Form Name	Agreement	Why are you interested in serving on this Taskforce	List any special qualifications and or experiences you have for service on this Taskforce	What would you like to achieve if appointed to this Taskforce	What do you think will be your best contribution to the Taskforce
Application - Vance Monument Task Force - City of Asheville	Yes	I believe I am able to represent a young person/s perspective. I have lived in AVL since 2011, and worked mostly in the service industry in many major restaurants. I am able to provide a large level of community outreach from the 18-35 demographic.	I have studied art in college (my degree is, however, in environmental science) and have great appreciation for Asheville's artist culture. Between my ability to create outreach for community input and outreach for potential artists could help for input into the conversation.	To find something that is reflective of this current moment in history while making this a reflection of our unique community at the same time, would be my main goal. I understand this is a huge decision, and will be met with resistance in many ways, but I think we will be able to democratically figure this out, and I would like to be a part of that process.	I have mentioned my outreach before, but I also believe I have an ability to be the Plato in many situations. I can see both sides of most matters, and I believe all voices need to be heard. I think I can help facilitate that.
Application - Vance Monument Task Force - City of Asheville	Yes	Since moving to Asheville in 2018, I have been looking for a way to get involved in the community that takes advantage of my experience. I was born in Asheville and it has been a touchstone in the life of my family for decades, so it would be an honor to be able to serve the city/county in this way.	As a professor, I have researched and published in the area of public memory, specifically memorials, monuments, and museums in Charleston, SC. I also worked with the Charleston Museum to include information about Sarah and Angelina Grimke (abolitionists and women's rights activists) in their childhood home (the Heyward Washington House). From this work, I understand the power of such visuals to create public memory -- to both represent and create the way a community wants to present itself and remember itself.	I would like to help the group understand the implications of various ideas as it gathers information in order to make the best recommendations. I'm a good researcher as well, so I expect I would be doing research to ensure that the group proceeds with all the necessary facts to make its recommendations.	Understanding the rhetorical implications of the recommendations and communicating that to the group and the city/county counsels. I have also served on and led a variety of committees in my career, so I have experience with committee structures and operations, Roberts Rules, etc.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in being on this task force to ensure that there is adequate representation of African Americans.	I am an African American professional who has worked with others from many different ethnic/ diverse groups throughout my 25 years within the federal government. I bring a unique skillset of being objective in my view point, an active listener and a challenger of non-fact based ideals. I hold a Master of Science in Business Management. My life experiences as a woman of color gives me a perspective that can be shared openly and honestly amongst any group.	I would like to achieve a diverse safe space for this taskforce to encourage a creative & objective conversation and to hear the voices of residents of Asheville/Buncombe County.	I believe that my best contribution to the taskforce would be being able to view opinions, thoughts and ideas objectively. I would be able to help foster an environment that allows all voices to be heard. Establishing a method to vote
Application - Vance Monument Task Force - City of Asheville	Yes	The driving factors of my desire to serve on this Taskforce are a combination of my own personal history, my years of experience studying and researching this subject, and a deep desire to see systemic justice for the Black community locally and nationwide. First of all, I have researched social psychology at the masters level, which included analysis of public space and research on social change, social justice, and the role of symbols and art in bringing these to fruition. The analysis of confederate monuments and their role in cultural identity has been something I have explored within the institution. My career itself has been a mix of social justice initiatives and work in the museum sector, including experience working in historic interpretation in Asheville, shaped by my interest in the community role of public spaces. In addition to this, I have a personal connection to this site through my family's lineage. Evident by my last name, I am related to the Zebulon Baird Vance, and his is a legacy I am forced to reckon with. Since moving to Asheville, every time I go past the	I completed my MSc in Social and Cultural Psychology at London School of Economics, where my thesis work focused on the study of symbols embedded in American history and identities across differing sociological contexts, and how these symbols are perpetuated through physical space in forms such as art, public space, and monuments. Key topics included social movements, political psychology, and intercultural dialogue; and led me to conducting extensive theoretical research as well as field research. During this time, I led interviews among participants to gather information about how Americans' personal sense of identity and history was connected to their perspective on images and symbols that embodied their own American experiences. In these interviews, many people brought up symbology present in the nation's grandest monuments, iconic images along the National Mall in Washington DC, as well as referenced monuments to the Confederacy still present across the south - often in negative terms that reflected feeling disconnected or unsafe in their own communities. At	I would like to establish a consensus on a real, meaningful use for this space for generations to come through meaningful collective dialogue. It is my hope that this initiative not only comes up with a viable alternative to the Vance Monument's presence, but a well- considered best solution that will truly better the community of Asheville as a whole and which takes into account the needs and desires of Black Ashevillians. The conversation between art in the public sphere and the culture surrounding is ongoing, constantly informing one another. As my work and research has taught me, the context and means by which history is presented is essential to consider - a museum can educate and inspire, a history book can offer factual information, but a monument has a specific role in upholding and honoring the values and beliefs of a community. Memorials do not teach history so much as celebrate versions of it. Monuments are markers in the physical environment that express the values of a community. They are blueprints for public life, expressing the dominant narrative of the cities they inhabit, tethering potential futures to the values of the past. They shape	My firsthand experience in historical and cultural institutions allows me to understand the actual implications of the presence of memorials such as the Vance Monument and the impact reimagining that site will have on the city, especially on Black citizens. My educational background is marked by extensive research on cultural sites and symbols and their role in society, bolstering my understanding of what is at stake here; as well as research into social and political phenomena and societal change. These also mean I have a lot to offer in terms of research capabilities required by this appointment. I understand that the current climate makes the urgent removal of this monument even more critical for broader systemic transformation and healing. My relevant education and work/life experience give me unique insight into the need for removal of confederate monuments such as this one. These experiences have also bolstered my perspective that these changes toward racial equity and reconciliation must still be made collectively to take hold in society, as my education has also involved extensive study and practice of mediation and dialogue as a political processes. This also me
Application - Vance Monument Task Force - City of Asheville	Yes	I feel that this Taskforce is an important part of moving forward in the correct direction for our city and county. I love Asheville, and I want our community to feel proud of our city's decisions. I passionately feel that positive change should be made, and I would like to personally see it come to fruition, rather than sit back and hope that others make the same decisions I would. When I saw that applications were being accepted, I knew this was my chance to impact Asheville in a loving and positive way.	As a student, I was both a journalist and in speech and debate, and Congressional Debate was my specialty. This was years and years ago now, but what it brought forth in me was an understanding of the power of truth, research, and the power of the people to impact the world in a positive way. I think my journalism and debate backgrounds will be beneficial to the Taskforce, as I will properly and thoroughly be able to research before our meetings, and Congressional Debate also allowed me to understand a lot of the legal jargon and inner workings of government, as we were writing bills and resolutions in the proper style and professionally debating their pros and cons. This knowledge helped me in my days at the University of North Carolina at Asheville, and every day since graduation 7 years ago, as it allows me to gather information in an unbiased manner, firmly rooted in truth and understanding of the greater good. It also prepared me to be a strong public speaker.	I would like the voices of our community to be heard in a real and tangible way, and being an active member of our community both downtown and throughout Asheville's "suburbs," I know that the result of this ruling will have a major impact on how our community sees our local government. I know that we would all like to see major change here, which to many of us, looks like the removal of the monument.	I would say my best contribution would be my communication skills and my passion. As I expressed in a previous answer, I have a great passion for truth-seeking. I will be well prepared, with facts, figures, and examples, should it be needed. I am a strong communicator, able to speak the truth no matter the circumstances. I am also a very passionate individual, and care a great deal for the city itself as well as its citizens.

Application - Vance Monument Task Force - City of Asheville	Yes	I am student of history, and in particular, Asheville's history, including the history of its African- American community. What happens at the Vance Monument site will have historical ramifications that will outlive us all, and I would like to help shape that history.	For 14 years, I served on the board of the Preservation Society of Asheville and Buncombe County, including two terms each as president and treasurer. Over that time, I developed extensive experience and education in historic preservation, and in particular, the unique built environment of this city and county. Through the PSABC, I advocated for the preservation of endangered historic properties throughout the county, including through tax credit programs and listing on the National Register and/or local historic designation. I also live and work in the historic neighborhood of Montford, which has led to numerous interactions with the local Historic Resources Commission, whose duty it is to safeguard those resources. Over that same period of time, I have worked with and volunteered for local organizations dedicated to racial equity, inclusion and healing, including the Stop The Violence Coalition, the Racial Justice Coalition, the Burton Street Community Center, Faith 4 Justice, Just Us, the Buncombe County Re- entry Council, Asheville Black Lives	I would like to see a consensus reached among all of the stakeholders that whatever the Taskforce recommends is the choice of the community, and that all voices are heard, considered and balanced. I believe we will need to listen to all who wish to share their opinion on what should happen at the Vance Monument site and work together to craft a solution that will empower and energize the community going forward.	Aside from my qualifications and experiences above, I believe that I can help seemingly disparate voices come together in harmony and find common ground. As a lawyer, I'm often called upon to help resolve disputes. I've learned over my nearly 30 years of practice how to mediate between parties with opposing goals and priorities to reach amiable solutions to disagreements, without having to ask a judge or a jury to settle the dispute. I believe I will be able to speak authentically to the various stakeholders in this process, and I hope to be able to strike the appropriate balance between all interests for the good of the community as a whole.
Application - Vance Monument Task Force - City of Asheville	Yes	This is my home city. I grew up here in Asheville NC, was educated through the public school system from the first through the twelveth grade; and graduated from NC A&T State University prior to military service. Was a Boy Scout during my younger years of youth development. After service, continued work in Europe and at the Pentagon as Chief, Personal and Security - Operations Division in the Operation Directorate, Headquarters, U.S. Army-Penatgon. Retired, and further serve as a Deacon, Mt Zion Missionary Baptist Church of Asheville NC, Inc. Basileus, Upsilon Omicron Chapter of Western North Carolina and Vice President, Asheville Alumni Chapter of NC A&T State University Aggies. Serve as an associate member of the Block Neighborhood Community Development Committee and organizer of the Annual Asheville Car Show(s). Serve an active Mentor (Former Veterans Treatment Court Mentor Coordinator) of the North Carolina Buncombe County Veterans Treatment Court (VTC), and an active Director of the VTC of WNC Foundation. Active and concerned member for the history and preservation of this beautiful mountain	Serves as a member of the Pentagon's Army Operations Center's "9-11 Task Force". Serves as an active member of Asheville's Block Community Development Committee. Active church member at Mt Zion Missionary Baptist Church, member of the Security Ministry Team, Memorial Club, Church Greeters, Transportation Ministry and Senior Missionary Ministry,	Help, aide and assist with developing peace, joy and harmony in the Asheville community with a spirit of diversity, friendship and cooperations with positive growth for all, especially the native Asheville citizens.	Organizational, administrative development in planning, communications and training future city development.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe that what happens to the obelisk is very important to Asheville's future. I want to see an end result that includes the past, while clearly looking towards a better future. We can do this. I am anxious to see this issue settled, and to see the wonderful creative augmentations take shape, while permitting us to continue to work on the myriad other aspects of racial inequity that need to be addressed in our city.	I wasn't born and raised in Asheville, but I got here before I could vote. From 1974 to 1980, I was the Custodian of the North Carolina and Thomas Wolfe Collections at Pack Memorial Public Library. Some of those years the library was located in its building on Pack Square. In 1976, I was a founding member of the Preservation Society, and in 1978 I was the first Vice-Chair of the Historic Resource Commission of Asheville and Buncombe County. I left Buncombe briefly, for law school at Duke and to NYC for three years to work for a law firm and save my money to buy a big old house in Asheville in 1986. I still live here. I have been very involved in the Preservation Society of Asheville and Buncombe County, serving as President, Vice President, Secretary and Board Member. I have been appointed to the Historic Resources Commission by both the City and the County, and have close to twenty years of service on the Commission, including Chairing the commission in the 1990's. In addition to the knowledge I gained of North Carolina history during my six years	I would like a resolution that unequivocally acknowledges the overwhelming hurt that the African- American community feels about racism, and does not paper over anything in our history. It should also not deny history, acknowledging that the memorial to Zebulon Vance was not a monument to the Confederacy, erected to strengthen racism at a time when we knew better, but rather a memorial begun at the moment of his death, to remember a man who had been greatly loved and accomplished much for WNC and Asheville in his lifetime. Much more like the Jefferson Memorial than a statue of Robt. E. Lee on a horse. Dr. Darin Waters in 2017 said as much. Vance was complex, had good and bad, and mostly, lived in a different time. The memorial should be augmented, to show what else was going on, but not removed. Throughout his lifetime, and including at the time of his death, he was greatly loved by all classes, both sexes and both whites and Blacks in NC. They didn't love him because he was a Confederate governor, but because as governor, he managed to keep folks clothed and fed. A friend with long roots here said, "Why Betty, he got salt to the	I can deliver a vast knowledge of NC and Asheville history. I have a great respect for those demonstrating for racial justice, which is long overdue. I think the issue of the memorial's future could deeply divide us, and I believe there is a way we can proceed that would avoid that division. I also understand the legal nuances of our deliberations. I was honored to be a friend of Johnny Baxter, whose enslaved ancestors were among the very first settlers in Chunn's Cove. A great history lover and fellow founder of the Preservation Society, a frequent visitor to the North Carolina Room, his knowledge of Black history was great. At his urging, I prepared the National Register Nomination for the Young Men's Institute. Through the Preservation Society, I worked to help restore the sanctuary at Hopkins Chapel, to help with the upkeep at the South Asheville Cemetery, and have attended educational events at the Cemetery and at the Rosenwald School in Mars Hill. I have had the pleasure of a guided tour of the Stephens Lee Gym and the Hoodhuggers Tour, and St. Matthias. I've attended symposiums and read
Application - Vance Monument Task Force - City of Asheville	Yes	I am an Asheville native and architect and have a good understanding of Asheville's history. When I first learned of the formation of this task force, this idea has tugged at my heart. Community service has been and is an important part of who I am personally and professionally. It has fueled my desire for a better community since returning home from college and I have served it ever since. It would be my privilege and honor to be a part of the task force and offer whatever gifts I have to the process that will unfold.	I have had a variety of experiences that will allow me to contribute at a high level in the areas of design, working with groups, and public input process. A few highlights include: - As an original member of the Asheville Urban Trail Committee, I designed approximately half of the stations on the trail and worked directly with artists and contractors to implement the work. This gave me insight to the importance of public art and storytelling through design. - Having served on and chaired commissions such as HRC and AARRC, I have gained experience working with groups and implementing their goals. In these settings, I learned how important to listen and build consensus around important technical (design review) and advisory/policy issues. - In my professional career, I have had the opportunity to help lead public input processes. Notably, as part of the master planning team for Lee Walker Heights, I worked directly with residents in workshop settings to understand their needs and goals, collaborate with them through design charettes, and gain	Whether the monument is repurposed or razed and reconstructed in a new form, I feel the end result should celebrate/commemorate the diversity of Asheville. There have been notable African Americans throughout our past who have enlivened and enriched our community. It is my opinion that, if done well, the monument can become a symbol of beauty and collaboration that could provide equity and healing to our city.	I am a creative, big picture thinker. This allows me to listen, absorb broad information, ideate possibilities, and collaborate with others to lay the foundation, establish the direction, so to speak. I would bring this among other admirable qualities to the taskforce if given the opportunity.

Application - Vance Monument Task Force - City of Asheville	Yes	I am retired. Have lived here for 14 years and have learned about the history of Black Asheville and feel its' contribution to Asheville has been undermined, diminished . As evidenced by newcomers typically asking "are there any African Americans living here?" I think a re-imagining, of Pack Square will answer the question to an extent and give recognition and hope to our current Black families . My friends have accused me of being very creative, a good problem solver & a reliable hard worker. I spend alot of time downtown ..pre- Covid you would find me at Fine Arts Movie Theatre at least weekly, a few favorite lunch spots each week, NC Stage, ACT & other theate productions. I attend most of our down town art Gallery exhibit openings, and love our outdoor festivals & concerts! Also roof top bars I find are fun places for Birthday celebrations. I am also a fan of some of music venues. I host a radio talk show on avlfm 103.3fm called DREAMERS & DOERS, which has given me an opportunity to meet alot of folks from the arts, non-profits & entrepreneurial sectors. Also, thru my church, I have for the last two	Aware of the stories of some of the Black Comminity. I know some of the very talented artists of Color & I am familar with their work, style. I have travelled throughout the USA & some abroad. I hold a wide view of culures andcart. I have served on boards & organizations and feel.comfortable w/ workings of groups, goals, building consensus. I was a sales & manager Trainer for a large RE franchise- I know how to make a ssles presentation.	Being a contributor to a what I will call a Legacy Project (i do not mean to have my name on it) I mean being part of something that will endure & be of Value & ideally be inspirational to future generations.	Imagination Ability to priblem solve Ability to get along w/ others
Application - Vance Monument Task Force - City of Asheville	Yes	We have the opportunity to come together, take stock, and express what our shared values and beliefs are as a community at this moment. Ideally this taskforce has the intention to look inequality in the face and strive to overcome it, rather than allow the symbols from a brutally oppressive past to continue shape our shared public spaces and collective memory. This is an opportunity for validation, but also hope and growth. I am a white woman, and as such I do not have the same sensitivity to the exclusion that people of color have experienced for so long in our public spaces, that said I would greatly value the opportunity to serve and strive to reclaim these spaces, most especially for the most under served and vulnerable among us.	I am an architectural designer and construction manager. I have extensive experience with research, graphic design, architectural design and detailing, and construction detailing and management.	I don't have a specific goal for this opportunity outside of serving the community. I would value the opportunity to listen, research, synthesize, and communicate the taskforces' findings.	An open mind, a willingness to listen before forming opinions and speaking, and a sincere desire to support and celebrate people of color.
Application - Vance Monument Task Force - City of Asheville	Yes	I have only recently become aware of my white privilege. I recognize the problem the monument currently poses and want to see it solved in a way that satisfies as many interest groups as possible.	I am willing to listen and learn. I have an open mind. While I am not particularly creative, I am able to generate multiple ideas to help synthesize possible solutions.	I would like the task force to recommend changes to the monument that are actually implemented and are accepted by the community as good and valuable	I think I will be able to help the task force maintain focus and move toward a solution.
Application - Vance Monument Task Force - City of Asheville	Yes	We owe it to ourselves and our community and our shared history to shine a light on the difficult corners of our past as a means of forging healing ties for the future. As a native of Asheville who cares deeply about he heart and soul of our city as well as promoting opportunities for wealth and health in all our communities I feel strongly that this discussion offers a great opportunity to showcase our best and engage in the tough discussions around historical wrongs, research to cultivate fully informed perspectives and exhibiting the leadership so required to take decisive action on difficult topics. The monument itself as a static structure has been a landmark and gathering place in the city and marks a traditional crossroads that has set the foundation for our place as a meeting of peoples throughout millennia. This crossroads and it's potential as a landmark place now present us with a new opportunity to address historical wrongs, investigate the full story of history and create a model of our values at this place and time and moving ahead.	I'm a licensed Architect with 14 years experience working on a range of project types. I also hold a degree in Historic Preservation and Community Planning from the College of Charleston. As an Asheville native who has also lived and spent significant time outside the City I feel I've generated a perspective that could be valuable to this project. Since my return to the City 7 years ago I have invested my own time and resources to causes I feel are meaningful within our city through board, volunteer and advocacy work with organizations like Green Opportunities, Mountain Housing Opportunities, YMI, Stephens Lee Alumni Association, Riverside Development Group, ACS, Racial Justice Coalition and the Asheville Design Center. Growing up in Asheville I was exposed to much of the mythology surrounding the "lost cause" myth and conscious that I am a descendant of Confederate soldiers on both side of my family lineage. Through time outside WNC working in locations like Nicaragua, California and Cuba I have found a balance in perspective that has informed my work and interest in	Honesty in the process. We need a full accounting of this place and what it means to our City and community in order to arrive at a solution that can build bridges and heal wounds in a meaningful way. We shouldn't fool ourselves that everyone will be "happy" with the final product so if we can be honest and transparent about our intent and information gathering we can chart a course for success with this project.	An ability to take disparate information and formulate this content into action items for consideration and decision making. Also an ability to help coordinate a team for shared success and to honor Asheville in the process.
Application - Vance Monument Task Force - City of Asheville	Yes	It is my personal feeling that we as a community can come together to select a course of action that reflects our current sentiments, and stand as a testament to our ability to adapt and advance, setting forth a message to future generations that change is not only acceptable but necessary. Although I am a white, cisgendered male, I am interested in helping to serve on the task force.	Well, in all truth, I have none.	I would like to help the voices and thoughts of the group come together to serve our community and create a new vision, whether it's a new piece, a rededication, or other course of action, that suits Asheville best.	I am peaceful, heartfelt, and empathic. I try to be as reasonable as possible. I work to help others hear each other.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe it is my civic duty to be active in appropriate actions that effect the city and many who come to visit here. I have long been concerned about this monument that is at the same site where the slaves were auctioned. I also have marveled at the obelisk and feel it is has beauty and can be a powerful symbol for Asheville if repurposed.	I am a Social Worker and have skill in working with groups to build consensus. I come from Guilford College in Greensboro where the history of the Underground Railroad has been enlivened by creating simulations that help people better understand the social actions that took place and fought the legal institution of slavery through racial cooperation. I have lived in Cape Coast Ghana and facilitate diverse groups experiencing the beginning of the middle passage from the dungeons that exist there where people were stored before the forced migration to North Carolina and into chattel slavery. I have visited obelisks in Aksum Ethiopia so I also can connect to the historical significance of this monument when re-contextualized.	Supporting an appropriate educational marker that highlights African American History while in the context of the real white supremacist pieces of our history that should not be erased but rather known and learned from. Create a balanced view on our fraught history with an aim for inspiration to empower all races to understand Marcus Garvey's statement, "A people without knowledge of their past is like a tree without roots."	Deep listening and then sharing my unique perspective with an aim to build Group Wisdom toward our responsibility and opportunity to do this very well so that Asheville can be on the cutting edge of documenting racism while rooting equal rights and justice.

