and facilitate their connection to pertinent resources and organizations.

June

Bruce Montgomery from the State of Illinois Commission on Equity & Inclusion (CEI) gave a presentation on their initiatives and annual report findings. He began by outlining their mission and goals, discussing relevant legislation that has been enacted to promote diversity, equity, and inclusion.

Nkechi Taifa is the Executive Director of the Reparations Education Project. During her presentation, she discussed the criteria for reparations, which include an apology, acknowledgment of impact, redress, cessation of harmful practices, rehabilitation, and more. She also provided a brief overview of the history of reparations in the United States, highlighting key developments both before and after 2020. This included actions taken by more than 100 local jurisdictions.

July

Kamm Howard, the Executive Director of Reparations United, spoke about the four pillars outlined in the ADCRC statute. He specifically focused on the fourth pillar, which pertains to the creation and enforcement of an Illinois Slavery Era Disclosure Bill as a proposed piece of legislation.

August

Dr. Kyle Moore from the Economic Policy Institute delivered a presentation titled “Making State and Local Reparations Plans Reparative.” In this presentation, he outlined a framework for implementing reparations.

September

Chair Slaughter presented on Data Disaggregation, emphasizing the absence of the categorization of the impacted community within current data sets.

Vicki Davis from the State of Illinois Office of Excellence presented on strategic planning for team development using Bruce Tuckman’s communication model: “Forming, Storming, Norming, and Performing.” She provided various solutions to challenges such as attendance, team cohesion, geographic diversity, and limited meeting opportunities.



Financial Overview

The State of Illinois African Descent-Citizens Reparations Commission (ADCRC) is established within the Department of Central Management Services (CMS). With administrative support and staffing provided by CMS, the Commission can allocate resources toward its programs and services.

Appropriations for the ADCRC in Fiscal Year (FY) 2024 was \$1.2 million. FY 2025 appropriations represent a modest increase of 4% for a total appropriation of \$1.25 million.

The expenditures for FY 2024 and 2025 are categorized into administrative costs, program implementation, community outreach, research and development, and miscellaneous expenses. Unallocated funds do not carry over into the new fiscal year, which necessitates meticulous planning and strategic allocation to ensure optimal utilization of the budget within each budgetary period.

For FY 24, the ADCRC's actual expenditures were significantly less than the appropriated amount. The variance was due to the time required to fully develop the board, including securing appointed members, establishing meeting logistics, program development and more. Key expenditures included the following:

- \$157,779 on personnel and related costs necessary to provide administrative support to the Commission.
- \$43,119 on Contractual services, which included IT-related services and Website Development.
- \$3,186 for Travel-related expenses for Commission members and administrative staff.

FY 25 expenditures will be reported in the 2026 Annual Report as the fiscal year concludes on June 30, 2025. FY 25 expenditures will show a significant increase due to the increased activity of the Commission.

Future Plans

- Onboarding Public Relations Firm
- Six public hearings will be conducted throughout the State of Illinois in 2025. The proposed locations are as follows:
 - ▣ February: Evanston
 - ▣ April: Belleville
 - ▣ June: Peoria
 - ▣ August: Rockford
 - ▣ October: Carbondale
 - ▣ December: Champaign
- Commissioners will undertake the development of a Harms Report upon the completion of the research Intergovernmental Agreement (IGA) with the University of Illinois at Chicago (UIC).