Application - Vance Monument Task Force - City of Asheville	Yes	Confederate monuments are not all alike but most represent values that are now inappropriate in their positions of honor in our community. Thorough examination of each example must be conducted, using fair and balanced criteria, from a diverse group of concerned citizens.	I attended some of the Vance symposium at UNCA in 2017. I am a board member of the National LGBTQ Task Force, but not representing that organization. Graduate of UVa Architecture School.	1) A reasonably justifiable remedy for this monument that could help lay a foundation for making other such decisions. This outcome needs to reflect the contributions, if any, by Vance and well as the removal of monuments to white supremacy that have no bearing on Asheville or civic life today. Pack Square needs to reflect more of the diversity that is our community.	Threading this needle will require open minds and creative solutions if we are attempting to build broad concensus around any proposal, My background in architecture and interest in racial equity is a driver for me to help find a better historical narrative and a solution beyond wholesale removal and destruction of all Civil War monuments.
Application - Vance Monument Task Force - City of Asheville	Yes	As a young, white-passing woman in Asheville, I'm interested in representing a younger generation that wants to stand in solidarity with BIPOC in our community and create a better future for not only ourselves but generations to come.	As an eager, young journalist in the City of Asheville, I have created many connections through Ashville FM and UNCA to individuals in this community that have become leaders throughout this movement. I have also been attending recent protests and demonstrations, which has given me a real perspective on what the people at those protests are asking for and the root cause of why we are out there, every day, protesting.	If appointed to the task force, I obviously would have the hope to remove the Vance Monument along with other Confederate monuments in Asheville and Buncombe County. But I also have the hopes to speak more with individuals who have some power in the hopes to create everlasting changes, instead of just the smokescreens that officials are facilitating by creating these task forces as well as the empty and superficial promises and actions (such as removing monuments and	I love interacting and speaking to community members of all walks of life including different age and race demographics. And as an individual that can remain impartial in times of debate, I think I can provide a mediator role to those in the task force that are colliding.
Application - Vance Monument Task Force - City of Asheville	Yes	I want to live in a world where all races are treated equally. I believe removing monuments that uplift white supremacy will be a step in that direction. I would like to be apart of that movement.	I have multiple Associates degrees and am a software developer.	My goal would be to remove existing monument and replace it with one chosen and created by the Black people of this county.	I understand how to think scientifically, research and cite my sources.
Application - Vance Monument Task Force - City of Asheville	Yes	I would like to see some cool heads prevail and lose the vestiges of the Civil War and what it represented. It is my belief that moving on is an excellent idea; it's more than past due. Also, we should consider the city taxpayers, local history, visual impact and more. I'm looking forward to the challenge.	Geography major in College, have lived all over the country- North, South, East and West, Traveled extensively as an Airline Pilot (retired), Spent many years in a crew leadership role as a Captain and arbitrated many disputes between either crew members or passengers or both. Currently volunteer at the literacy council as a tutor.	A peaceful resolution	Patience and ability to listen
Application - Vance Monument Task Force - City of Asheville	Yes	I am concerned to find a proper solution to the question of monuments that are offensive to significant portions of our population. I believe that I can play a meaningful role, and would like to do so.	I practiced law for 37 years, specializing in the areas of land use planning, and real estate. My practice was in New Jersey for seven years, and then in the very rural Adirondack Mountains of northern New York State. I have been retired for four years, living in Buncombe County, and now in the City of Asheville. I have served as the municipal a of three New York State municipalities, including representation of the Planning Boards and Zoning Boards of those municipalities. As a small town attorney, my practice routinely involved community involvement, gathering information, considering the interests of various community groups and stakeholders. I believe that I thrived as a municipal and private attorney for 30 years, because I was fair, transparent, and honest in my judgments, and respectful of all people. I served my former communities as a long time member of the local Boy Scout Council Executive Board, including three year-long terms as Council President. I served on a task force ofthe local school district (Hadley-Luzerne Central Schools,	A fair, just, meaningful removal or repurposing of the monument that will be satisfactory to our entire community, and to the sensibilities and social purposes of our city and county.	The ability to listen carefully to various interests and to work well with others, on and off the task force. The ability to craft surveys and gather information, as was an integral part of my land use practice. A sense of fairness and due process of law. The ability to craft valuable, creative solutions which comply with applicable law.
Application - Vance Monument Task Force - City of Asheville	Yes	I am a relatively new resident of Asheville area/Woodfin, NC. I am a retired attorney who worked for 34 years for a national medical malpractice insurance company. I think that I have the capability to provide value added input towards a much needed historic decision, that I feel should be focused on bringing our diverse community closer together. We can no longer ignore the need to turn the past on his chapter, and look forward to a more harmonious future.	Undergrad from Northern Kentucky University-1974 Law degree from Salmon P. Chase Law School-1978-Passed KY Bar in 1978, and Ohio Bar in 1982 34 years Vice President with The Medical Protective Company, with extensive experience in numerous mediation and arbitrations procedures	As stated above, this issue must no longer be ignored. History has brought us here. The future thinking needed must lead the way forward.	Legal analytic thinking background
Application - Vance Monument Task Force - City of Asheville	Yes	I feel Asheville is inherently segregated and I feel the move to remove a symbol with such heavy connotations could help ease this sense of white supremacy that enshrouds Asheville. Ultimately, I want to be a part of changing Asheville for the better. I do not wish to be complicit with how the city currently is. I want to help usher in a new diverse Asheville.	Masters of Art in New Media art.	I would like to be a conduit for the community. I would open myself to hearing a variety of voices and report back. I cannot pretend to know the answer to what to do with the monument, but I do know I am connected to the community and am a good listener. I would make time to truly listen to the Black community and do the work that is needed for this to be a successful task force.	My ability to connect and listen as well as my background in art.
Application - Vance Monument Task Force - City of Asheville	Yes	I have had a longstanding desire to serve the community and have done so in many different contexts over the years (see below). Furthermore, I enjoy committee work and assisting groups in reaching reasonable consensus on complex issues.	I served as Member and Chair of the Asheville City School Board from 1987 through 1995, and as Chair of the Asheville Regional Airport for 6 ½ years (term of Board Membership 2006-2014), in addition to many other community involvements. My legal background (46 years as an attorney) would be of benefit to the Task Force. I was President of the Buncombe Bar Association 2000 – 2001.	I hope that the Task Force will be able to assist the community in moving forward in a peaceful and constructive way. I think reaching consensus in a transparent manner should be a primary goal of the Task Force.	I have the ability to consolidate large quantities of varied and complex information, and also an ability to build consensus in different group settings.

Application - Vance Monument Task Force - City of Asheville	Yes	To honor those who are deserving of such a monument.	I have worked in indigent care in Asheville for the last 7 years and I am very aware of the systemic racism that exist within our mountain town. Having worked for both ABCCM and AMCHC I have had the privilege of servicing those who generally go unnoticed let alone recognized and venerated for their accomplishments despite how small or large they may be.	Justice, Remembrance & Equality	The objective opinion of a white man who recognizes the injustice that exists everyday this monument stays standing.
Application - Vance Monument Task Force - City of Asheville	Yes	It is a civic duty to apply or in some way act as a resource to those who do become task force members. As the retired Executive Director of the UNC Asheville Center for Diversity Education, I have been engaged with the history related to what is now called "Pack Square" since I learned that the site of the monument was on the footprint of the courthouse where the Bills of Sale for enslaved people were recorded. It is a heinous offense to have 6 markers within a few block radius about that time period with no mention of enslavement (Vance, Lee, Gettysburg, and Chickamauga, along with historical markers for the Confederate Armory and Eagle Hotel which were both run on forced labor). Doubly heinous is that no mention is made of the foundational work African Americans did to build Asheville - roads, railroad beds, factories, hotels, and on and on. That said, I do not know the type of life experience the City and County are looking for to create the 12 person task force. If I were picking the task force, I would prioritize young people as they are the ones that are living towards and in the 22nd century. That must be the focus of the task force -	In 1998, I was given a deed for a human being that my husband, who is a real estate attorney, found in the Register of Deeds microfiche collection back when it was in the basement of the old courthouse (after first passing by a painting of Nicholas Woodfin - largest slave owner in Buncombe County - as you headed down the stairs). It was a public record that ROD's are required to keep in perpetuity. That following summer 8 high school students from Asheville, Reynolds, and Roberson were hired by the Center for Diversity Education to see how many deeds they could find. They also searched the microfiche at Pack Library for articles and advertisements about African Americans. With their research, CDE created an exhibit "An Unmarked Trail: Stories of African Americans in Buncombe County 1850 - 1900" which has traveled the schools for 20 years. Through the students' research, I came to understand that the site where the Confederate Monuments sit today was once a part of the trading route of indigenous people (and later what we call The Buncombe Turnpike). By the	Prioritize the input of African Americans in Asheville Learn from the process of how other communities went about the removal of their monuments to build a better process in Asheville Work with other task force members on a process for how meetings will be conducted, historical documents researched, public comment included, and a means of communication. Work for the removal of the Vance Monument as it is a testament to white male supremacy.	Throughout the 45 years of living in Asheville, I have intentionally built relationships in many different communities and been engaged in multiple issues that required a process to reach a better outcome. Almost always that revolved around diversity, equity, and inclusion. That will be an important consideration especially given the 3 month time frame for the decision to be made. It will be messy as there are constituencies in and out of Asheville that will also want to exercise power and authority over the task force and the final decision. Working to anticipate some of the challenges needs to be an initial consideration of the committee. Other Contributions: 1. Drawing on historical records and scholars 2. Determining a process of decision making 3. Community relationships
Application - Vance Monument Task Force - City of Asheville	Yes	I am Latina and Jewish. I have faced forms of oppression throughout my life, and I see the impacts these statues still have on the community. I want to be part of this great and overdue change.	I have been vounteering as a protest and rally first aid responder for 15 years on and off. The majority of protests i have attended have involved justice for the POC community, and no real change is ever granted. It can be so absolutely frustrating. I have been an organizer/manager throughout my career. I take on volunteer projects, and I excel at bringing people together for a common goal.	I would like to see history portrayed truthfully. I would like to use my voice to uplift POC voices. I want to help ensure that our Black and Browm community members are able to feel represented honestly. and fairly, in their own community. We have a duty to ensure justice and equality are given to those who have gone so long without it.	I have excellent organization skills, and I excel at bringing people together. I have the best interests of the POC community at heart, and will actively listen to their goals and needs.
Application - Vance Monument Task Force - City of Asheville	Yes	I would like to see healing begin in our community, and I think this is a good start. I have been a southerner all my life, and in recent years have become acutely aware of the pain that memories of and praises for the confederacy means to African Americans. I have only in the past few years been made aware of systemic racism is all about, and would like to work toward reversing these inequities.	Have lived in Asheville 36 years; local dental society and hospital leadership; graduate of Leadership Asheville. Thriving dental practice with many patients who are African- American and people of color.. Participant for many years as a student of Patti Digh, a nationally renowned speaker, writer, and educator on racism and what needs to be done. My whole vision of what I am as a white person and how that has affected people of color has changed radically in the past 5 years because of her classes and reading assignments.	I would like to see the Vance Monument transformed into a monument to what can be accomplished by putting away power and prejudice and working for equity and equanimity. Both African American and other leaders who have worked for this over the years could be honored, as well as having a reflective mention of the slave market that used to function near that spot.	I do well working on committees. I would be an enthusiastic participant and am willing to work hard for an equitable plan. I speak up when I support or do not support an idea. I also have a heart for the issues brought up by BLM and the books I have been reading.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe that this has been a decision that has been lurking for a while now. It is so important to find the balance in removing the statues while still calling attention to the historical context of them. We cannot erase history, and we must start to reframe the story in truth. This is possible through enlisting the help and engagement of our community and understand the significance of the statues specifically for our African American population in Asheville. Ultimately they have a negative connotation, and being a part of the decision making process regarding how the statues are removed, relocated, repurposed, or eliminated is a large burden, but also something that is necessary, and I would be proud to be part of that decision. I grew up in the area and left for a while. Now that I am back, I would be grateful to be a part of this initiative that will affect Asheville now and in the future.	I have a master's degree in arts administration and I am working on a doctoral degree in higher education. I have done extensive research regarding confederate monuments on campuses through the higher education program and I've written about some of the solutions in other cities. I'm considering focusing my dissertation on colleges and universities who have taken early steps in removing these monuments and what they chose to do with them. In addition, through my masters program we focused class time on the discussion of these statues as art vs. civic or institutional monuments in the context of how they affect their communities. This is not a new conversation for me, and I have access to many resources that discuss this very topic and how to approach it.	Ultimately achieving a better understanding of what these monuments mean to our community and how they negatively affect our city. Asheville is known as this mecca for art, music, and understanding. Through the removal of the monuments, we can really adopt those values. We have the opportunities to be leaders in our state for this movement that is prevalent throughout he nation, specifically in the south. My goal, if the decision were mine alone, would be to remove and repurpose them to tell the fill story without alienating different demographics in our population. Hopefully within the Taskforce we could help those who do not understand the negativity surrounding these monuments gain at least a shred of understanding of their affect on our city	My background and education. Being in the arts, I have an understanding of the importance and relevancy of symbolism. The education factor allows me to think critically and in a format that seeks to understand long- term effects of current thoughts and processes. Personally, I'm known to be empathetic, thoughtful, and I generally try to understand alternative views.

Application - Vance Monument Task Force - City of Asheville	Yes	The Vance Monument does not reflect the virtues of the majority of modern day Asheville and Buncombe County residents. If it was a small monument we would not need this Taskforce; I have faith that the city and county would have taken appropriate action to have it moved. But the size presents special problems, I've thought for years that the size alone would preclude any action being taken to remove it. But I am glad I was wrong and I would like to help see it get to a new location safely and intact. I have stood there in front of the monument, like many of you, and considered how best to move it. I believe it can be safely taken down so that it can be preserved in a new location. Great efforts were taken to build a monument that would last for generations. Significant care will be required to see it moved. Where to move it? A place of study and retrospect. The Vance birthplace should be an option. Or possibly a Confederate cemetery or a Civil War site. There are certainly many options that should be thoughtfully considered.	I have led large projects involving teams of 5 to 50 persons. I have seen every one of these projects to completion. Extensive experience with remote teams including livestream and collaboration software. Tools such as Zoom, Google Meet, and Remo. Love of the arts. Extensive collector. Entrepreneurial mindset. I want to do more than just participate, I want to build.	There is a need for more diversity in the public art collection. That diversity is not only diversity in the type of art that is represented and who it celebrates, but actually in the diversity of the artists who create this public art. There are people of color, specifically African-Americans, that played a vital role in the establishment of Asheville. For the longest time the contributions and the lived experiences of those people have been omitted from the dominant narrative. Asheville has deep roots within the African-American community. It is important to preserve that culture and remind us of the roots of this town. Public art is important. It is open to everyone. Visitors from other states and cities as well as local people can learn of the different historical things that have happened in Asheville. Involving both adults and students should be a priority. It should represent the community. It should be a community-informed project. Ideas should come from the	Life lessons which have formed some of my core principles. 1. We are a team - It takes a village. - Step outside yourself. - Assume positive intentions. 2. Swing for the fences - Think big, start small, move fast. - Be courageous. - Focus on today, build for tomorrow 3. Value communication - Be proactive. - Ask questions, get the details. - Collaborate candidly.
Application - Vance Monument Task Force - City of Asheville	No	First of all, the only part of the above statement that I do not agree with is the phrase "as expeditiously as possible." I believe the future of the Vance Monument is a vitally important and LASTING decision for the City of Asheville and is not one to be rushed into, especially while emotions continue to run high. I want to serve on the Taskforce because I am irreversibly invested in the past, present and future of Asheville. I was born in Mission Hospital (1962), attended Asheville City Schools (during integration - graduating from Asheville High School in 1980) and intend to make Asheville my home for the rest of my life. My parents still live in Asheville; my son lives in Asheville (graduating from Asheville School this year), and I can trace my paternal and maternal genealogy back many generations in Buncombe County. I love the progressive, broad-minded city that Asheville has become - so much different than the city I grew up in. When people ask me where I am from, I am proud to say "Asheville," and increasingly, I find that I don't have to say "... North Carolina."	I am a lawyer and have practiced law since 1989. (I got my law degree at Wake Forest University.) Since 2002, I have practiced in the law department of Eastman Chemical Company, headquartered in Kingsport, Tennessee (roughly an hour north of Asheville). As a lawyer, I have become adept in the skills of mediating and bridge building. My job frequently involves finding common ground, compromise and being attentive to all sides of an issue. I am skilled at listening and at absorbing and understanding differing points of view. Additionally, I have been a champion of Inclusion and Diversity at Eastman. I was one of the first senior leaders at Eastman to participate (as a volunteer) in a three day workshop called White Males as Diversity Partners. Since then, I have been involved in several employee resource groups working in support of under-represented employees at Eastman, and I have been especially involved as a leader of Eastman's employee resource group for our LGTBQ employees. But I have also been involved in	First of all, I think it is important to realize that it will be impossible to please all people and all constituents in this endeavor. Herbert Swope, a Pulitzer Prize winning journalist once said, "I cannot give you the formula for success, but I can give you the formula for failure — which is to try to please everybody." The Taskforce must be mindful of this. I would like to achieve three things: (1) the closest thing to a consensus that is possible on a twelve-person taskforce, (2) a well drafted, publicly issued recommendation (or position statement) for the City Council and County Commission that explains how the taskforce came to its recommendation, why the taskforce believes its recommendation is best for the future of the City and the County - with a thorough and respectful recognition of all points of view - with a respectful explanation of why certain points of view could not be or were not accommodated, and (3) a recommendation that will allow the ultimate decision makers to reach a decision that will have a lasting, inclusive, meaningful and instructive impact on Asheville and Buncombe County - their residents and visitors -	I'm not sure I can limit my possible contributions to just one. How about four: 1. I'm a level headed, no drama, compassionate bridgebuilder. 2. I can speak as a multi-generational native of Asheville. 3. I intend to live out my days in Asheville and have its best and future interests at heart. 4. I'm an excellent communicator and writer.
Application - Vance Monument Task Force - City of Asheville	No	I am a life-long student of North Carolina politics and history, and I have sought to understand all sides of this issue through personal research. I am a fair person, and I like to think I have some skills in mediation. If this landmark remains, I would like to find a way for us to repurpose it to represent some aspect of the history of Asheville that we can all support, not just the White or African- American history, in the same way that the stops on the Urban Trail help bring our city's history to life. More importantly, I hope that it will become a beacon to the future, representing a time that all Ashevillians came together, and finally healed the hurts, misunderstandings, and injustices that have divided us for so many years.	I am a native of Asheville, 3rd generation, with deep roots in North Carolina. I am a graduate of Duke University with a degree in political science. I am a life-long student of North Carolina politics and history. I am a current volunteer with the Asheville Downtown Association. I have extensive past volunteer experience which has brought me into relationships with people of all racial, ethnic, religious, and socio-economic backgrounds. I'm a small business owner whose livelihood depends on Asheville remaining a desirable place for people to visit. I love my city. I love all people.	Peace for my city.	My ability to listen without reacting. My knowledge of history and politics. My skill at finding innovative solutions to problems in order to achieve compromise.
Application - Vance Monument Task Force - City of Asheville	Yes	As the momentum towards addressing racism across America has built up, I want to more involved directly. Simply checking the boxes of signing a petition, attending a protest, or voting is an important step to illuminating racism, but it's also not the entire solution. There is much more room for nuanced and concrete changes that can be made. I hope by the means of the removal or repurposing of this monument, it will be a reminder to our city and county to never give up the fight we've had from the birth of this nation: Liberty and Justice for ALL. We must remain dedicated to creating a strong community that is inclusive to our black and brown citizens. Right now, the Latino and Black communities of Asheville are struggling on various fronts. This needs to be a symbolic gesture that begins the City and County Government's commitment to equality and equity in education, policing, our justice system, access to Public Services, etc. I wish to be part of changing the community I have grown up in and love so dearly.	I am coming from the background of having firsthand experience as a younger person. Racism to me and my generation is not identified exclusively as use of racial slurs, but it is the subtle micro-aggressions in everyday life, that has real life ramifications. The way in which Black, Brown, and Asian students are treated in our schools cannot be accepted as the status quo. There are language barriers for immigrant families that our schools need to be better prepared and equipped to prepare these students for success, not just letting them scrape by. I have been born here and raised here, and have a dedication and commitment to the community in which I plan on continuing to be a part of for the rest of my life. I studied in Seoul, South Korea with the National Security Language Initiative with the United States Department of State as a Student Ambassador of the United States of America. While on program I extensively studied Korean language and culture. My colleagues, family, and friends in Korea taught me a great deal about the idea of race and ethnicity through a different cultural perspective. Upon returning from	I would like to make sure this issue is handled in a way we will be proud of as a community. I would like to see that all of our communities here have an input and a say in the way in which this is handled. I hope to do more listening than talking. I hope to bring the perspective of a young person's investment, as I expect this monument to stand for the rest of my life. Monuments outlive us, and they tell the people who stand at the feet of them what is worth remembering. We must consider who we think is worth honoring with our memory, and what they stood for in life. I hope that whomever this task force and the City decides the monument may be repurposed to honor, we will take this as a community commitment to our Black community, whom has been a crucial part of Asheville's history, and without whom we are not a whole community. Every Black child in Asheville should be able to look at this monument and see a part of themselves. This monument has the power to inspire and motivate our community to keep working on creating a more just, equitable, and equal community for all of our citizens.	As I've been involved in organizations like the United Nations Association of WNC and the Sierra Club, I've realized how often these spaces can be under-represented by young people. I hope that my perspective as a young person can be both useful and thoughtful. As a young people, we see that most of our lives are ahead of us, so we have so much at stake in these decisions. I hope that I can use myself as a way to gather input from people my age, so that this is truly seen as something that will be permanent. The Vance Monument has stood for over 100 years. I expect it to stand in it's reformed way for many years longer than that. Not just me, but my children and grandchildren and onwards will see this monument. We must take the weight of it's enduring legacy into account as we decide how it will change. I am also a very positive and upbeat person. I hope that I can bring a sense of hopefulness to this Taskforce. This is a reason for us to celebrate the importance of people of color in our community. This is not something that we can come at with a burdensome attitude towards. We

Application - Vance Monument Task Force - City of Asheville	Yes	Because I get it. I see the tears and pain. I want to be a helper. I was always taught going up - if I needed help to look for a helper. Now it is my turn to do that for this community and the population that is hurting. I relate to the mission and make sure we are an accurate depiction of the values Asheville stands behind.	I agree with the mission. I am a great listener and proactive worker. I have an eye for design. Is anyone really qualified for the project at hand. We are all learning and walking through this together. I see it a great time for a team of different individuals to come together, learn from each other all for the betterment of a staple corner in downtown Asheville.	Quick resolution. A monument repurposed with a focus on female and male african americans from the county. A monument that aesthetically fits in the location it sits.	Empathy. Quick start. Results driven.
Application - Vance Monument Task Force - City of Asheville	Yes	I have been an active member in Community Health Improvement work led by Buncombe County Health and Human services for several years. I am deeply concerned about the impact that structural racism has on our community and the resulting inequities that it causes. It is unacceptable to me, the harm our systems cause Black, Indigenous, and People of Color in our community. The list of inequities is long - economic opportunity, affordable housing, academic achievement, infant mortality, diabetes mortality, life expectancy, and more. As a long time citizen (over 20 years a resident of Buncombe County) of this community, I am concerned about the future of our community. The economic and overall well-being of residents of Buncombe County it tied to shaping a new future together and intentionally disrupting the patterns that have resulted in displacement of African American residents, the shift in our economy away from manufacturing to tourism - which does not create living wage employment, and trends that threaten the long term viability of	I would bring to the task force several qualifications and/or experiences: I am a Certified Nurse Midwife and can bring the perspective of the impact that racism has on pregnant women and birth outcomes in our community. I am a trained Mediator and a former active volunteer at the Mediation Center - I have skills in listening and conflict resolution. I am a member of the Board of Resources for Resilience and have completed 2.5 years of training in Somatic Experiencing - I have a broad and deep understanding of trauma and resilience. As I mentioned above, I am a member of the Buncombe County CHIP Leadership Team and Advisory Council and Mothering Asheville, a movement to eliminate the black/white inequity in infant mortality in Buncombe County - I have a lot of experience with multi- stakeholder, collaborative work and the broader upstream/downstream public health framework. I have completed Building Bridges, foundational Racial Equity Institute training, and am a member of the Western Circle	I think the success of this work is tied to advancing understanding of the impact that structural/systemic racism and poverty has on all members of our community while centering the work on the experience of African Americans. I would like to see the work of the Taskforce explicitly address developing communication about the WHY that speaks to a wide range of interests and intentionally engages communities that are ambivalent and/or threatened by removal of the monument; a long term commitment and plan for educating and advancing the work of dismantling structural and systemic racism and poverty in our community - this is just an initial step and should not be done without a plan for accountability to the bigger work that needs to be done; and intentionally addressing the potential for this work to escalate violence against Black, Indigenous, and People of Color. I am also committed to lifting up and being guided by the voice(s) and leadership of Black Asheville.	My passion and commitment to this work AND my skills in listening and identifying both/and solutions in the midst of conflict and complexity. I don't expect this work to be easy or comfortable. My commitment to this being a healing experience for Black, Indigenous, and People of Color in our community AND educational and potentially healing for White people grounds me in my discernment about whether to apply for the Task Force. I am very used to "messy" work and as a White woman am very aware of the discomfort that comes with dismantling White Supremacy in myself and our society. I can be a voice for how important it is for White people to be engaged in this work and intentionally dismantle the systems that are destroying our country. It is structural and systemic racism and poverty (the two are inextricably intertwined) that has led to 47% of the people living in the US experiencing poverty or low-wealth. In raw numbers, more White people are living in poverty AND yet continue to elect officials who perpetuate policies and practices that create the situations they are living in because of the long standing false
Application - Vance Monument Task Force - City of Asheville	Yes	I believe this issue requires input from a broad based group. I am a 66 year old electrician who grew up in a Catholic orphanage. Though college educated, I have worked in the trades my whole life. I have always been aware of my white privilege and would like an opportunity to perhaps level the field a bit. I feel a monument to an African American here in North Carolina would represent a tiny step in the right direction. I have the time to devote to this and would appreciate the opportunity. Thank you for your consideration Floyd Dupree	I am very familiar with all types of construction. Is that special? I have 66 years of life experiences. That is special.	I would like to see the issue resolved.	Perhaps my life experiences as a member of the working class. My experience with the costs of demolition and construction. I have worked as a project manager in several large construction projects and understand what goes into successful completion. I believe the "best contribution" could be my enthusiasm for diversity. I have always tried to further equality and diversity in all my team building roles over the years. I know that what has occurred historically is wrong and here we are afforded an opportunity to make at least one correction.
Application - Vance Monument Task Force - City of Asheville	Yes	I grew up in Biltmore Village in the days of segregation and so all the questions of prejudice and racial injustice are those with which I grew up, and have been committed to overcoming and transforming all my adult life. I would look forward to working with the diversity that will be this task force, and of helping be a part of a group of civic leaders working to build a better Asheville.	I am a retired Episcopal clergyman. I have a wide range of experience having lived in Connecticut, Florida, Massachusetts, Tennessee, Georgia, New York, Paris (France), Louisiana, and Washington (State). I came back to Asheville ten years ago (having come back almost every summer since we moved away). The past ten years prior to my retirement I was the Dean of St. Mark's Cathedral in Seattle, the largest Episcopal congregation in the Northwest. I was the elected head of the Seattle Church Council at the time of my retirement, and was a recognized religious leader in Seattle. For example, I conducted one of the first blessings of a same sex couple in 1995 (with the Governor and Chief of Police in attendance), before it was officially sanctioned by our church. I was given an award by the NAACP for "service to the poor," while I was in Louisiana. I was also the President of the Board of Big Brothers-Big Sisters, and have served on a variety of other non-profit boards. I took early retirement from the church and for 20 years was the head of Athletes for a Better World	I would see at least three goals that would be important to achieve: 1. Educational: The current debate shows that that there has not been any kind of systematic thought or recognition of what the goals and purposes have been about why we even have public monuments. There is no common understanding of why we put them up, what their purpose is, and whether or not it's acceptable to take them down or rename them. Therefore, it would be important to articulate these things as clearly as possible, so that the public might be able to come to some widely held consensus not only about monuments, but also by extension, about the naming of streets, schools, parks and other public venues. 2. Community unity and growth: This is an opportunity for the city to take major steps forward in building bridges and opening roads in relationships and trust between the various communities that make up our city. By conducting open meetings and research, and by an open-ended process with no predetermined agenda or end other than the established purpose, the taskforce should be able to gain the trust of all citizens, and to provide a blueprint for	My best contribution will be an open mind and wide experience and knowledge. I have a gift for organization and analysis. As a minister I have naturally found myself in many situations of conflict, and am comfortable working through these challenges to a positive resolution.
Application - Vance Monument Task Force - City of Asheville	Yes	To repurpose but not remove the monument.	As a board member of the Asheville Art Museum I am deeply involved in this community and feel that the Pack Square appearance should remain the focal point it is and renaming the obelisk to support the African-American effort would be the best solution.	Repurposing of the obelisk.	Determining the alternative methods to repurpose the monument.

Application - Vance Monument Task Force - City of Asheville	Yes	I feel strongly that we as a community need to reevaluate the necessity of historical monuments to people or ideologies that represent outmoded, archaic, or downright oppressive/racist ideas or policies. As a white male, I am not overtly haunted by the Vance monument. However, as an ally for communities that have been and continue to be pushed to the margins, it is my responsibility to use my position and influence to uplift the voices of those communities. My role on the task force would be to ensure there is space at the table for the voices of those for whom the Vance monument is a continued reminder of oppression, racism, and historical white supremacy. By listening to the community and by sharing with the community the legal context by which the City might repurpose or remove the monument, I will be practicing allyship, as well as best practices of balancing fact- finding with the needs and desires of the community. Finally, since the City and County have committed to this Taskforce, it is imperative that something comes from it, and comes from it expeditiously. I am a do-er, and so would commit to a reasonable timeline and to a solid decision	As an outgoing board member with the Asheville City Schools Foundation, I was a part of the Foundation's racial equity conversations in 2017 and 2018. I have racial equity training and know what it means to center voices. As the former general manager and vice president of Able Rent-A-Jon & Waste Services, I delivered and serviced portajons around the Vance Monument for festivals such as Bele Chere and protests, like the Women's March in 2017 and the rally protesting HB2 in 2015. I recognize the significance of Pack Square and how the Monument is a structure around which communities gather.	I would like to see a resolution to the question of repurposing or removal of the Monument that is based on the needs and concerns of the communities most affected by its continued presence. Moreover, i would like to be able to communicate that decision to the citizens of Asheville and Buncombe County in a way that demonstrates the care and concern, the listening and research, that dictated the decision.	I feel that, as a white male, I can use my position of power and privilege to access spaces that Black Asheville might not be able top access - to engage in conversations that might only be in the purview of someone with my skin and of my gender. Additionally, I believe I will contribute a compassionate and empathic ear. I will engage in much more listening than I will in talking.
Application - Vance Monument Task Force - City of Asheville	Yes	I grew up in Asheville and Vance Monument was always a focal point of Asheville. The history that surrounds the monument, like the black and white restrooms which have been filled in, helps to tell the story. It says where we have been and where we are going in the future. It's time to make changes. I want to be a part of this decision for the good of our community and to show how we have evolved to present day. I look forward to working to serve the citizens of Asheville and Buncombe county. Sincerely, George Stevens	Other than a career of sales, sales management, corporate trainer and a small business owner, I grew up in Asheville, raised my family here, and have deep roots thought out WNC. I earned my living selling in the area. I enjoy research, working as a team to make the best possible decision. I can make group presentations, and enjoy talking and learning from other people.	If appointed, I want to achieve the best possibly decision for the future of Vance Monument, and the cost to the county and tax payers for the repurposing or removal of it. We have to weigh out the cost and the citizens of this project. We will have to work on both sides of the fence	Teamwork, with a fair decision for all.
Application - Vance Monument Task Force - City of Asheville	Yes	I am a member of SCV CAMP 15. My family has lived in the area since before the 1770s. My family history has had its members serving in the Revolutionary War, the war of 1812, WWI, WWII, and the Vietnam War. I volunteered for the Vietnam and served for 32 years in the US ARMY. I am a student of the War between the states the had four great-great-grandfathers in the period. Three were CSA soldiers and one was in the US ARMY. NONE of my family owned slaves. I honor their memories by tending their grave sites and performing grave remembrances on recognized dates of the year. I an an ardent student of local and state history. I teach to remember the countries great loss on both sides of the tragedy of our country so we remember and honor our loss of all our wars.	Rendering service to restore and preserve family gravesites in WNC and honoring the members who served our country. To tell those lost one's stories and life histories. To remind we living why we must not allow a repeat our past mistakes.	To reach agreement for all sides that will satisfy all sides and stop the division. To educate and inform that all people are human and make decisions during our lives that may affect later generations. Stop the violence .	Knowledge of our local history to show others that there is good in the citizens of the area. Understanding of the different sides in our current situation and the knowledge knowing that destruction of our history will never erase the history.
Application - Vance Monument Task Force - City of Asheville	Yes	I moved to Asheville in 2018 and was very quick to notice that I am always one of a handful of people of color in any public space. As a non-Black person of color who relocated to Asheville from a more racially and ethnically diverse community in the Washington D.C. Metropolitan area, I struggle with my continuous discomfort of being the only person of color in almost any room I walk into in our city. I believe building a task force that is representative of ALL Ashevillians, especially the disenfranchised and unheard, and offer my voice in service of eradicating public spaces that wrongfully celebrate the legacy of slavery and racism.	I am a big believer in the power of storytelling. In 2018, I participated in an immigrant storytelling event in DC where I told my story at one of their live events. If selected for the Taskforce, I would love the opportunity to tap into the stories from our Black community & shine a light on them by replacing the Vance monument with the story of a notable Black Ashevillian. I am an ESOL tutor with the Literacy Council and sit on their Board. I am well versed in the art of wearing multiple hats and juggling priorities. I am willing and able to put in the time, research, & dedication expected of a member of this Taskforce. Lastly, as a non-Black minority, I look forward to bringing a unique perspective to the table.	I consciously chose Asheville as my home-not because of a job opportunity, investment purposes, etc.-but because I genuinely felt a calling to this city. I invested in this city by buying a home and laying down roots. This city is not where I need it to be so that I feel comfortable in public spaces, but I am willing to do the work to ensure Asheville is welcoming to people of color. If appointed to the Taskforce, I would like to remove the Vance monument and by way of replacing it with someone worth honoring help, be a part of the voice that signals to our community that racism is not tolerated in our city, just as it should not be tolerated anywhere else in the world.	Through my career, I have honed in on a practical skillset, however I am a creative at heart. I believe my biggest contribution to the Taskforce will be my ability to approach problems with a dual lens, which creatively assess options, while being mindful of practical hurdles we will need to overcome in order to remove the Vance monument. This coupled with my unwavering dedication to the antiracism cause will serve as the strength I can bring to this Taskforce.
Application - Vance Monument Task Force - City of Asheville	Yes	I wish to participate in the process of establishing racial equity and social justice in Buncombe County.	I have taught for over thirty years in our community. I served on the boards of ABCCM, United Way, The Health Adventure, First Baptist Church Asheville, and Building Bridges.	No solution will please every citizen of the county. I want to seek a solution that is inclusive, objective about our history, welcomes input from citizens, and honors the integrity and validity of all citizens.	I will participate from the perspective of moral responsibility and deep appreciation of all Buncombe residents. I will bring an informed, educated awareness of our history, its accomplishments and failures, and its potential.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in taking action to heal this community. I want to get a better sense of the community's concerns and ideas for replacement of the monument. While I understand monuments do not affect other discriminatory policies or practices, they serve as powerful symbols of a community's priorities. For too long, white voices have been privileged in these conversations, and quite literally placed on a pedestal.	I am a civic-minded, engaged citizen generally, with a passion for social justice. As a local attorney, I have been fortunate to work with local organizations such as Mountain Bizworks, 1 Million Cups Asheville, and Venture Asheville to promote entrepreneurship. I am also a graduate of Leadership Asheville and I participated in a diversity and equity training as a part of that course. I am always looking for new opportunities, whether in my role as an attorney or a citizen to advance socially just causes.	I want to gather input from stakeholders in Asheville - the people who live and work and go to school here - and come to a recommendation that reflects the perspective of this community.	My day job calls me to be an advocate for my clients. I hope to be an advocate for the marginalized communities in Asheville in this endeavor. The first task at hand is to listen to the community. After that, I am confident that I can summarize and give voice to the feedback I have solicited in a persuasive way to the City Council.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe that how we handle this issue, if it is resolved well, can be unifying for the Community.	I've had careers with the Federal government and the U.S. military (U.S. Coast Guard). Both of these organizations, particularly the military, have made great strides in racial integration and working together. This was accomplished by a combination of education and regulation, a two-pronged approach that I feel is essential for success.	That whatever happens to this monument is not a disappointment to either the Black community or other residents.	To offer a middle ground opinion between tear it down and leave it as it is. To think about other options such as moving it or renaming it.

Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in serving on the Taskforce because I want to be involved in making a positive impact regarding racial injustices in our community.	I do not have any special qualifications, but I am a hard worker and have excellent communication skills.	I would like to achieve a positive resolution that empowers our community by re-purposing the monument.	I think my best contribution will be my listening and communications skills.
Application - Vance Monument Task Force - City of Asheville	Yes	As a creative developer for graphic apparel and animation I excell at brainstorming and finding the best solution to serve the overarching idea. I have researched the black community's history in Asheville since I moved here in 2010 and have found so much depth. I follow the Asheville Preservation Society and attend events and volunteer opportunities. I believe in preserving the integrity of Asheville's history and moving forward with a solution for Vance Monument that serves the black community of Asheville and respects where the future Asheville as a whole should be headed. I want to use this blend of understanding to create a beautiful monument that our historical city can be proud of.	Creative Developer - 10 years Designer, illustrator and animator - 20 years My background is in graphic apparel concept. I've conceptualized and illustrated Martin Luther King and Rosa Parks apparel for the Smithsonian's Museum of African American History and Culture.	I'd like to help Asheville achieve a monument that equally honors the history of Pack Square and the past and future of our black community.	Creative Brainstorming, a desire and talent to unite, an investment in furthering Asheville's black community and a love of Asheville's history.
Application - Vance Monument Task Force - City of Asheville	Yes	I am the Director of Development and Programming for the Preservation Society of Asheville and Buncombe County (PSABC). People of color have historically been underrepresented in preservation. This is a problem we are all too aware of and in recent years, we have started to take steps in the right direction. Our Preservation Grant program, launched in 2017, seeks to fund projects in our under-served communities and the Johnny Baxter Award funds students furthering the study of African American history in Buncombe County. However, we recognize that we must continue to do more. As the topic of the Vance Monument once again come to the forefront, we recognize the need to see it through a new preservation lens. Vance's legacy is a painful one for too many of our citizens and visitors. Our Board and staff agree that change is necessary for the Vance Monument. What that change should look like is a much harder question to answer and one we do not intend to answer alone. With that in mind, we have assembled a committee which is	Working for non-profits, I have years of experience with committees and Boards and the challenges that come along with working in a group. I'm good at facilitating difficult discussions and keeping them civil and productive. I'm also responsible for all communications at PSABC and I'm good at talking to diverse audiences.	I hope to speak for the preservation community. I'm a part of, with the understanding that not everything deserves to be saved. When the task force has completed, I hope we will have a solution that is meaningful for all of our residents and visitors. I can imagine a number of positive solutions and for now, I'm not tied down to any one option.	I would be happy to provide the feedback PSABC has been collecting thus far and willing to use our resources to continue to collect feedback from the community. I'm organized, patient with others and a good worker bee. I would aim to be a good team member to the rest of the task force and provide my skills wherever they can be best put to work.
Application - Vance Monument Task Force - City of Asheville	Yes	As a resident of Asheville since 1976, I have seen much positive civic change, many missed opportunities and - worst of all - some destruction of local culture and history of underrepresented people. I believe we are at a critical moment to make needed changes on multiple levels in Asheville. We can address the future of the Vance Monument in a way that tells a fuller, more representative history of our community in the process. I spent 30+ years as a business owner located in a building that was renovated by my architecture firm in downtown Asheville. During that period, I was involved in numerous initiatives to preserve our unique architecture and help our center city thrive, including a particular focus on revitalizing the Pack Square area. The Vance Monument is a symbol of injustice that casts a strong shadow over current community life. The monument must be changed or removed as part of Asheville addressing racism and ushering in a new, more inclusive era that truly celebrates the strength of our diversity and recognizes the	South Pack Square Revitalization (late 1970s) - Collaborated with Director of YMI and Eagle/Market Street African-American property owners towards "visioning" a future for the area. Learned much about the history and challenges of those owners in trying to interest their children in returning to Asheville and participating with the properties. Successfully fought the closing of Beaumont Street through City of Asheville Public Works facility, which would have disconnected the largely Black East End residential neighborhood from downtown. Co-Founder, Board Member and Design Committee Chair of Pack Square Conservancy, the community nonprofit that created Pack Square Park. Extensive public private collaboration with City of Asheville, Buncombe County, State of NC, and related agencies from 1999 to 2011. Co-Founder of Asheville digital history project "Know Our History - Know Ourselves," a collaboration led by UNC-Asheville. The focus of the project is to compile and make widely available a fuller, more	I would enter the Taskforce process with an open mind and an appreciation of the multiple forces and complex history that will shape the analysis and ultimate decisions. I hope there will be a thoughtful approach of learning from other communities, our own history, identifying options, and doing what will lead Asheville forward. I'd like to achieve a positive community outcome that acknowledges the new 21st Century era we are in.	I am a problem solver and enjoy working with people from varying perspectives to find the best solution. My relevant experience is as an architect on nonprofit projects with a public purpose, and as a volunteer working on community projects including doing extensive historical and other research. In these settings, I learned to navigate cross-cultural team dynamics. For successful project outcomes, architects have to be good listeners. I believe that I am a good listener and that I can be an asset to the Vance process.
Application - Vance Monument Task Force - City of Asheville	No	I strongly feel that the Vance Monument's prominent location is critical to understanding what Asheville represents to both its local citizens and the broad reach of the city's visitors. That representation has both historical and societal implications that reflect how we have viewed history in the past and how we must better balance that historical interpretation to serve all members of our society equally. The process in making that change must be both deliberate and timely as this monument is the focal point of the majority of our social protests and it is part of a societal issues that is being addressed across our nation. I can't provide a "Yes" to the above agreement until there is more outreach, research and consultation to arrive at what would best serve Asheville.	I am recently retired from forty years of consulting predominantly in turnaround or urgent improvement situations. These engagements were initiated by either boards or senior managements that required someone to listen to all stakeholders, do considerable research on alternative solutions, develop a plan and gain consensus for execution. I have worked all over the country and in over ten different industries that were located in small to the largest cities in both very rural and metropolitan areas which give me a broad perspective. The nature of my work has required that I don't prejudge issues until all parties, data and viewpoints have been incorporated. As to political leanings, I have been a staunch independent for many years which lends itself to judging issues on their merits.	A solution that is supported by the majority of all stakeholders and can survive the test of time.	Ability to actively listen to all stakeholders, lots of research, and helping to build consensus.

Application - Vance Monument Task Force - City of Asheville	Yes	Living in Virginia from age 10 until graduation from high school I witnessed racial segregation as a privileged white male in a city filled with Confederate memorials and saw firsthand the effects of Jim Crow almost daily. After receiving a PhD in American history from the Johns Hopkins University, I spent almost all of my professional career at DePauw University, Greencastle, Indiana, teaching classes on the history of race, race-making, and race relations as well as classes on the Civil War and Reconstruction era, the Black history and the African Diaspora, the South, 19th Century U.S. history, and on public memory and monuments. As a historian and a citizen, I am convinced racial progress can not occur unless individuals, communities, and institutions become aware of the deep roots of racial inequality in American society and culture including its manifestations in public spaces, including monuments. Of course, removing, changing, or adding public monuments alone will not solve racial disparities but the use of public space and shaping of public memory provides one important context from which necessary changes can occur.	-Four decades of teaching on race, race relations, Black history, the Civil War Era, and public memory to diverse audiences including college students, museum professionals, and mature adults. -Taught College for Seniors class at OLLI, UNC-Asheville on "Civil War Memory and Monuments" in January 2018. -Organized and led a National Trust for Historic Preservation special initiative, "Interpreting African American Life at Plantation Sites" and worked with front line staff at five National Trust Properties to expand the scope of their interpretation of their site to include African American experiences. -Understanding of the history of Confederate culture and its memorialization and the importance of public spaces for creating shared identities. -Research skills with historical documents. -Ability to work with and communicate to diverse audiences. -Excellent writing and communication skills.	-Participate in a community-based decision on repurposing or removal of the Vance Monument. -Learn from community leaders and through research about Black history in Western North Carolina. -Public acknowledgment and recognition of the contributions of African Americans to the history of Asheville and Buncombe County -Advance race relations and racial justice in Asheville. -Opportunity to contribute knowledge, research skills and teaching experiences to an important community project.	-Historical knowledge of the origins of the Lost Cause mythology and erections of Confederate memorials as monuments to white supremacy. -Advanced research skills in historical sources. -Ability to communicate the importance of the task force's work to the community. -Interest in learning more about Black experiences on Asheville and Buncombe County in the past and in the preset. -Ability to listen to diverse points of view.
Application - Vance Monument Task Force - City of Asheville	Yes	I'm eager to volunteer my efforts to bring about the swift removal of the Vance monument. I would defer to any Black members of the community who would like to be part of this task force and do this work, but also feel an obligation to volunteer my time as a cis white man to do what I can to help carry out the will of the community and the clear demands of Black Asheville so that they can be spared this labor if they so choose. It is my opinion that the public hearing on the matter has already been held in our streets and it is now time to execute on that collective will.	I can't claim any meaningful qualifications, but my experience as a small business leader has asked me to develop an ability to run meetings and organize a group to carry out specific tasks, and to manage change as that work evolves. I also head up the finance department at work, and as such have a good working knowledge of budgets and assessing financial implications of various scenarios. I understand the value of being able to look at problems through a financial or legal lens in concert with other approaches, as these systems (for better or for worse) often restrict possible outcomes.	Again, I would like to help bring about the removal of the monument. But beyond that I'm eager to do the real work of re-imagining community safety in our our city in a way that drastically reduces the scope of policing in Asheville. The removal of this monument is important but cosmetic and for that reason I would be happy to offer my efforts to this task so others could preserve their energies for the larger work at hand: defunding the police department and thoughtfully building up the social support system that will exist in its stead.	I would commit to bringing my full effort to bear, putting my own personal ego aside, and being prepared for work, even if its unglamorous and bureaucratic at times. I would also advocate for efficiency and speed: I firmly believe that this should be a decision where we have formal recorded community input, but it also needn't take as long as proposed. I would love to see this taskforce do their work in less than the 90 days that are budgeted.
Application - Vance Monument Task Force - City of Asheville	Yes	This is a monumental (no pun intended) decision for this community and it will not be easy, especially in a community with such divergent views and an seemingly difficult time reaching consensus on anything. My concern is that those with a specific agenda will hope to serve on this committee to advance their idea/agenda and not be open to hearing other opinions and views. It is interesting that the committee is to be composed of twelve members, just as is a jury - but it would seem that this 'jury' will be dealing with the 'sentencing' phase only. It would appear the monument has already been deemed 'guilty' and now it is just to decide whether to remove or repurpose the monument. I have lived in this community for the past 23 years and it has been fascinating to observe how rapid change can happen in this community. From the doldrums of the late 80s/early 90s to a bustling, vibrant downtown in just two decades is pretty amazing. There are those who wish some changes would happen more slowly, and then others who want more rapid change. This is a community with no shortage of	During my working career I had the pleasure to serve on numerous grant panels and other groups charged with making difficult decisions. These experiences have taught me the value of listening, of fairness, of due process, of dealing with facts rather than opinions, and how to make a subjective process by nature be as objective as possible. I stri to look at difficult decisions from a variety of perspectives and not just my own.	A decision that is based on research, facts, and data as well as community input. People will have their opinions and feel the louder they talk the more they should be listened to, but this is not a referendum. You are asking a group of twelve people from divergent backgrounds to reach a good decision. My hope would be to make that the best decision/recommendation possible.	My experience with group decision making. My willingness to be open to divergent views. My ability to help others stay on task and listen to others.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe that many people have been under represented in America and at the top of the list is the black community. I believe that we as Americans can overcome these issues because we are Americans. I would be honored to serve on this board to improve the relationship between all people.	Only qualification I can say I have is that I have lived here in Asheville all my life and have seen the many changes.	Better relationships between all people.	Support and encouragement for the task at hand.
Application - Vance Monument Task Force - City of Asheville	Yes	I have lived in Asheville my entire life. I love this city and it's people and want to ensure that the decisions made hold the local interest as we as a message of unity and respect.	Rich knowledge of history and a very open mind and progressive attitude.	I would like to ensure that the decisions made hold the interests of all peoples of every community and that it spreads a message of acceptance, love, unity, respect and tolerance.	My ability to diplomatically make decisions and being connected to this community and speaking up for the right thing.

Application - Vance Monument Task Force - City of Asheville	No	My family and myself have lived here for generations on both my mother's and father's side for the most part we all still live in this area. At least one of my ancestors fought in the war of the states. I would like to be on the commission to try and help find a balance between where we came from as a nation and where we are now. And find a solution that not only preserves our history but that educate our future. I am for the preservation of these monuments, but I'm also for the addition of further information on location at these sites. Of not only what they did for good in this region but what they may have also done for I'll.. I want to retain this region's history in its physical state, I believe we need to take this opportunity to correct the information and expand on our history versus removing it all together.. Thank you very much for your time.	None that I can think of except a passion for my home and its history.	The preservation of these monuments but the addition of further information on those they pertain to in the way of their life and how they lived it.	A non-aggressive view on the situation from someone who is native to this area.
Application - Vance Monument Task Force - City of Asheville	Yes	I have been closely following the City Council and County Commissioners meetings pertaining to the removal of Confederate monuments on public property. I am passionate about North Carolina history, and even more passionate about making the concerns and demands of Asheville-Buncombe's Black residents heard. I have written to City Council members and County Commissioners to express my support for the removal of Confederate monuments, and am currently advocating for the renaming of buildings on UNC Asheville's campus that are named for white supremacists and segregationists. I am very passionate about this topic and feel that I have a skill set that would serve the goals of the Taskforce.	In recent weeks I have conducted dozens of hours of research into the legacies of historical figures we honor with statues, monuments, plaques, and building names throughout the state. I have advocated for the removal of monuments and building names that honor white supremacists, enslavers, and segregationists across the UNC system. I have dedicated an equal amount of time to learning about the contributions and achievements of Black North Carolinians. During the summer of 2019 I worked for Self Help Credit Union as a Supplier Diversity intern where I learned about the challenges that minority-owned businesses face, and the economic vitality that can be achieved by supporting minority- owned firms. In this role I researched and contacted minority- owned businesses with a goal of strategically increasing the diversity of the organization's suppliers. This research experience would help meet the goals of the Task Force. Over the past 3 years I have completed extensive genealogical	If appointed to this taskforce, I would use my position to amplify the voices of the Black community. Based on what I have gathered from listening to Black Asheville residents, their desire is for the monument to be removed, rather than renamed or repurposed, and this is what I would advocate for within the taskforce. I would like to see the demands of Black Asheville residents met, and help assist in the creation of plans for a monument that celebrates the contributions of Black Asheville.	I am a passionate researcher and history enthusiast. I consider myself highly experienced in gathering and synthesizing data, which I have done regularly in academic and professional settings. Additionally, as a University student, I would be able to bring in the perspectives and concerns of younger Asheville residents. I also recognize that Black community leaders currently have much larger battles to fight, and that I have the time, passion, capacity, and skills to take on this project.
Application - Vance Monument Task Force - City of Asheville	No	To preserve history.	I was a contractor. I'm in real estate now. I would like to explore how the removal of the monument, as well as the changed atmosphere in Asheville, will impact our tourist industry since that is the mainstream of the economics here in Asheville.	Compatible agreement for all.	Where I lived in Virginia the ratio of black to white was 70% people of color. I believe in their causes.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in serving on this Taskforce because I care about the future of our community. Recognizing the harm that has been done to Black Asheville, and taking meaningful steps to healing are key priorities for our collective thriving in the future. The symbols that we celebrate in our public spaces communicate our values and perpetuate our community narrative. The Vance Monument, placed in our most visible and central public space, celebrates a man who enslaved people and erases the history of oppression and exploitation upon which this community was built. Removing this statue, acknowledging the harm perpetrated on black people, and replacing this statue with a monument that centers the accomplishments, and contributions of African Americans would be steps towards healing that are overdue and urgent. The best people to shape this monument, and to ensure that a true reflection of the African American community is placed in Pack Square, are black leaders and artists.	Skillsets: I am a trainer in the Listening Project methodology and have led Listening Projects to uplift the voices of adults and children most impacted by racism and inequities in Asheville. I can support the group in designing processes to gather community input and organize the data so it informs the group's decisions. My current work involves researching national networks that are moving cities towards greater equity and justice. I could be helpful to the group as a researcher by gathering, sharing, and organizing information about what communities are doing elsewhere. I also research local history and local solutions which is needed to achieve the key goals of the project - to identify and recommend African Americans to honor the local history of Asheville - Buncombe County. I am an organized and efficient communicator. I could serve this group by developing systems and tools to keep Taskforce members informed, linking schedules, meeting minutes, new information and	With my fellow Taskforce members, I believe our most significant achievement would be to present to the City and County a timely and specific proposal for removing/repurposing the Vance Monument and that this proposal wins the wide-spread approval and excitement of the African American community, and significant portions of the white community as well. The proposal should be specific enough to allow quick action on the part of our city and county governments, and provide recommendations on the next steps so that our community moves forward quickly. My personal goal in this process would be to amplify the voices of Black leaders and community members to recreate Pack Square with a monument that meets their voiced hopes for the next monument, and inspires, reflects, and honors the African American community in Asheville and Buncombe County.	I am an experienced process monitor. I can support the group in identifying benchmarks that will guide our progress, creating next action steps between meetings, building effective meetings agendas, and ensuring that the group completes the work on time with a proposal that achieves the goals of the Taskforce. As a member fo the Vance Monument Taskforce, I would be a good listener and support the group in identifying ways for the group to move forward when there is disagreement. I would assist the group in finding consensus. I have had the opportunity to participate in other taskforce-type work, most recently as a member of the North Carolina Leadership Forum. As a member of the Forum, I worked with people from diverse perspectives to identify points of agreement. I assisted in facilitating constructive conversations that lifted up solutions to the challenges and concerns that the group identified.
Application - Vance Monument Task Force - City of Asheville	Yes	I would like to serve on this task force because I feel like it is an important subject that needs to be evaluated. At this moment, I have do not have my mind made up one way or the other whether the Vance monument should be removed. I believe a well qualified task force should look at all the stake holders and take the steps to do a deep dive into this subject and come up with a suggestion to City Council and Buncombe County Commissioners. I do lean towards supporting and hearing out the Asheville Black community as to their feelings and suggestions, but I also believe it is highly important to hear out the opposition of such an important decision for our city. I fee that a good task force must consider all options, stakeholders, and all citizenry before putting forth recommendations. This will ensure a clean process that is transparent and able to withstand scrutiny. While not all citizens of our community will happy with whatever outcome is suggested and put forth to Council and Commissioners, the process itself should be fair and equitable.	I have lived in Asheville for 10 years, and I am a small business owner. I own my own home, and am deeply invested in this community.I served on a task force in 2016 at the Mayors request that researched and did a deep dive into Asheville's growing short term rental situation. That task force was appointed with educated and well meaning community members and we were very serious about addressing all the stakeholders and all legal options available tot eh city. We worked well together, and we presented Council with 3 very detailed options that well received. On that task force, I went into it somewhat neutral and insisted that not only should the process be adhered to, but that we exhaust every avenue, consider every option, and keenly listen and consider every point of view. It was heady, and intense at times, but we all took it very seriously and our conclusions were, I believe, rock solid good options with explicit detail that were well received by Council. I never missed a meeting, was always on time, and I work very well with others in this setting. Other qualifications that I posses would be that I have sat on the board of Just	The taskforce should achieve a detailed and well meaningl recommendation that will be presented to Council and Commission. I will state that I have no preconceived agenda. I do have a leaning towards change/updating/possible removal/re-naming/re-purposing etc. of Vance Monument and others like it. But I do not go into the Taskforce with a major bias one way or the other.	My best contribution will be to keep the process fair, transparent, and on task. I work really well with others, and am able to communicate and listen with an open mind and heart. I possess a very affable personality, and get along well with others, even when we do not agree. During my time as a Board Chair and Committee Chairs, I have gained a sense of how to address topics, and how to keep committees on task. I am results driven, and a fair and equitable process with a good final recommendation is my goal.

Application - Vance Monument Task Force - City of Asheville	Yes	I am a trained academic historian whose career-long focus has been on the history and cultural importance of monumental structures and architectural efforts at memorialization. In particular, my research has focused heavily on the study of monuments which either reflect major cultural trauma or, as in the case of the United States, actually inflict further trauma through the representation of certain historical figures. Because of my academic background, I have a strong foundational understanding not only of the ways memorials operate within cultural frameworks, but also the ways other countries (for example, post-Nazi era Germany and post- fascist Italy) have either removed or "recontextualized" their problematic monuments as acts of national reconciliation. Aside from my academic qualifications and my deep commitment to this work, I am a resident of downtown Asheville, which means Pack Square is my neighborhood park. I have witnessed protests of all kinds in front of the Vance monument, culminating with the recent BLM protests. Because of this, I feel personally and civically connected to the fate of the	As mentioned above, I am a trained historian with a specialty in the study of monuments and memorials. I hold an MA in history from San Diego State University, where I was a California State University Pre- Doctoral Scholar. While in attendance, I was named a summer fellow by the Holocaust Educational Foundation at Northwestern University and completed a Master's Thesis on memorial architecture in response to cultural trauma in both Berlin and New York City. I was subsequently named a Feldman Fellow at the Museum of Jewish Heritage and spent a summer in Poland studying memorials to the Holocaust. I was then awarded a fellowship to study memorial history at the University of Virginia. Most recently, I taught about the history of the Vance monument and the ways other American communities have responded to Confederate monuments (for example, Harper's Ferry, VA, New Orleans, LA and Richmond, VA), among other related topics, in senior-level humanities courses at the University of North Carolina - Asheville. Aside from these professional qualifications, I also have a personal passion for the	I would like to see a monument in downtown Asheville that reflects the current values of Asheville, not the values of the builders of the original Vance monument. (Not to mention the questionable values of Vance himself.) To do this, we need to have nuanced conversations about the cultural purpose of monuments. Who are they for? What do they serve to teach us? From there, we might deduce what kind of monument would fulfill our community goals. Namely, what kind of community do we want to be? And how do we reflect those values in the memorial architecture we construct? If we simply tear down the monument without asking these difficult questions, we will have accomplished, in truth, very little. My hope is that we can achieve an intelligent, informed, and empathetic consensus on what kind of place Asheville is, and has been in the past. From that informed stance, predicated on compassion, we have the hope of building something in the place of the current obelisk that truly heals the community.	I believe that my multiple decades of experience both studying and visiting monuments, both domestically and abroad, will bring a wealth of understanding to the Taskforce. Ultimately, my academic expertise in this field, as well as my deep commitment to human rights and equity, will be my largest contributions.
Application - Vance Monument Task Force - City of Asheville	Yes	testing	testing the application	testing the application	Testing the application
Application - Vance Monument Task Force - City of Asheville	Yes	I would like to start by saying that I am not a person of color, and I would never want to take up space in something this important if there is an opportunity to have a person of color instead. That said, I believe in progressive history deeply, and being apart of something such as this, a literal reinvention of the wheel under what I deem as dark, but hopeful time for my country fills me with purpose and passion. I am young but I've done what I can thus far in my power to fight for justice everyday and this task force could be my next step to true tangible activism, something that I will educate people about for as long as i'm alive. I think it is wonderful what the city is Asheville is doing to address these monuments, I must thank you for listening to the people. Although I am not from Asheville, I was still born and raised in the south and grew up witnessing atrocities done to my fellow POC peers, it haunts me everyday. I feel that serving on this task force will be my way of giving back to a community that has been forced into the shadows for too long. I would be humbled and honored for this opportunity. Thank you for your time.	My best qualification is probably that I single handedly ran an art gallery for a year I am extraordinarily organized and well read, I can dissect some legal documents, I work well with other people, and I have a burning passion for a better, more inclusive America.	My personal goal is to abolish these confederate monuments, and to act as a platform to uplift the POC voices in our community. I recognize that this is not about me, I would merely like to amplify the people who this is about.	I believe my best contribution to the taskforce will be my passion for the project and to better the community.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in helping make a change for an undeserved and under heard community. I believe it is very important to have Black people represented the most on a task force like this. I also understand as a white person it is my job to help elevate the voices of those that are oppressed. If I can act as a bridge or conduit in communicating and having those that might not have the same viewpoints as me open up to dialogue I would like to help be a part of that.	I feel I bring a unique perspective as a general population member. I minored in history in college but I don't have a professional background in politics or political justice. I am sure there are many more people much more qualified then me to be on this Taskforce. What I do bring is dedication, an open mind, the want to see change and the want to help wherever I can. I have spent my entire life working in animal welfare and believe strongly it is my duty to help be a voice for those who cannot be heard and are not treated justly.	I would like to achieve true evaluation of the Vance Monument and the impact it has on the community of Asheville. I would also like to help achieve a platform for a community that is not heard and oppressed to gain some visibility and feeling like they belong here too.	My dedication, willingness to learn where I might not know things and ability to work with a diverse team.
Application - Vance Monument Task Force - City of Asheville	Yes	After graduating from college in Charlotte, North Carolina during the sit down demonstrations, freedom rides and the student non violent era, I served in the USMC for 6 active years and received Honorable Discharge after returning from Viet Nam. Since 1967 have worked in Social Programs enhancing opportunities for disadvantaged people in Asheville, Buncombe and Madison Counties. Volunteer service consisted of more than 20 years with City Parks & Recreation, Buncombe County Smart Start For Children, O. M. Hart Minority Scholarship Foundation and Haith Miller Foundation both at AB Tech, Tutor in Reading and Math at Asheville High, Drug Prevention Task Force for Housing Authority City of Asheville, Chriistine W. Avery Learning Center, Poor People of Asheville , College for Seniors at UNCA. My academic background includes Johnson C. Smith University, University of Hawaii and Duke University, After more than sixty years of service working in various Social Programs aimed at improving the quality of life for poor people and having experienced first hand the dregs of racial disparity I am qualified to serve on this task force	USMC Intelligence Officer, Life Member of Alpha Phi Alpha Fraternity whose members include such Civil Rights Icons lie Thurgood Marshall, Martin Luther King, W.E. Dubois, Jesse Owens and Frederick Douglas to name a few. Housing Authority City of Asheville Drug Prevention Task Force, Masters in Public Management Programs from North Carolina, Served on Model Cities of Asheville Board, City Crime Prevention Task Force and currently active in the "Voteless People Is A Hopeless People Task Force"	A reasonable resolve to remove the Vance Monument in a manner that brings parity. Initiating a process that sets the stage for people to recognize and respect that all lives matter and monuments that display four hundred years of divisive bigotry are no longer going to be displayed.	Being totally transparent with the task force by providing fact checked transformative history that is at the root of hatred for people of color. I believe that lack of true history about race in America should come out and make for open dialogue that supports the monument removal.

Application - Vance Monument Task Force - City of Asheville	Yes	I grew up in Asheville. I care primarily about honoring Asheville's African American community while recognizing the fact we are dealing with a historic obelisk designed by Richard Sharpe Smith, one of Asheville's most famous architects. I want to listen to the voices of my fellow Asheville black community members, as well as Jewish members who, apparently, also have a shared interest in Vance's legacy. My mother served on Asheville's historic resources commission when I was a child. That generation fought hard to save our historic buildings for future generations to see. I care deeply about Asheville and the values and image we portray to our community, and to the world. How we proceed today must reflect our values with a primary emphasis toward the care and concern for the fellow human beings in our community. Asheville, as isolated as it has always been in the western part of the state, has always moved forward. I am hoping to help this task force do that again -- lead the way forward today with this ancient symbol in the center of our downtown.	I have broad experience in media, communications, education, law and volunteering. I am a former newspaper journalist and I am an attorney. I have served on numerous search committees and boards. I most recently served as past chair of UNC-Asheville's Foundation Board. That board raises all the money needed for the university outside of state funding and oversees more than $50 million in endowment funds that are used for scholarships and other designated programs and development. Anyone who worked with me will tell you that at every meeting, I emphasized the importance of achieving robust diversity on our board. I loved the work I did as foundation board chair because the work is so important. So many disenfranchised students need, not just scholarship money, but the funds to help them with full inclusion in a university setting so they can reach their potential. I should mention that I am a native of Asheville who lives in the house I grew up in off Charlotte Street, a mere mile and a half from the monument. My mother, Shirley Anne McCullough, and my late father,	I would like Asheville to figure out an outcome all of its community members will be proud of. One that people today, and generations tomorrow, will look at the result and say that it was smart, well-planned and thoughtful.	I am a good collaborator. I can write. I value people's opinions. I am objective. I have a lot of knowledge about Asheville.
Application - Vance Monument Task Force - City of Asheville	Yes	I am not a POC but I am queer and disabled and I feel that these issues are intersectional and revolutionary	I work in human services in the community	Removal and placement of the monument	Networking
Application - Vance Monument Task Force - City of Asheville	Yes	I am a Native of Asheville, and the Chair of the African American Heritage Commission. I've earned a Master's Degree and I'm a Certified Paralegal- IF Zebulon Vance had his way. I would not even have been able to obtain an education. Zebulon Vance argued in favor of keeping African descendants enslaved- the horror of ACTUALLY trying to justify capturing a race of people and holding them hostage, making them work FOR FREE, not allowing them the freedom and arguing the idea of emancipation as not only "utterly absurd," but also a threat to the purity of the white race. "Amalgamation is so odious that even the mind of a fanatic [abolitionist] recoils in disgust and loathing from the prospect of intermingling the quick and jealous blood of the European with the putrid stream of African barbarism," There never should have been a monument in his honor and to have it remain in a prominent place in this City is an insult and a threat to the freedom of ALL BLack and Brown people.	I am the Board Chair of the African American Heritage Commission and the Mountain Community Capital Fund. I have also served on several boards and leadership positions within my church.	I am hoping to work with the other task force appointees to create a plan of action surrounding the Vance monument that will relocate the monument to his birthplace; removing this pillar of shame from the City of Asheville; the City I have worked in, contributed to and paid taxes all my life.	My best contribution is teambuilding, problem solving and action oriented personality. My willingness to work as a team and my ability to communicate effectively.
Application - Vance Monument Task Force - City of Asheville	Yes	Very invested in seeking just solutions to our problems with race, I serve on the Buncombe County Remembrance Committee (to work with Equal Justice Initiative to enable communities to come to term with past lynchings of Blacks), work closely with my university's Department of Equity and Inclusion, and speak regularly about Reparations. It would be an honor to serve my community this way.	See above box. I am also a good public speaker/spokesperson. I have been through several anti- racism trainings, here and in New York City.	I would work with/listen to all views and solutions, in order to achieve a fair resolution (even if it's a tough call) to the eventual fate of the Vance Memorial. At this point, I have no preconceived idea of what should be done, but I am a hard worker, a fast researcher, and an able explainer of the processes and work we would need to do.	Listening. My listening to talking ratio is about 30 :: 1 in task forces and special committees. Leadership through earning the right to be heard. Group dynamics enabler/consensus builder
Application - Vance Monument Task Force - City of Asheville	Yes	My interest in serving on this task force is to create an exercise of civic responsibility with an open minded approach and to help foster and create a community that is reflective of equality, peace and the pursuit of happiness. To begin, I have concern with the opening "Agreement" and that it *requires an answer. The opening "Agreement" request me to choose a specific position with no process established before the task force is formed. A monument represents a specific time and place. Process is the action we experience in a continuous state. Whatever becomes of the Vance Monument should be reflective of the process of change and represent a community's desire to willfully, respectfully and peaceful engage with each other. My desire is to promote democracy and represent what the community wants. While I have my opinions, I wish is to represent and educate the information provided by my community. I hope this process will provide educational opportunities for all members, groups and stake holders of the community to learn from each other and come together with an understanding that opportunity and optimism can be derived from change. My interest of	-Former Treatment Team Facilitator for Buncombe County DSS -Two Board Terms with Homeward Bound (Executive Director Search Committee) -Stage 4 Cancer Survivor -Organize annual event of 2,500 plus people -Small Business Owner Asheville 16 years -Step Parent to Asheville City School Graduate	If appointed to the task force I would like to achieve a process and resolution that is not only a reflection of what the community desires but also provides an opportunity for conversation, education, negotiation, congregation and a meaningful process for as many stake holders from as many positions as possible. My desire is to help foster a change not only with in a physical monument but also create a dialogue and continuous process of learning and growth for all.	My greatest contribution to the task force is my desire for positive community involvement. I am often described as patient and able to talk with anyone. I love listening to people and having my own mind influenced by new thoughts and ideas. I love learning from others. I love bringing people together. I have years of developed personal and professional skills of working with individuals and groups with differing opinions and objectives.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in serving on this Taskforce because I believe strongly that we should listen to the Black community in their calls to remove the Vance monument. As a clinical social worker and psychotherapist, I understand how trauma impacts people. Having to see monuments to slave owners every day is in itself traumatic; it reinforces to the Black community that they are second class. I think it is time that we change that. I was born and raised in Asheville, so I take this extremely personally. I would feel honored to serve my community by being part of this Taskforce.	As I mentioned above, I am a licensed clinical social worker. In my master's program I studied community advocacy, social policy, and above all I learned the importance of listening to the people who are most impacted by an issue and taking their lead. As a white person, I want to follow the lead of the black community. I am skilled in working with a team to solve problems. I am able to listen to the opinions of others, even if I disagree, and work with them to come up with a solution that does the most good. I have conflict resolution and deescalation skills that are helpful for working on a team.	I would like to determine a plan to remove the Vance monument from downtown. I would work with team members to determine the best way to go about this. For example, the monument might go to the Vance birthplace, along with a plaque explaining the historical significance of the monument, and why it's removal was important. I fully support removal, but am willing to explore what that would look like. I also like the idea of creating a replacement memorial to local black leaders, particularly Black women or LGBTQ people. I also think that incorporating more green space in that area would be beneficial.	My ability to advocate for others while recognizing that as a white person, I am in a position of privilege, and should always check in to make sure that my actions are supporting marginalized community members. I am a team player, I care deeply about Asheville and my community, and I can bring a trauma-informed perspective to the Taskforce.

Application - Vance Monument Task Force - City of Asheville	Yes	The recent events in our country have opened my eyes in new ways to racism and the feelings of African Americans in regards to confederate monuments and those created to honor individuals who were slaveholders. Having been in Asheville for 60 years, the Vance monument was just something I have always seen and equated with Asheville. I knew it was named for a governor, but not much else. I guess I have lived in a bubble without thinking of how the monument and the civil war statues affected our African American residents. I now have a deep conviction that we need to always consider how our actions affect ALL members of our community. I would like to be part of determining a better use for the monument. Because it is so iconic as part of Asheville, I would not want it removed unless there is no alternative. I think it could be repurposed as part of a teaching exhibit.	My only qualifications are my life experience. I have lived in Asheville for 60 years, living 1/2 mile outside the city limits. My working career involved work at a downtown bank, stock brokerage and law firm. I have lived through all the changes to Asheville. I saw the sad downturn for so many years and was elated to see downtown come alive again. Since retiring in 2013, I have been a weekly volunteer at Eblen Charities where I have worked with the low income residents of Buncombe County. I have seen the struggles and roadblocks many of them face in trying to improve their situation.	As stated above, I would like the Vance monument repurposed to be a powerful teaching tool and yet remain in it's place of prominence on Pack Square. While working and raising children, I was never part of any community organizations, but now that I am retired, I would like to use my time effectively to bring about positive change in Asheville.	I am level headed and think I can be objective, listening to other opinions and coming to an agreement even if it is not my personal preference. I am an avid researcher of subjects I have interest in. After the recent events started, I began researching the governors and other politicians from our area and the history of slavery here. I am computer literate and love to, as the Expectations above state, "gather data."
Application - Vance Monument Task Force - City of Asheville	Yes	I think that the Vance monument which literally is in the center of town has tremendous importance to the City of Asheville and the proud residents who reside here. Getting this re-purposing project done "right" is of critical importance as it will demonstrate how our community reconciles the various viewpoints surrounding this thorny issue. The final outcome will not only serve as a reflection of who we are, but a projection of where we want to go as a city and society. I believe that other cities across our country will be looking to Asheville and specifically the work of this task force for guidance on how to handle this delicate issue that will not be going away any time soon. Furthermore, I feel that in this climate of ever-increasing polarization, my moderate pragmatism will be of use to this task force.	Local Family Physician of a very diverse socioeconomic patient panel Independent Business Owner Father of two teenage daughters First generation American (grandchild of Holocaust survivors) Extensive Leadership Experience locally Very active in the local Jewish community and Medical Community	I look forward to working closely with the other task force members to reach consensus on the best path forward for our community.	I am a good listener and good synthesizer of different viewpoints. I hope to lend my skill set toward helping the collective reach consensus.
Application - Vance Monument Task Force - City of Asheville	Yes	The monument, any monument, is a story. Years ago I spent some time reviewing documents related to Vance and found how his life changed and creates an interesting narrative. I would like to go back through the historical documents with others on the committee and help create a complete story that can be shared with the community sharing the good and the bad.	My experience is that I don't have an agenda. I had spent, years ago, some time researching Vance as part of a group that had hoped to raise money to restore the monument. I have been an educator (7 years teaching special education and 14 years adjunct at the college level) so I have an idea how to convey to a diverse group. My 25 years in Human Resources allowed me to work with a racially mixed group of employees and to train employees and managers in non-discrimination issues.	I don't know, other than to do research with the committee members and study the life of Vance. I think understanding the man will lead to a story, and that story might dictate what should happen.	An open mind. It does no good to have made a decision without having a good understanding of the facts? I would hope that I have the skill to create a narrative with the committee and then the ability to communicate that narrative in a creative way to the community that would result in a final solution.
Application - Vance Monument Task Force - City of Asheville	Yes	I bring the perspective of someone who grew up in the era of Jim Crow laws, and literally in the shadow of the Vance Monument. Like every other African American, I have suffered the indignities of America's racism, but I have always worked to bring people together, rather that set them apart. I want to continue to use my lifetime of service to steer us to an equitable solution where future generations do not suffer as we have in the past.	I am a native of Asheville (born in Mars Hill), the great-granddaughter of a slave who was enslaved during Governor Vance's Civil war governorship. I have fought for Civil Rights since 1959, when as a member of the Asheville Student Committee Racial Equality I helped to integrate the city's public facilities. Upon graduation from high school, I became the first African American to enter the all-white Mars Hill University. I founded the MLK Association of Asheville and Buncombe County, Inc., which has celebrated and uplifted the life of Dr. Martin Luther King for the past 39 years.	I hope to help the Task Force find a common purpose in replacing or altering the Vance Monument in such a manor as to honor the local history of African-Americans; instead of one who embodied the evils of servitude and oppression. Furthermore, I would like us to find a way to use it to symbolize a message that is positive, aspirational, and inclusive of all.	I have both vision and practical experience. Just as I led the initiative that created the MLK Prayer Breakfast, and under my leadership the MLK Association brought Dr. King's statue to the MLK Park. Now, our association has been designated the lead organization in support of the Buncombe County Remembrance Project sponsored by the Equal Justice Institute (EJI).
Application - Vance Monument Task Force - City of Asheville	Yes	This is a part that I can play in addressing racial inequity in Asheville. Ambient public symbols such as the Vance Monument take an emotional toll on affected people's well-being. Any monument makes a strong statement about what a city values and this one must be replaced with one that matches the values of the people. While concrete, policy-based steps must be taken, public and symbolic actions such as this are also important and I would like to get involved for that reason.	During my recent graduate studies in Documentary Media, I completed a research project on toppled, removed and replaced monuments worldwide, with a focus on Confederate monuments in the South. I particularly focused on North Carolina and the protests and institutional actions surrounding "Silent Sam," the monument to Confederate soldiers once located on the campus of UNC in my hometown of Chapel Hill.	I would like the monument to be removed entirely and replaced. What replaces it should be up to Asheville's African-American community and the Taskforce must focus on those voices. I also believe that the monument should acknowledge the traditional indigenous territory on which the monument and the city of Asheville stand. This monument will stand for generations and as we move towards addressing the greater colonial legacy of this country, a legacy which contains the racial inequities in consideration, the monument should grow with that larger movement.	My main intention is to elevate, support and defend Black voices on the Taskforce and within the community. I believe that my research into the topic may be able to shed some light on other solutions, successes and failures related to these monuments. I also believe it will be important to Asheville's archives and future education on the topic to properly document this process. As a documentary photographer and photography educator at Appalachian State, I could advise community members on how to accomplish this effectively.
Application - Vance Monument Task Force - City of Asheville	Yes	To see all constituents represented equally in the center of my hometown	Artist, historian, helped save parts of the downtown in 1980 (the Diwntown Wrap - please google my	Result that heals wounds and enhances our home	Historical knowledge, creativity

Application - Vance Monument Task Force - City of Asheville	Yes	I feel strongly that monuments celebrating heroes of the Confederacy, segregation, and white supremacy have no place in our public squares. I am willing to bear the responsibility of being a member of this committee and moving the community towards justice and historical responsibility. I saw Mayor Manheimer's request for more applicants and offer my service. I'd be happy to serve or to see the current six candidates for Council fill this commission. While I recognize the need for diverse representation, I hope to see as many members of Asheville's Black community serve as possible.	I currently serve as president of the parent-teacher organization for Montford North Star Academy, an Asheville City Schools middle school with the distinction of meeting and exceeding growth for all demographics of students including our Black students. In this role, I advocate for equity without sacrificing excellence. Equity without excellence is insufficient to move us forward. I've previously served the community, for four years each, as vice-president of the Isaac Dickson Elementary PTO and as founding secretary of the board of the Unitarian Universalist Congregation of the Swannanoa Valley in Black Mountain.	I would advocate for excellence in our plan for the space currently occupied by the Vance monument, for a vision that moves us forward and inspires the community, not just expedient removal or name substitution.	I expect to contribute to the clarity of vision of the final report, to help sell the process and the outcome of the process, and, most importantly, to ensure transparency and make sure that our Black community and other minority communities are not silenced, sidelined, or ignored.
Application - Vance Monument Task Force - City of Asheville	Yes	The short answer is: I want to help my city. I'm motivated by a sense of civic duty and a modest sense that I have something to contribute. Beyond making a contribution to the city, I see an opportunity to bring this experience back to my classroom, so students can see a real-life project that mirrors what we talk about. I have created assignments and discussions around these same questions: what is an appropriate monument to a complex and contradictory individual? what should we do with existing monuments that alienate broad segments of our population. I also think Asheville's response to the challenge of the Vance Monument could serve as a template for other communities. The processes we develop and challenges we face can be shared with others dealing with similar issues. As a citizen of Asheville, I would like to participate on the task force to improve the city. As a high school social studies teacher, I'd like to bring the experience back to my students, so they can see a clear connection between civic participation and history. As a public high school teacher I have benefited tremendously through my	In 2001 the National Endowment for the Humanities awarded me a small grant to create a new curriculum centered on Latin American Humanities. I wrote the grant in response to conditions at my high school: a school with a majority Hispanic population but with little representation in the curriculum. This necessitated making significant connections in the local business and cultural community. These connections paid off because we could highlight local aspects of broad themes in the Humanities curriculum. The interdisciplinary team of teachers I assembled created a list of speakers and cultural destinations for the students. From this I learned a lot of hidden history in Tampa, Florida and the importance of listening to others. As a member of a federally funded Teaching American History Grant cohort for several years, I had the opportunity to lead a book Discussion on Isabella Wilkerson's The Warmth of Other Suns. We also read Gilbert King's Devil in the Grove. We visited plantations and top scholars shared their expertise. More recently, I participated in an	Most broadly and importantly, I would like to achieve a solution that reflects the values of Asheville, the contributions of the local African American community and is endorsed by a majority in the community. At another level, I think the process used here needs to be documented and the experience made available to other communities. At a personal level, I would like to bring something back to my students, so they can learn from this. Certainly, my knowledge of Asheville and the experiences and contributions of African Americans will increase.	I'm a good brain stormer and listener. A creative solution needs to be generated regarding the Vance Monument. Ideas will need to flow and from the threads of many conversations, a resolution created. As a member of the task force my contribution should be to channel what the community wants to see happen with the monument, within whatever legal and financial restrictions apply. Another contribution will be to listen to who the community would like to honor. The task force can create a list of African Americans to honor, we can prioritize it, but the community at large will need final say on what happens. I am task oriented and have worked with diverse groups throughout my years in the school system. Identify and recommend African Americans to honor the local history of Asheville -Buncombe County-- reads like a task I would assign my students and my skill set of critical thinking and research will allow me to contribute to this goal.
Application - Vance Monument Task Force - City of Asheville	Yes	I believe that repurposing this monument in an inclusive manner can demonstrate to visitors that the people of Asheville have reconciled the inequities of the past and will move together to a better future.	Native of Asheville.. Graduate of University of North Carolina at Asheville. Former Educator. Retired aerospace safety equipment manager. Former Civil Air Patrol Squadron Commander, Group Commander, and Inspector General. Spokesman for Kenilworth Forest Community regarding development projects. My wife's father's family includes white South African settlers with the perspective of the ongoing Reconciliation process	I would like to see the Vance Monument repurposed to represent a complete history of the diverse people who contributed to today's City of Asheville. I would prefer that the monument became a symbol of reconciliation rather than being removed, which would be a denial of history. Slavery and racism are American shames that cannot and should not be erased. We learn from admitting mistakes, not hiding them. Repurposing this monument to acknowledge that the City of Asheville has worked to overcome that shame can be a guiding light for the future.	To provide an open-minded perspective of an older native of Asheville regarding the Pack Square / Vance Monument over the years.
Application - Vance Monument Task Force - City of Asheville	Yes	I'm interested in seeing story of our Asheville honored in a way that reflects all of our history, not simply the white history. Asheville is a place that strives to be inclusive and visual representations are a necessary public start to that process.	Native of WNC (Madison County and Fairview). 10 years background in nonprofits, currently employed as a Community Engagement Coordinator for a local brewery and have conversations daily with many marginalized groups in our area. I think their voices are the best to be on this committee but if there's an extra seat open I'd love to help.	I would like to show that Asheville, and the South in general are not what these monuments represent. To write off the South as a "lost cause" as a regressive political is a negative perception that only further harms black and brown communities. Although it's only a visual representation, I think choosing a more inclusive monument will further Asheville's chance of becoming a more equitable city.	Open mind and open hears. I think I'm much more useful as a listener and then as a microphone for unheard voices than to be another ego trying to yell the loudest.
Application - Vance Monument Task Force - City of Asheville	Yes	As a native born Ashevillean of divorced working class parents, whose ancestors were pre-revoluntionary war settlers, I have a unique perspective and vested interest to ensure our current citizens, descendants and visitors have a broad understanding of its many facets and events that shaped us, both good and bad. I would also like to pay my experience forward in a meaningful way to the myriad communities and generations that shaped my life here.	Before I retired in April 2020, I was a senior leader with Progressive Corp. (auto insurance) responsible for claims work processes and data analytics. As a hiring manager and leader of people, I was closely involved with our Diversity & Inclusion Programs as well as championing and implementing social responsibility initiatives among my work teams. Strengths I can offer are a proven background in research techniques, data analyses, team development and cohesion, as well as influencing skills and consensus-building. I am also a certified PROSCI Change Management Professional (skills used to explore, define, communicate and implement change in processes, work/social environments, project management, etc.). Other activities: member of the Asheville Art Museum's Collector's Circle; president, Toastmasters of a Mission; member, Advanced Toastmasters of Asheville; volunteer, 12 Baskets Food Pantry, West Asheville.	As it assembles its research and offers recommendations for outcomes, I would like to help the Taskforce maintain optimal transparency in its work and communications. Doing so will help ensure that whatever outcomes are reached reflect our community's Zeitgeist, social sensibilities and commitment to a diverse and inclusive place for all to live, learn, play and love. This particular charge for the Taskforce is likely to be a benchmark for others of its kind in the future, so getting it as right as we can is crucial. Everyone will be watching.	Although this question seems a tad premature to ask (I suppose we won't know the outcomes or their quality until they're determined and implemented), I would hope my greatest value to the Taskforce would come from both my 29 years of professional experience in one of the most diverse and inclusive companies in the US, and also my native mountain upbringing. The challenge before us, however, is more than racial or historical. It's also generational. Living generations have a broad and often disparate understanding of how they fit into our on-going story as Americans, North Carolinians and Ashevilleans. I believe I can help the Taskforce bring these three separate challenges together to form a cohesive and sensitive approach. Moreover, my Masters studies and experience abroad may help us learn something that Germany went through after World War II: it's called "Vergangenheitsbewältigung" or overcoming your past. They spent decades going through that process. Perhaps we're at a place where we need to do something very similar, because we can't afford to squander any more opportunities.

Application - Vance Monument Task Force - City of Asheville	Yes	I believe it is important to use this time of civic engagement to have an open discussion of the role public monuments play in our community and how best those monuments may speak for ALL our citizens. While I find the Vance Monument a very aesthetic presence in the heart of our community there are historical, cultural, and systemic conditions that need to be raised as to that presence. I believe there are many options that can be drawn from within this community to address expressed concerns. Our area is fortunate to have many experienced artists that can contribute to this discussion.	I am now a local half-native, having lived more than half my life in Buncombe County and Asheville. During these years I have tried to stay engaged and serve in my community... * Serving as a board member with the Preservation Society of Asheville and Buncombe County during the time that the Society board determined to purchase The Manor Inn and market for preservation. After leaving the board I was fortunate to be the lead architect in The Manor Inn's rehabilitation. * A founding board member and multi-year president of Mountain Housing Opportunities that initially worked wholly on a volunteer basis serving all residents of Buncombe County and grew during my time there to become the affordable housing developer that MHO is highly regarded for today. The MHO board was always very diverse in color, age, mobility, sexual orientation. I learned a lot. * Ride Director for Blue Ridge Bicycle Club and the annual Fletcher Flyer ride event for three years organizing 150 volunteers and leading the primary fundraising event increasing participants 15%	I would feel most satisfied if efforts of the Taskforce brought a solution to the Vance Monument that was supported by a vast majority of our neighbors. I have personal ideas today, but I look forward to the greater ideas that can coalesce during a public discussion. The Taskforce can draw the many stakeholders within the city and county toward a goal of lifting this monument to a higher purpose. This will be difficult in this period of Covid19 but it is important to move quickly to a resolution. Some of our neighbors have already waited over 400 years.	Much of my work as an architect has involved historic buildings. It has often been helpful to dialogue with the surrounding neighborhood when proposing changes to a property that they feel is important to them in the midst of their neighborhood. This work of bringing all stakeholders together to envision change will be required in consideration of Vance Monument. My friends and colleagues recognize me as a voice of calm during times of stress; I remain patient while working forcefully; focused while listening to opposing ideas.
Application - Vance Monument Task Force - City of Asheville	Yes	I am a 75 yr old white male. I have lived in Asheville for 30 years. I am aware of my white privilege. I am aware of the systemic racism in Asheville and Buncombe County. I believe that right now there is an opportunity to address fundamental issues of racism but that the window of this opportunity will only be open for a limited time. The Vance Monument is only a symbol. The issues go much deeper than a monument but a monument is a statement of the values of a community. Given its central location in the county and in the history of the county, what becomes of it will speak to the seriousness of the community in seeking change.	Program director of a federally- funded substance abuse prevention program for the Buncombe County Drug Commission (later the Mountain Center for Substance Abuse Prevention.) Much of our work was in communities with a high concentration of people of color (ie. public housing neighborhoods.) Participated in 2 Building Bridges processes. Directed drug and alcohol treatment program at Craggy Prison. Volunteer member of allocation panels for United Way Member of the group which provided sanctuary for a Lantinx woman at the Unitarian Universalist Congregation of Asheville, spending "overnights" in the residence in which she was staying. I have marched with Reverend William Barber, etc., etc. All of which is to say that I am familiar with many of the issues challenging communities of color in Buncombe County and know how institutional racism is embedded in the city and the county.	"You either have to be part of the solution, or you're going to be part of the problem." Eldridge Cleaver. I would like to be a part of the "solution." A successful resolution to the "issue" of the Vance Monument will be a visual/concrete (or granite) signal to the community that there is a desire to "make things right." While not specifically addressing deeply rooted issues of inequality, it may be seen as a step on the road to change.	I have the perspective of age.I and am experienced in group process and conflict resolution. I listen well. I have grown beyond the point where I care what people think about me when I speak in public.
Application - Vance Monument Task Force - City of Asheville	Yes	To clarify my answer to the above question, I would advocate to repurpose the monument. I feel we need to also be fiscally responsible. In an effort to promote inclusiveness, I would also advocate that a monument recognize all influential citizens who have contributed to the growth and well being of Asheville. A monument should not just recognize a person because of race, but rather because of merit. A monument can be living tribute, meaning that historical figures along with future citizens may have a place of recognition. Inducting names to be added to the monument in the future promotes a better community of cooperation.	I've been in business for almost 14 years in Asheville. I've lived all over the world in my youth. I've been exposed to many different cultures and have visited monuments in Europe and Asia. I have learned to be an avid listener and to approach everything with an open mind. Listening leads to understanding. It is more important than ever to speak softly and listen vigorously. My greatest qualification is my deep and sincere love of our city. I want every citizen to feel that they are a part of this and have the same love and passion for Asheville that I do.	To reach a common goal of determining what is best for EVERY citizen of Asheville, NC.	Fiscal responsibility and compromise to reach a common goal.
Application - Vance Monument Task Force - City of Asheville	Yes	To the selection committee, My name is Ron Laboray, I am a professor of Art at Western Carolina University in North Carolina and until recently served on the Public Arts and Culture Commission in Asheville as Vice Chair until 2019. I have been interested in the confederate monument issue and have done some research and planning for relocation efforts. Inspired by Memento Park near Budapest Hungary, Confederate Park would be the relocated home for removed Confederate monuments. Memento Park in Budapest Hungary is home to several towering fascist public sculpture, which after political shifts were found inappropriate and were removed but were not destroyed but relocated to a park specifically designed for the sculpture and with educational information places the art in its historical context. http://www.mementopark.hu	Professor of Fine Art Masters of Fine Art 2000 Bachelors of Fine Art 1996 Asheville Public Art and Culture Commission 2017-19 - Vice Chair Historical Architecture Review Committee - Granite City Illinois 2007-11- Chair Illinois Transportation Archaeology Research Project - 2004-5	The relocation of Vance monument and more celebration of the African American community.	I have expertise in public art, art history, art controversies, and previous public service on Asheville's PACC committee.

Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in serving on the Vance Monument Task Force because I feel very passionately about the topic and want to be involved in making sure that Asheville and its citizens are not only comfortable and welcome in their own town, but on the right side of history during this crucial social movement.	A background in economics leaves me well equipped at resolving issues that may not be straight-forward, or may not have a "correct" answer. Strangely enough, having spent a year between Wisconsin and California selling cable door to door has given me a wide array of tools when coming to a positive conclusion amidst a deeply emotional discussion. While tensions rarely arise during a conversation about cable, many people feel very strongly about strangers walking around their neighborhoods. This opportunity has left me with the ability to engage in discussions with people from all walks of life, and has given me the power to bridge gaps in some very tenuous situations. During my career in Inventory/Logistics I have - on multiple occasions - completed a large project or worked on a consistent basis in matters that were interdepartmental. These projects and tasks are often difficult to navigate due to the uncontrollable parameters, constant work with others where personalities can	If appointed to this Taskforce, I would like to achieve an outcome that is fair and equitable to everybody in the city (particularly one that best represents equity for those of color in this city).	I hope to be able to contribute at least the following: Mediation Research The ability to reach out to the community of color and represent their voice
Application - Vance Monument Task Force - City of Asheville	Yes	As a fifth generation Ashevillian, I am always interested in moving my community forward. Given the current racial climate throughout the country, I am especially interested in affecting change locally.	My firsthand knowlege of the community is key. I have recollections of the City prior to much of the redlining efforts and subsequent gentrification. I remember the vibrancy of Black owned businesses, entertainment, and education. I was also fortunate to be raised by civil rights activists. In fact, one of my mentors was renowned attorney and Asheville native, James Ferguson. In a full circle experience, in 2018, Mr. Ferguson and I served as co- counsel on a highly publicized police brutality case that brought racial inequities in Asheville to the fore. In addition, I currently serve as a member of the African American Heritage Commission of Asheville and Buncombe County.	My primary goal would be in ensure any replacement or repurposed monument is historically accurate and representative of contributions made by underrepresented members of the community. The monuments should reflect and highlight previously untold stories.	My best contribution will be my broad understanding of the community as a whole and the myriad of familial relationships that have been established over decades.
Application - Vance Monument Task Force - City of Asheville	Yes	As a historian I am interested in making history accessible to people by bringing it to the streets rather than just in a visit to a museum. Locating information where people can come upon it casually and in context, as much as possible, involves those who may not feel comfortable going to a labeled historic site or who do not have access to a museum. It is my hope that this task force will accomplish its goal and document an previously ignored part of Asheville history as a result.	Confession: I am a history nerd. For the last 18 years I have led walking tours of downtown, both architecture and history, and a Family Store tour highlighting Asheville' s Jewish history, Riverside Cemetery, Biltmore Village and Montford as well as working as a step on guide for bus tours. I have an intimate knowledge of downtown and Asheville history. In addition I have written over 30 interpretive history panels located all over Asheville.These panels are on bus shelters (Montford Avenue), on buildings (UNC Asheville, Tempe Avery Montford Center, Jewish Community Center, Asheville Community Theatre, Stephens-Lee Recreation Center and Patton Avenue, to name a few.) The full list can be found at www.history-at- hand.com. In addition I have written 1 book and coauthored 2 books on local Jewish history. As a resident of Montford for 23 years I founded the Montford Music and Arts Festival 16 years ago with the hope of bringing the neighborhood together through music. Recently I spent a year working with the Stephens-Lee Alumni Association creating a time line history panel for the recreation	I would like to see African American history be more accessible to everyone and also to integrate it into Asheville's history. It is our community's history. This history needs to be valued by its own community also. Too often I have heard older people say who cares about that? Schools no longer emphasize teaching history so younger people have no understanding of why things are the way they are today. If the community can see that their history is valued by the entire community it can encourage efforts to preserve the people parts,not just facts and dates. Pack Library is one way and hopefully there will be other repositories. It is not easy for people to share this, but when they are gone how will their stories be told? Another goal of my participation in the task force would be to spread the word about preserving and valuing history and emphasizing the resources we have in our community to preserve it.	My best contribution to this taskforce would be my experience in making history accessible.I understand the value of giving the younger generation something they can see in their community that gives them a sense of pride about who they are. I can also add another perspective. I have documented the history of a minority in this community that was not mentioned in the history books. A minority that also faced prejudices and hatred which is still strong. Vance, through his "Scattered Nation" speech included Jews in his racist attitude.
Application - Vance Monument Task Force - City of Asheville	Yes	As a long time resident of the City of Asheville, I want to see our community recognize the many contributions that African Americans have made for our community. I want to give back to the community by devoting the time, research, and that needs civic and community engagements that promote racial equity. I have experience working with the City of Asheville Public Arts Commission and the Leadership Team. I believe public art will heal communities through community engagements.	Master of Art in Middle-Grade Education: 1983 Western Carolina University - M.A.ED., Grades 4-9 with Concentration: Visual Arts Bachelor of Arts Degree 1971 North Carolina Central University Major: Arts Education and Visual Communications Minor: Education TEACHING EXPERIENCE August 1971 - June 2004, I taught Arts Education for 34 years for Asheville City Schools System. I have served on the following BOARDS, COMMUNITY ENGAGEMENT, AND ORGANIZATIONS Present: • Founding Member, President, and CEO of Delta House Life Development of Asheville, Inc. • A Member of the Public Arts Leadership Team Sub-committee for Art Ecologie Public Art for the City of Asheville: 2018 – 2020 Past: • A member of Delta Sigma Theta Sorority, Inc.; Past President and Treasurer • Pack Place Board of the Directors- 2017 - 2018 • Serves on the YMI Cultural Center	If appointed to the Taskforce, I would like to achieve the recommendations made in the joint resolution to removal and or repurposing of the Vance Monument is completed on time. I would like to see something designed or created to shows the diversity and show the contributions African Americans have made want to make in our community. I will actively participate in planning, gathering data and input, evaluation of facts and alternatives, and reach consensus on the final content for the report. Have experience in identifying and recommending African Americans to honor the local history of Asheville - Buncombe County. I would like to see the Taskforce make sure the project is completed on time and that will represent cultural diversity, equity, and inclusion.	My best contributions to the Taskforce would be the following: 1. I served on the Public Arts Project 1. I have experience in researching the contributions that African American have made in the Asheville Community 2. I believe in teamwork, collaboration, and completing the assigned task. 3. I had the opportunity to meet and work with some African Americans who made contributions to our community from the past and their legacy. 4. 1994 -1995, I served on the Public Arts Commission that selected sculptor Albert Paley to create the "Passage" sculpture in 1995. It stands at the corner of Patton Avenue and Otis Street, by the National Climate Data Center, Federal Building 1994 -1995. 5. I am open-minded and committed to the team effort that 6. I served on the Public Arts Leadership Team Sub-committee for Art Ecologie Public Art for the City of Asheville: 2018 – 2020

Application - Vance Monument Task Force - City of Asheville	Yes	Tearing down the Vance Monument would be expensive, divisive, and contrary to our Comprehensive Plan's mandate to preserve our city's irreplaceable historic fabric. (It was designed in a uniquely Ashevillean roughhewn-stone idiom by Richard Sharpe Smith, the architect of the YMI Cultural Center and the Biltmore House.) However, the name our town's most prominent downtown monument bears has become unbearable to our Black residents and, for that reason, should be unbearable to all of us. I hope we can separate the monument from the man, and reclaim our Obelisk from its Confederate captivity as the sacred civic symbol of unity and aspiration that this simple, upward-pointing spire is supposed to be. The "artistic reparations" solution I propose below is affordable, beautiful, and, I believe, a wise middle way between racist denial and reactive destruction. But public input may well lead to even better proposals.	I'm a Wiccan priest whose religion respects the magic inherent in obelisks, and the role similar crossroads standing-stones play around the world as a unifying community axis -- thus, I care about what happens to our "omphalos", "baetylus", "bethel", "lingam", "standing stone" (there are many names for the same thing). A former journalist, I studied and wrote about the monument's history, including its erection by Masons (not Confederates!), and its connection to Vance's now-forgotten positive role after the Civil War as a pioneering crusader against anti-Semitism (making it an important symbol to Asheville's Jewish community -- for many years the B'nai B'rith annually laid a wreath at the Obelisk). The article is at https://mountainx.com/news/commu nity-news/0507vance-php/. I must note that if I had known when I wrote it about Vance's virulent racism, the tone of the article would have been very different. As a civic activist, I've participated in many free-speech rallies around what I see as Asheville's granite Liberty Tree -- and I've made a specialty of finding unifying solutions	I offer an "artistic reparations" proposal: I envision the plaques bearing Vance's name on the four sides of the Obelisk's pedestal replaced or covered by bas-reliefs, laser-etched on granite slabs, that memorialize in graphic form the struggles and achievements of Black hero/ines of Asheville (I've started a list of candidates). Their stories would be told by lively mural-style art chosen by competition, rather than by drab verbal epitaphs. This re-purposing would be far less expensive and, I believe, more popular than a traditional bronze sculpture replacement (or, more likely given budget constraints, a permanent hole in the ground), and would enable any graphic artist potentially to contribute, rather than only elite sculptors. The artistic competition alone should get lots of people very interested in learning more about Black Asheville's history. To appease state law and sincere "heritage-not-haters", I'd suggest devoting the Northern panel to a depiction of both the evil and the good of Vance's complex legacy. Let's tell the whole truth instead of either evading or erasing it. We also might consider using one or two of the	A deep and compassionate understanding of Asheville's history. As a Witch, I too have been continually on the receiving end of prejudice and hate, and that includes police abuse, as well as public inscriptions such as "In God We Trust" that continually remind me I'm a marginalized minority. But I also have respect for the old and the pre- existing, be it a treasured magnolia tree, a century-old obelisk, or an age- old clash of cultures. I'll ensure that all voices are heard and I'll listen closely to each of them before speaking my own mind. I will invite perspectives that other committee members might not think of, such as that of the Masons who built the monument, and residents who value it for its own sake, regardless of the symbolism others inscribe or project onto it - people who would be impacted negatively by the removal of the Obelisk. I will encourage and advocate for creative & practical rather than destructive & costly solutions.
Application - Vance Monument Task Force - City of Asheville	Yes	I apply with hesitation with the awareness that my voice should not be centered unduly in this process. I do not experience harm from this monument directly, nor am I a longtime native resident with the depth of understanding about the history and context of this particular monument that others could bring. But I have no say in whether others I wish to see on this Taskforce apply or not and am offering my service in case others do not; I am trusting Council to make informed choices that center and uplift Black voices and representation. That said, I feel that my professional interests and background are relevant to this particular subject, and that my personal characteristics, communication style and existing connections may help this process be a success. The reason for this task force is necessary but controversial; how we conduct our work can either be a source of ongoing division in our community, or a process through which various stakeholders with strong disagreements feel their input has been heard. While no outcome will satisfy every resident and that should not be the goal - a lukewarm	I am a historical interpreter with a background in archival work and a particular focus on history of the Gilded Age and Progressive Era. Since 2017 my job title has been Historical Interpreter at a local historic site. I have volunteered with the Western North Carolina Historical Society before. Independently I have pursued professional training; I am a Certified Interpretive Guide through, and member of, the National Association for Interpretation since 2017 and have been an officer of its Cultural and Historical Interpretation Section since 2019, most recently assuming the title of CHI Director in June 2020. I am also a member of the American Alliance of Museums. As part of my service I intend to reach out to these professional networks to help identify resources and outside perspectives which can inform our discussions. I want to stress that I do not consider myself an "expert." I am passionate about this work, but I am also relatively new to it. I feel it is important not to overstate one's qualifications; that said, I do not consider this a negative. Unlike	The main achievement I'd like to see is the facilitation of this process in a way that leaves community members feeling like their voice has been heard. I am trying very intentionally not to get attached to any one outcome but to imagine various possibilities. Specific goal include: -First off, identifying with other Taskforce members specific, actionable goals and a timeline for the work of the Taskforce -Research to understand the various issues and expansive possibilities for removal, recontextualizing, or repurposing -Outreach to various community groups and residents to solicit general input; designing and distributing surveys with targeted questions to understand community reactions to various proposals being considered -Producing reports and written materials that address not only the specific recommendations of the Taskforce, but responding to and explaining clearly WHY we have chosen this path over other community visions	I see my main role as a supporting one; rather than coming in with a predetermined view of the outcome I'd like to see and centering my own perspective, I want to work with other members of the Taskforce to clearly articulate what we wish to achieve together, and then pose questions, solicit community input, and offer comments to help our discussions stay focused so we use our time effectively in service of our goals and objectives. I believe that my best contribution to the Taskforce will be in helping to align surveys, statements, reports, and other written products of the Taskforce with language that can resonate with a wider audience and that is grounded in terms and principles commonly used in the fields of historic preservation and heritage interpretation.
Application - Vance Monument Task Force - City of Asheville	Yes	I have long-maintained that all citizens of our community and a democratic society must be included equitably in the decision-making process of determining public polices and actions taken by the community as a whole. This process of study, public hearings, and consultations, as the Vance Monument Task Force completes its work and recommendations, affords someone like myself, a retired person, to apply the best of my life's education and work experiences to fulfilling responsibly the work of this Task Force. Most all appointments I have held at local, state and national levels of responsibility in my professional career have addressed matters of public policies in education provision, criminal justice, civil rights and democratic governance. Roger Sharpe	Elected one of North Carolina's youngest state senators, at age 29, representing Burke, Caldwell, Watauga, Avey, Mitchell, and Wilkes Counties for 1977-78 after teaching at Western Piedmont Community College. Supported the Equal Rights Amendment I also spoke on equitable funding for historically Black Public colleges and universities, all speeches entered into the Record of Senate Proceedings, 1977-78.. Special Assistant on higher education desegregation in ten state systems to US Director Office for Civil Rights David S.Tatel, in then HEW, headed by Cabinet Secretary Joseph A. Califano, Jr, concurrent appointment as National Fellow in Education at the Institute for Educational Leadership, Washington, DC. Judge David Tatel in 1994 was appointed to serve on the United States of Court of Appeals for the District of Columbia, when Justice Ruth Bader Ginsburg was elevated to the United States Supreme Court. Appointed Director of the executive Branch Liaison National School	I would seek to put forth my best abilities, energies, and good will with the Task Force to thoroughly research, examine the facts, listen to presenters, including constituencies and authorities, and to report and to recommend action by elected officials to the end that we may heal and move forward and to the light as the progressive city we aspire to become.	Good will, a commitment to listen and to be fair; a willingness to take a stand, as my career has demonstrated.
Application - Vance Monument Task Force - City of Asheville	Yes	As a concerned citizen of the city of Asheville, I believe that action must be taken to promote and further a narrative of progress for this town. Racial inclusivity must be acted upon and we must change our vision as a town of what it means to be kind and loving to one another. I would like to do what I can to help progress that vision and help make Asheville a better place for all people. We must not let the racially divided past linger in the form of monuments, names, or ideologies and removing or repurposing the Vance Monument is a place to start.	I have previously been the co-chair of a non profit that worked with land owners and citizens to navigate the use and purpose of the lands. During my time as the co-chair, I helped to write grants, ran meetings, and gave public addresses regarding the matters discussed at our meetings.	I would like to assist in the research and development of a progressive monument to change and the racial inclusivity of this town. I would like to see a monument to progress built and for it to be a gathering place for what change can be.	I believe that I will be able to best assist with the research, formation, and editing of documents to present to the council regarding the proposed changes and or new building of a monument where the Vance Monument currently stands.

Application - Vance Monument Task Force - City of Asheville	Yes	When my spouse and I were looking for a community to raise our children in, all the research pointed to Asheville. After moving here, reality struck. The diversity that Buncombe County stated was not what was displayed. My 3 year old was told by a teacher not to play with a black child because she was "different" and put her in a group with another biracial child. She proceeded to tell me I was different from her, her brother and my husband because I was black. Having to explain the "N" word to my child when she and I was called on at a gas station. The fear of my now, 5 and 8 year old not wanting me to leave the house during protest, but okay for my husband to. This has to change and I have to be apart of that change. Relocating is not the solution, helping mend fences and recreating the "village" is what it will take.	I have research skills as a educator. I also understand the process of having my voice heard in Buncombe County, which is no small fret. I brought to the attention of the county government information on the employment sight that spoke against what Buncombe County stood for, and it was immediately changed.	To achieve an equitable and uniform decision that would provide a harmonious community. I understand a monument to honor an African American hero is what the community is looking to replace the Vance Monument with, but I believe a monument should honor ALL heroes of the community and to be inclusive. We create diversity when we choose to select one over the other. Why not have a monument celebrating everyone's contributions to Buncombe county as a Monument to the People?	Research skills, and my ability to approach and obtain dialog from anyone.
Application - Vance Monument Task Force - City of Asheville	Yes	I am interested in serving in this task force because I believe that the Vance monument is more than just an eyesore in the midst of our beautiful town. It is a reminder of the injustices that still plague our community today. I am also a very social person who would like to be a part of this force in order to create a deeper connection with my community. I am already volunteering for the Asheville chapter of Pandemic of Love, so it is very important to me to serve and help my neighbors and friends.	I have experience in volunteering with Pandemic of Love as well as an active participant in the protests that took place in Asheville. Although I am not Black, I am a person of color seeking to support my community of POC as well as create positive change.	I wish to achieve taking down the Vance monument as well as possibly repurposing the Vance materials in a kind of ultimate symbolism of rebirth and change. It would also mean so much to me to have a closer connection with my neighbors!	My ambition, passion, drive, positive personality, and accountability. I will live at every meeting being held. I am also very comfortable meeting new people and asking them questions. Since I am a very personable person, I feel like I will be well received.
Application - Vance Monument Task Force - City of Asheville	Yes	As a life long citizen of Asheville for 51 years, I have watched downtown Asheville rise from the boarded up store fronts of the 70's and 80's, to a thriving diverse meeca for new business and cultural expansion. I am a regular citizen. I have no agenda. The Vance Monument has alwaysbstood as a marker in downtown for me. An essential aid in giving directions to tourists. I believe the monument should not be removed, but renamed and repurposed. As Asheville has changed to embrace diversity, this would be s golden opportunity to showcase how our community can come together peacefully to resolve future issues but not ignoring our past.	I am a citizen of Asheville and Buncombe County. I know the tourism industry like the back of my hand. I have no political agenda. I am an advocate for diversity and preserving the true essence of our city.	I would like my voice to be part of this decision. Politicians should step aside concerning this issue and let ordinary citizens voice their opinions.	impartial. Honest. Love for MY city.
Application - Vance Monument Task Force - City of Asheville	Yes	I have lived in Western North Carolina since 1980. I love the mountains and Asheville or I would not have stayed here so long. In my opinion, over the past twenty years Asheville has transitioned from "Cool Green Asheville" to "Cruel Mean Asheville", and that's unfortunate. Our area and city requires intentional design and direction in order to benefit everyone and not just a select few who believe they have control over the others.I would like to be a part of moving Asheville into it's next one hundred years and creating it's honorable future.	No special or professional qualifications that I am aware of. My career has taught me: Attention to details. Maintaining focus on the task and goals. Finding creative and unique methods to accomplish tasks. Identifying and celebrating others talents and abilities.	Asheville is a unique and diverse city. The intersection at Pack Square and the Vance monument is a physical focal point and crossroads of Asheville history. The task force has an opportunity to create a new association with that area's history. I can imagine the space redefined as a gateway to Asheville celebrating it's diversity and history. A place that narrates where we've been, what we have accomplished and where we are going. The history of Western North Carolina and Asheville is full of interesting and influential people and events, many of which have been forgotten. It is time for Asheville (and the South) to let go of it's negative past and into a proactive future.	As mentioned in the previous question, my career has taught me: attention to details, maintaining focus on the task and goals, finding creative and unique methods to accomplish tasks and how to identify and celebrate others talents and abilities to accomplish the tasks. My best contribution is the ability to listen to others and demonstrate compassion.
Application - Vance Monument Task Force - City of Asheville	No	I would like to hear all viewpoints and learn more about Vance and the origin of the monument before casting a vote whether to remove and/or replace the monument with something else. Any action without an prudent amount of review and discussion of appropriate alternatives I feel is reacting to a symptom, not really attempting to address the root cause. I am a North Carolina native but have lived in the Asheville area for only 10 years, I do not have any particular partiality to the historical significance of the monument and feel that I bring an open mind and unbiased opinion in the matter.	I am a retired corporate executive from the securities industry and have been a corporate representative in multiple litigation cases. I am not an attorney however I am very familiar with due process and the importance of reviewing evidence and weighing supporting argument in determining the outcome of disputes. Before my 30-year career in the financial services industry, I received a masters degree in education from East Carolina University and taught on a collegiate level in North Carolina.	Peaceful resolution that would bring unity and pride to the community.	being a person of reason who is more interested in a positive outcome over a predisposed disposition.

What is your understanding of current racial inequities in Asheville and Buncombe County	Conflict of Interest	Availability (this question is optional)	Race	Sex	Age	City of Asheville	Buncombe County Non City of Asheville	# of years resident?	Internet Access?
My partner and I bought a house in 2016. We are both Caucasian, and we both worked in the service industry. I can't believe we pulled that off. We bought a house in the South Slope right next to public housing. It was apparent everyday how we were one of the people beginning to gentrify a neighborhood. We know we wouldn't have been able to do the same thing if we were not white. It's apparent that Asheville has a lot of work to do in many ways. I am still learning about ways in which people are not presented with the same opportunities all the time. If I can participate in any way, I will try.	n/a		white/asian	female	26-35	Central		10	Yes
My understanding of current racial inequities in Asheville and Buncombe County is that, as in most parts of the country, it has to do with systemic racism that bleeds into all areas such as housing (I've seen the old red- lining maps), gentrification, education, law enforcement, employment, and healthcare. I'm happy to see the revitalization of the area around the YMI as an effort to honor the history of that area as an African American business/cultural hub.	I am not aware of any conflicts of interest.	Right now, I am not employed (I was teaching as an adjunct professor at area colleges, but they have cut back severely on adjunct hiring due to COVID-19- related budget cuts), so my availabiliy is very flexible. If I am hired back to teach in the fall, I would need evening and/or weekend meetings.	white	female	46-55	West		2	Yes
My understanding of the current racial inequities in Asheville and Buncombe County are many people of color do not have the same opportunities within their collective spaces as their non people of color counterparts. As an African American professional I have spoken with several individuals that have shared their experiences of inconsistencies within fair housing, job opportunities, inequitable treatment on the job, inequitable healthcare experiences and maltreatment of students of color in local city and county schools. Not being an employee of the major employers of this county allows me to view this from a place of observation.	I am not aware of any potential individual or business conflicts that could arise during service if appointed to the taskforce.	Mondays through Thursdays evenings I am available after 4:30 pm & Fridays/Saturday my availability is open.	Black	Female	46-55	West		6	Yes
Asheville is a diverse city with a mix of cultures, yet considerable segregation amongst communities persists. There is an imbalance in the type of care Black residents have access to, and differences in the spaces they are welcomed into. Disparities are perpetuated by the hold of confederate memory on the region, embedded in place names and monuments and upheld in certain societal structures. At the institutional level, for example, there have been accounts of racially motivated violence from police officers in recent years and marked discrimination from the police force in recent months seen in APD's violent response towards peaceful protesters. The city needs continuous efforts towards structural change to encourage not only diversity of the population, which exists, but equity among marginalized populations, especially Black people and POC. One area in which productive changes can be implemented is through the re- evaluation of public space and its use, considering the message monuments send to residents, and specifically by restructuring sites previously used to glorify white nationalism in a way to instead honor the presence, history,	No conflicts of interest.	Preferably before 7pm.	White	Nonbinary	26-35	Central		1	Yes
During my study at the University of North Carolina at Asheville, the capstone course for the honors program was all about race relations in Asheville, NC. We discussed the ways that re-zoning greatly impacted the Black community here in Asheville, and we discussed what those ramifications are even today. I took this course in 2013, and we were discussing the monument even back then, and whether or not we thought it was representative of who we wanted to be as a city. We volunteered with the "I Have A Dream" Foundation, which was basically an after school program in one of the primarily Black communities in Asheville. We helped the students with their homework, got them to read aloud to us, and there was also a segment where the kids could take home fresh produce and learn a recipe. This was a very eye- opening experience for me at 20 and 21 years old, and I am thankful for it every day. It is said that Asheville is a "very white" city, but the truth is, it was made to look this way. POC are a crucial part of our community in this city, and it is truly time for us to step up and make a home for ALL in the downtown center – especially since we pushed such a vibrant Black	I am not aware of any conflict of interest.	Because I work from home, I can be extremely flexible, but in general, 11am-4pm are my best times for meetings.	White	Female	26-35	West		11	Yes

Asheville has a long and sordid history of segregation, redlining, gentrification, discrimination against and forced relocation of African- Americans. This has contributed to Asheville and Buncombe County having the highest achievement gap in the state between white and African- American students in the public school system. My wife and I have put three children through the Asheville City Schools system. I have volunteered extensively in the school system and have witnessed the disparities in how children of color are taught, coached and disciplined. I work in the area of criminal defense, and I know how Black people are disproportionately charged for minor drug offenses, and how their neighborhoods are often over-policed. As a graduate of the APD Citizens Police Academy, I know of the difficulties faced by local law enforcement gaining trust within communities of color, as well as the challenges in recruiting and retaining officers of color in a community with such a dearth of African-American cultural opportunities due to a hollowing out of the Black middle class in Asheville.	None of which I am aware.	My schedule is currently very flexible, so I should be able to meet whenever meetings are scheduled.	White	Male	56 and older	Central		18	Yes
It is real, historic and rarely discussed for future city development.	No!	Time management is important and I am available. Afternoon s or early evenings are preferred.	African- American	Male	56 and older	North		67	Yes
One of the reasons I was so attracted to Asheville when I first came in 1972 was its lack of strictly segregated residential housing. I lived for a time in Kenilworth, which seemed to me to be a seamlessly integrated community. I have long since come to see the reality of the situation. I witnessed firsthand the demolition and disappearance of Valley Street, where I used to treasure hearing the cock's crow as I hiked up the hill from my parking space below City Hall to the old Pack Library. As an attorney, I've had black clients and have seen the vastly different realities they face in acquiring property. I've done extensive reading on disparities in policing, and worked to reform cash bail and other aspects of our criminal justice system which contribute to racial inequities. My son was educated at Asheville City Schools, and he has shared with me some of the inequities which persist despite good intentions in the city school system.	None	I am mostly retired, so my schedule is very flexible.	Caucasian	Female	56 and older	Central		42	Yes
This is complicated to answer. We have a disconnected community. Generational social attitudes are a part of this. Redlining and urban renewal are a part of this. Institutional racism in education, government, and health care are a part of this. Policing and mass incarceration are a part of this. Lack of affordable housing is a part of this. The problems we see on the national news are not unlike our problems here, but perhaps at different scales. To be informed on these issues I have spent time in the past half dozen-plus years with books, articles, videos, and attended lectures, seminars, and workshops. Having awareness is so crucial to understanding our neighbors. Also as a part of this, I am part of a planning committee for the Asheville High Class of 1979 that is fostering conversations around racism. The Class of '79 is the first one that did not experience a race riot during the late 70's. As a result, we have a special bond with one another. It has been incredible to hear the stories of our black classmate's experiences with racism both past and present. The process of listening and sharing together has solidified the foundation we already had as a group. Our	I am not aware of any conflicts of interest.	Tuesdays or Thursdays will be best for me. I am happy to meet late in the afternoon or early evening and would consider other times that are convenient for the group.	White	Male	56 and older	West		59	Yes

Education- the disparity in test scores & other metrics we are not meeting the needs of education Cost of Housing Gentrification has made home ownership out of reach Wages Issues w/ Police- mis-trust & mis- treatment Bail Bonds issue, clogging prisons	None I aware of	Any day but Monday mornings & Sunday Morning Meetings starting at 8am- 10am ideal or afternoons ...if evening end by 10pm.	White	Female	56 and older	North		14	Yes
While I have sought to educate myself about the history and current state of racial inequalities in Buncombe County and the country I still have much to learn which I am currently striving to do.	None	I have a flexible work schedule and could accommodate whatever schedule necessary.	white	female	26-35	Central		3	Yes
I have only a superficial knowledge of the current inequities. My first task will be to correct that deficiency.	None.	I am retired and can be flexible with meeting times.	White	Male	56 and older	Central		8	Yes
We have many structural and cultural challenges to race equity in WNC. Our history of redlining and other exclusionary activities, of which there are plenty in Asheville and the US in general, have not served minority communities who still live with impacts of built in disadvantages. The "high level" structural and policy decisions of the past served to create a society structured around white supremacy and thus served to further perpetuate and create the cultural perceptions many of us live with today. Race has traditionally been used as a convenient tool for economic repression of minority communities and those economic impacts then perpetuate the structural mechanisms. Asheville may market itself as an open, liberal and inclusive town, however there still exists a disparity between how we market and how we practice that anyone who lives here can feel.	No to my knowledge.	Weekdays after 5:00pm most preferably.	White	Male	36-45	West		7	Yes
I have always been quite surprised by the defacto segregation created by the economic disparity between the affluent mostly white communities, and the communities comprised of people living in more affordable housing.	I work as the host of a local morning radio show. This could create a potential problem.	I am available most weekdays after 4 pm.	White	Male	36-45	Central		11	Yes
This question needs to be looked at from a wider lense because it is not random that Asheville and Buncombe County have racial inequities. Racial inequalities exist across the nation because this country was built by enslaved Africans and techniques of control have been imported throughout the centuries to educate that "white is right" and "black get back". Current racial inequity exists in education, health care, housing and access to healthy food across Asheville for people of Color.	No	After 4pm any day	Caucasion	Male	46-55	East		17	Yes

Like most areas of this country, especially in the South, people of color have been under represented in almost all areas. History has focused on the white stories, opportunities to build a better life were systematically denied to African-Americans, for example through voting restrictions or redlining practices in housing/ lending. Generations have lived with this reality as new displays of racism and discrimination are being given permission from the White House with calls for stamping out voices of dissent. This goes well beyond racial profiling and driving while black. Asheville tries very hard to be a progressive city and deserves credit for acknowledging this issue in a meaningful way.	Born in Aiken, SC, winter in Florida, but technically a seasonal (approx 5 months/ year) resident in Asheville. I have owned my residence here for 11 years.	Self-employed and flexible schedule	White	Male	56 and older	Central		11	Yes
As a lover of all things journalistic, including politics and history; I have always pushed my self to read more about things that are not presented to me, one of those topics being the racial inequalities embedded here in Asheville and Buncombe County. My background in humanities has enlightened me of the history and systemic/systematic issues in the United States that have been promoted and perpetuated by colonialism and white patriarchy.	As I said earlier, as a journalist I always strive to be impartial and have valued my ability to see all sides of an argument.	I'm available every day after 1 pm.	White/Spanish	Female	26-35	Central		5	Yes
Currently I understand that Black people are afraid of the police. That Black people are disproportionately arrested and convicted. That it is more difficult for Black people to get loans. That Black people are paid less than White people.	None.	I can be available anytime.	White	Male	26-35	Central		3	Yes
It's more than obvious with the separation of neighborhoods, disparities in schools and violent crime in public housing. All a continuation of past inequities that need to change.	None	Pretty much open, prefer evenings	White	Male	56 and older	North		25	Yes
I have a strong sense that racial inequalities are pervasive and deeply harmful, but do not have tha much specific knowledge.	None.	Any time or day.	Caucasian	Straight, cis male	56 and older	Central		4	Yes
The data supports the clear conclusion that there is a difference in the impact on the African American race, whether it pertains to economic disparity, police/law enforcement, health care, Covid 19 to name a few.	I perceive none, and pledge that I have absolutely no conflicts of interest.	I am retired so I have great flexibility. I would prefer morning or afternoon meetings if I have my druthers.	White/Caucasia n	Male	56 and older	North		1	Yes
I believe Asheville is largely segregated, and this is the result of years of inequity in housing, jobs, etc. In general, it seems that our Black community is shrinking, and that to me is a terrible omen for the future of a town that hails itself as the Progressive South.	None that I am aware	Generally, after 5pm is best for me.	Caucasian	Male	26-35	North		4	Yes
Based upon my experience with the Asheville City School Board I am well aware of the longstanding disparity in educational results when applied to African American students. On the criminal side, I am well aware and have heard of many incidents of people being stopped "driving while black". In addition, the inequitable arrest statistics of African Americans as compared to non-African Americans continues to be troubling.	None	I have court hearings two or three days a month, but these are always in the morning and should be easy to schedule around.	Caucasian	M	56 and older	North		42	Yes

I live in one of the poorest areas of town and despite the high population density and the numerous housing units, it remains one of the only food deserts in all of Asheville. BIPOC don't have a full size grocery store closer then 3 miles away. The closest place for them to shop is a gas station that specializes in soda and blunt wraps. Yet somehow we expect these individuals to be able to live a healthy lifestyle and if they don't they are punished for it by refusing the proper medical care or insurance coverage they need.	I am not aware of any.	I can accommodate most any schedule	White	M	26-35	Central		10	Yes
I am influenced by such writers as Ibram Kendi, Michelle Alexander, Reesma Menakem, Van Jones, and Robin D'Angelo, Systemic institutionalized racism is operational all across Asheville and at every level. It is based on white skin dominance. White women play a key role in holding white male supremacy in place. All of that is made clear with the State of Black Asheville statistics that were collected by the UNC Asheville students of Dr.Dwight Mullen for the last 15 years along with the recent interactions with law enforcement. It is operationalized in schools, houses of worship, commerce, non-profits, public offices, and more.To move beyond the status quo of oppression and dominance will take policy changes on a government level and employment changes in local commerce among many other steps along with a sea change of hearts and minds. The Urgency of Now is about transformational power dynamics across all relationships. The intergenerational leaders that organized the protests following the murders, shared their stories of inequity and injustice, and listed their	None	Monday, Tuesday, and Thursday work best. I can also work around Wednesdays and Fridays if that is a problem for other task force members.	White	Female	56 and older	North		45	Yes
In the 14 years I have lived in Asheville, I have noted that we have an extremely quiet -yet very deeply rooted- culture of white supremacy. We feel often that we are saying and doing the right things, and dont take the feelings of those we are wronging into consideration. I feel that there is a lot of difficulty with that, because many people can't even see this bias within themselves. I am proud of those in the community who have spoken out, and said they refuse to live with this type pf culture anymore. I am glad the city is finally beginning to take it's citizens wishes into consideration.	I have no conflicts of interest in relation to this matter.	I believe that my current boss would be willing to work with me, and I should be able to attend meetings as they are scheduled as long as days and times are consistend from week to week.	Hispanic/White Biracial	Agender/Nongender	26-35	West		14	Yes
It seems that the issues for people of color (POC) in our area are very similar to national and worldwide issues. Affordable housing is an issue for everyone, but especially hits POC. There also seems to be a wide range in scholastic achievement between caucasians and POC. We have a mixture of opinions and beliefs in our area about racism that many times is like oil and water. We need to have leadership that focuses on changing hearts and minds as well as the symbols of racism.	None	The best times for me would be Fridays any time, or Mon - Th after 5:00. But I am also willing and able to reschedule patients if needed.	Caucasian	Male	56 and older	North		36	Yes
They are a bit astounding. The racial disparity gaps in education between black and white students is huge! I think that sometimes, through creative marketing and branding, Asheville presents itself as a diverse city that is open and understanding, but this is now always the case. I believe around 20% of the population are BIPOC, and that is a large part of our population that is severely underrepresented socially, politically, and economically. We have historic districts like the BLOCK that receive little community support yet they are full of history. DeWayne Barton runs Hoodhuggers that keeps a list of Black owned businesses, but I can count on my hand how many people have ever even heard of his organization. It's important to start bridging these gaps, and a good start is with these monuments.	No conflicts!	Currently, due to COVID and working in the entertainment industry, I am not working, so I am very flexible. Any job that I do obtain would likely be a "normal" 9-5pm job. I would be happy to meet in the evenings if that is a better fit for most committee members, but I prefer mornings on Tuesdays or Thursdays. Evenings can be any day of the week.	White	F	36-45	Central		4	Yes

Layers of systemic racism exist throughout our society. Recent protests are not just about police violence, they are about the statistics Asheville's African-American community has been living with, day in and day out. We find systemic racism and inequity in policy areas including housing, health, education and employment. If we really intend on investing in Asheville, maybe we should begin addressing local efforts to alleviate poverty.	None.	Monday 5:30 PM - 10:00 PM Tuesday 5:30 PM - 10:00 PM Wednesday 5:30 PM - 10:00 PM Thursday 5:30 PM - 10:00 PM Friday 5:30 PM - 10:00 PM Saturday 10:00 AM - 10:00 PM Sunday unavailable	Caucasian	Male	46-55	Central		10	Yes
I do not have a good understanding of these inequities or how they differ from racial inequities across America. However, I do have a good understanding of white privilege. I do understand how African Americans feel that they have to show up to work perfect everyday because our stereotypes have us waiting for their inevitable failure. I do understand how African Americans have to work three times as hard to get a mortgage than their white colleagues. I do understand how African Americans are tired of being followed by department store security personnel simply because they are black. I am beginning to understand how policing and police training have created an adversarial relationship between African American communities and municipal police forces. Yet, I admit that I do not know about the unique challenges of African Americans in Asheville or Buncombe County.	I do not have a legal conflict of interest. Here is my conflict of interest: I am no longer a resident of Asheville/Buncombe County. As I have said before, I am a multi- generational native of Asheville. My parents live in North Asheville in the house I grew up in. My son lives in downtown Asheville with his mother. He just graduated from Asheville School and will be entering UNC-Chapel Hill as a freshman in August. His mother and I divorced in 2018. Prior to that, we split our time between Kingsport, Tennessee (where I work) and downtown Asheville. We owned a condominium in the Kress Building. When we divorced, I got the home in Tennesssee and my ex-wife got the home in the Kress Building. My son is splitting his time with us	Evenings - 6:30 pm or later - Monday through Thursday. Or weekends.	Caucasian	Male	56 and older	North		58	Yes
Racial prejudice runs deep in all places in the South. It is not only built into our government and other systems, but it's also in the hearts of many people. Though a minority in population, our black citizens, (and Hispanic, too) have rarely had a voice at the table. Or if they had a voice, it was never really listened to. There have been numerous boards, commissions, and other groups trying to bring real change to the system, but they never seem to get anywhere, largely because the white natives that hold almost all the leadership positions have never made solving the problem a priority, granting only token solutions to "keep the peace" instead of making major changes. There is a lot of hurt out there in the African- American community. The recent crisis of police brutality is only the tip of the iceberg. As a people, they have never really healed, or been compensated for, the suffering caused by slavery, reconstruction, segregation, and Jim Crow laws. A problem specific to Asheville is that the African-American community here is fragmented into many different cliques, and they have not been able to agree on specific changes they would like to see, and to join forces to	One of my NC ancestors owned slaves, although he freed them long before the Civil War. I had ancestors who were killed fighting in the Civil War. My grandmother was a member of the UDC.	Since I work for myself, my schedule is flexible.	White	Female	46-55	South		50	Yes
As a 2019 graduate from the Asheville City School system, I've long observed the achievement gap between black and white students. It's crucial that we grapple with this problem in both our city and county school systems. I saw firsthand how black students and white students have a huge disparity between them. If children in their education starting in elementary school are disadvantaged from the start, how can we expect them to be prepared to go further in life? It is something our school system must review and create now policies to address. Policing reform is also something I understand to be important. We made national news for an unarmed black man who was tasered by the Police for J-Walking. This is an issue that may cost someone in our community their life. We must step in and revise policies before it's taken away someone's life. In the midst of the Pandemic, the Latino population of Asheville and Buncombe County is being disproportionally affected by COVID-19. The lack of translated health information may be making the issue	I am a student and have no affiliations with any businesses or properties.	I should be available every day of the week, but preferably in evening hours to accommodate for classes. Once my class schedule for the fall is decided I will have a more clear idea of this, but should I be accepted to this position I would make it a priority in my schedule.	White	Male	18-25	East		19	Yes

I understand we have a problem. I understand that we are a community that promotes culture and diversity yet we are the least diverse "city" in North Carolina. I know we can change that and it is going to have to start at the top.	I am a commercial broker with Dewey Property Advisors. My focus is downtown. I do not see this being a conflict of interest. I DO see it being a benefit to this taskforce.	I am accommodating during Mon- Thursday 9AM - 8PM.	White	Femal	26-35	West		10	Yes
I believe I have peppered my responses above with information that speaks to this question. I will add here that the Buncombe County CHIP Leadership and Advisory Council has been integral in the process of BC Health and Human Services Board passing the resolution declaring structural and systemic racism a public health crisis. I have been actively involved in the process of lifting up health inequities and the social determinants of health that drive unacceptable outcomes in our community for several years. As mentioned above, historical and current policies and practices that are rooted in systemic racism are key to the long list of inequities black and brown people in our community are experiencing: life expectancy; infant mortality; diabetes mortality; lung cancer prevalence and mortality; academic achievement; economic opportunity - unemployment, average wage; and access to health care, including behavioral health. The list is long. I do want to lift up one measure that highlights the prevalence of racist policies and practices in our	I am not aware of any specific conflicts of interest that exist or may arise during my service on the taskforce.	With enough notice I can accommodate meetings during the week day as well as in the evening and would be willing to attend events and meetings during the weekend. I do have a clinical schedule that would make Monday and Wednesday mornings not ideal for me.	White	Female	46-55	West		22	Yes
I know that although we in this area lean to the less racist side of the spectrum, prejudice in the truest sense exist and is rampant just below the surface of our daily interactions. I have witnessed this in a wide group of interactions from a police stop of an African American to a purchase at a convince store. People of different skin tones are not treated the same in almost every circumstance. Nothing could be more wrong. I have never understood why.	none	I make my own schedule and can be available anytime	white	male	56 and older	West		3	Yes
I was born in 1945 and grew up when the Biltmore train station had a "colored" and a "white" waiting room, when blacks were in the back of the bus, with separate drinking fountains, theatre seating, schools, restaurants - everything was separate. In many ways, of course, everything has changed. In many other ways, however, there are still two realities, one of privilege and the other still struggling to overcome the past. The black population is a minority and so it is easy for the majority to ignore it and live in a world as before, albeit without "maids and servants." However, the challenges of the police department, and of our schools reflect the unfinished business of our city, as does the lack of diversity in most of everyday life. I attend All Souls Cathedral in Biltmore, and we have been focused on these issues for several years.	none.	I am retired so this is not an issue.	white	male	56 and older	South		21	Yes
Investigation, discussion and possible solutions should be undertaken.	None.	Available any time and any day.	Caucasian	Male	56 and older	North		14	Yes

The history of the marginalization of Black people in Asheville is a long and troubled one. Urban renewal in the middle and end of last century disproportionately targeting traditionally Black neighborhoods and communities. The intention of integrating Asheville City Schools in the 1970s uplifted white communities and teachers/staff while displacing Black teachers and staff. (For example, many teachers at Sephens Lee held post-graduate degrees and lived in their community. Few if any were able to transition to Asheville High during integration.) The systems that helped build Asheville and Buncombe County into a dynamic and economically vibrant region are built on racial inequities. Housing, healthcare, education, and income gaps continue to widen, even as national attention focuses on how great Asheville is. That the Black population continues to shrink (down to around 11% in Asheville City) shows that the needs of Black Ashevillians are not being met. I believe that a diverse and strong community is the best place for my children to grow.	none that I know of.	morning or late afternoon/evening meeting times are best for me. (8am - 10am or 4pm-9pm). Most days I'm flexible, although Monday and Friday are usually less busy.	White	Male	36-45	North		18	Yes
Being a southern town, there has always been a supression of the black community. Today, we are doing much better and need to continue to move forward. We should get away from the rebel flag mindset, and more forward. Growing up here I remember well the segregation of the schools in the late sixties, the race riots, and curfew that was placed on Asheville. In highschool working a summer job where white people would ask if a black person had drank from the water fountain. We are doing much better today. If repurposing or removal of the Vance Monument means moving the community forward, than let's do it.	I have no conflicts of interest	I can flex	White	Male	56 and older	West		63	Yes
One side feels that is not held is the same light as OTHERS. They feel they are treated the same as other races. We have come a great distance in the past 155 years. Moreover in the last 60--50 years.	I have no conflicts of interest. I have lived in Asheville since birth (minus military). I own a house in Asheville and currenty live in the county.	I can make myself available at any time any day.	Caucasian	Male	56 and older	South		66	Yes
I witness racial inequities in Asheville, at my job, and in my life every day. Systemic racism is a nationwide issue and I knew Asheville would not (could not) be exempt from this issue. I still remember searching "Vance" when my sister and I passed by it and not being surprised when we learned that he was a slave owner. I should have been shocked and outraged, but we've been conditioned to expect and normalize racism and monuments like the Vance memorial reinforce how deeply entrenched and normalized symbols of racism are in our country.	No.	I work from home and have access to reliable transportation, so I am flexible and willing to shift items to prioritize my role on this taskforce.	Central Asian	F	26-35	West		2	Yes
I am aware of economic, educational, and social inequities that underlie and pervade our community.	None.	Afternoons and evenings are best due to my teaching responsibilities.	Human	M	56 and older	South		34	Yes
I still have a lot to learn about the racial inequities in Asheville, and that is why I look forward to having conversations with the community while on the task force. It is apparent that there is a wide gap between Asheville's perception of itself and the reality, as experienced by racial minorities. That alone is enough to make us pause and determine what we can do to hear the concerns of Black Asheville residents.	No	Any	White	Male	26-35	Central		6	Yes
If there are inequities, and I'm sure there are, they don't get much coverage in the media. The only incident I can recall getting publicity in the last year or two was the beating of a jaywalker by a policeman.	None	My schedule is fairly open since I'm retired.	Caucasian	Male	56 and older	East		13	Yes

I think there have always been too many instances of racial inequity in Asheville and Buncombe County. It is my goal to reduce those by educating citizens and empowering minorities.	I am not aware of any conflicts of interest.	I will adjust my schedule to be able to attend the meetings, whenever they are held.	White	M	36-45	West		32	Yes
Like the rest of the country, Asheville has a long way to go to enact full racial equality. I'm optimistic that the Buncombe county police can evolve and I would like to more integration in our community on a whole.	None.	I am self employed and can work with the schedule of the task force.	White	Female	36-45	West		10	Yes
I most often examine this question through a preservation lens and it is easy to see that we have lost far too many of our African American landmarks and neighborhoods in Asheville. With that said, as a white woman, I recognize that I can not come close to fully understanding the racial inequities that exist in our community, I can only promise to listen and learn.	Not that I'm aware of.	My schedule is very flexible and I will be happy to adjust as needed to make my participation possible.	White	Female	36-45	Central		3	Yes
Asheville is suffering a declining Black population as older generations die and those growing up here now see little opportunity so they leave and don't return; at the same time, we are not attracting people of color to move here. Our community has long had Black wealth, health and education gaps when compared to White residents. Some of the root causes of this stem back to land ownership discrimination issues and limited opportunities for employment. As a parent, I observed the present-day racial disparities and challenges in the Asheville City Schools. I have followed the State of Black Asheville programming and learned about the great disparities in business ownership, home ownership, and income. I appreciate the current concerns about police actions disproportionately adversely impacting people of color, recently illustrated by the Johnny Rush incident. I have been deeply concerned about the generational loss due to the high levels of incarceration of Black men, locally and nationally. Asheville's current rapid growth patterns are causing displacement across the city which	Partial owner of two formerly vacant and distressed downtown Asheville properties on Biltmore Avenue. One building was purchased from an African-American owner who was a former Asheville resident but was living in NYC. We rehabilitated and repurposed the properties from 1985 to 1995 and they now house small, locally- owned businesses.	Ideally Tuesday-Wednesday-Thursdays between 2-5:30 but I can be flexible.	White	Male	56 and older	North		44	Yes
I believe that there has been a general unrest that has festered for too long. Efforts to resolve this seem to have been piecemeal with short duration of focus.	I have no conflicts of which I am aware	Generally available.	white	Male	56 and older	North		20	Yes

-Lack of economic opportunities and relative decline in Black population as city and county population has increased. -Gentrification making housing unaffordable for many residents. -Fragmentation of the Black community and loss of businesses and community centers. -Disparities of educational outcomes in public schools. -Inequalities in policing and in criminal "justice" system. -Limited awareness of Black contributions to the history and civic culture of Asheville and Buncombe County. -In sum, despite its liberal self-image, Asheville has many of the same racial inequities as other cites, but is small enough that change is possible and visible	None. As a relatively new resident of Asheville, I would bring an outsider's perspective to the task force's deliberations. I am sure you will receive many applications to serve on this task force, and if I am not fortunate to be appointed I am willing to serve in another capacity such as an unpaid consultant or researcher.	I am retired so my schedule is flexible	white	male	56 and older	North		4	Yes
I don't pretend to have a comprehensive understanding of the current racial inequities in our community--I'm not proud to say that my awareness and activation around this equity work happened relatively recently. But I'm here now. That said, I've known for some time that Asheville is highly segregated, that a Black middle class is conspicuously absent, that our Black employees face so many challenges that our white employees do not, that Black residents leave Asheville to pursue professional careers elsewhere, and that our police force criminalized Blackness. We are now in the midst of the largest global civil rights movement in human history: it's time for Asheville to meaningfully join in.	I'm a part owner of a company that has a storefront downtown and a manufacturing space south of downtown--I don't see any conflict of interest here though. Those activities would not be affected by the outcome of this taskforce's work. Also: unsolicited feedback--this application process feels like a bit of a hurdle for folks to get involved. Is this the portal y'all use to get applications from businesses for various county services or economic development initiatives? It prompted my for my organization's info and my executive officer's contact info-- both of these would be potentially confusing for a non-business owning community member.	After 5pm or before 9am during the week, or anytime on weekends.	White	Male	26-35	North		7	Yes
LIke many in this community I imagine I feel I am aware, but deep down I realize I truly am not. I imagine being a part of this process would open my eyes tremendously.	None of which I am aware.	As a relatively recent retiree my schedule is fairy open and adaptable.	Caucasian	Male	56 and older	South		23	Yes
My understanding is that racial inequality has a lot to do with economic inequality, and that people are driven by not having enough money, and that they will do things to survive that many people stereotype racially.	No		White	Male	56 and older	West		60	Yes
I understand that there is a major divide between Caucasian and African Americans as well as peoples of other nations. I know that tensions are high given the police brutality and the needless deaths if many African-	No conflict if interest exist.	My schedule is very flexible and I can make almost any schedule work M-F 8am-5pm	Caucasian	Male	26-35	East		29	Yes

I don't believe Asheville shares the same radical inequality as most cities.. We are made special not only because of of those of us who were born here but because of the views of those that have moved here.	None that I can think of.	I can try my best to be available whenever needed.	White	Male	26-35	North		28	Yes
During my first year at UNC Asheville, I took a class in Community Engagement where we delved into the history of 'urban renewal' and 'redlining' in Asheville, and its lasting impacts today. As part of the course, we visited the Edington Center and learned about the history of Asheville's Southside Community, and then the Shiloh Community Garden where we learned about the racial disparities in access to fresh food. I have volunteered on multiple occasions with the YMCA's Nutrition Mobile Markets, working specifically at the Hillcrest and Pisgah View apartments' market sites which have been cut off from resources by highways and other urban planning initiatives. Here I saw firsthand how racially discriminatory city planning has left communities of color cut off from access to nutritious food and social services. I have also closely followed the work of Black community leader, DeWayne Barton, and educated myself on the vibrancy and achievements of Asheville's Black community, including but not limited to the YMI Cultural Center, Allen High School, and Stephens-Lee High School, the	I am not aware of any conflicts of interest.	Tuesdays, Thursdays, Saturdays, or Sundays. Afternoons and evenings on any of those four days. This includes looking ahead to my academic schedule in the fall.	White	Female	18-25	North		3	Yes
I'm not sure if we have racial inequities here. Most of the complaints were from people outside the region. Would like to explore.	None I know of.	Anytime.	Cherokee/Germ an	F	56 and older	South		4	Yes
Racial inequities in Asheville and Buncombe County occur across every sector and facet of life in our community. From education to employment, to homeownership and healthcare, policies and practices have privileged white people with disproportionate access to resources and power. People of color, especially African Americans, have been robbed of wealth, opportunity, and safety. The interactions of systems have intentionally dismantled black communities through redlining and urban renewal, unjust policing, and the isolation of black communities from employment, healthcare, and resource-rich neighborhoods. Addressing these injustices, and increasing racial equity, will be long and difficult, but it is also urgent. I commend the city and county for moving to take down the monument and begin the community-wide journey of truth-telling about our collective past. It is critical that we take full stock of the damage that has been done to the black community. We must understand and reckon with the truth. Removing/repurposing the Vance Monument is one important step in re-	I have no conflicts of interest with serving on this Taskforce.	I have flexibility in my schedule with advanced planning. I will make myself available at a time that best maximizes the participation of the group. I recognize that I have more flexibility than most so I won't request restrictions on the scheduling meetings.	White	Female	46-55	West		13	Yes
I do believe that racial inequities exist here, and the voices of POC have been ignored. Although we are not unique in this. I also believe that now is the time to address this inequity.and I applaud Council and the Commissioners for doing so! I work closely in our community with POC, and want to make sure that their voices are heard and not placated to. This is important, and the time is now to act.	I have no conflicts of interest that I am aware of.	I am available most days and times, and can work my schedule around meetings.	Asian/White	F	46-55	North		11	Yes

While teaching at UNC-Asheville, I taught a course on systemic racism, in conjunction with the Humanities department. This is a type of college course I've taught before, but in this case, I was able to use Asheville as a case study. Put simply, the racial inequities in Asheville and Buncombe County mirror racial inequalities across the state and country. By way of explanation, I'll offer a few statistical examples. One, according to the NC DOJ, 39% of men stopped by APD are black and 16% of men given citations during a traffic stop are black, while 32% of men who are arrested during a traffic stop are black. Two, there are ten public housing communities in Asheville and 71.8% of the residents are black. And three, in 2012-2013, just 19.9% of black students in Grades 3 through 8 in Asheville City Schools were considered as having a proficient understanding of mathematics, which is a decrease of 42.4% from the prior year. These three statistics paint an incomplete but upsetting story about widespread inequities for African Americans in Asheville and Buncombe County. Inequities that stem from one thing: systemic racism reinforced time and again through	No.	Very flexible availability - both days and evenings.	White	Female	36-45	Central		3	Yes
testing the application	None	test	test	test	46-55	Central		3	Yes
My understanding is that although Asheville and Buncombe county are very much progressive, it is still the south and there is work to be done to make our city better, and to ensure the safety of our citizens.	No, I am not aware of any conflicts of interest.	I have full availability as I am out of work due to Covid-19.	White	Female (she/her)	18-25	North		1	Yes
I believe there are a lot of racial inequities in Asheville. It is a gentrified city. While I don't know specifics I'd like to learn more and learn how to advocate better for those that need support.	No.	Any week day in the evenings would be ideal. Anytime after 630. I can be flexible and am more then willing to take time off from work if I were to be appointed to this Taskforce.	white	female	36-45	West		2	Yes
Having work in programs that include schools, police, courts, management and housing Asheville has and continues to be remiss. Having lived and worked in Asheville since 1967 I have witnessed the disparity in home location pockets of poverty, employment, education, sentencing re entry programs and patters of practice in discrimination for awarding gainful contracts to African Americans using the guise of "minority".Asheville is rapidly witnessing gentrification in jobs, housing, and education. It appears that there is no effort to stop the bleeding. Mental health care is a disaster for people who lack financial capability to get care.	Does not apply.	I am retired and readily available at any day, time or place. Totally unencumbered.	African American	Male	56 and older	Central		53	Yes

My understanding of racial inequality in Asheville is that there is a very serious wage gap and a very serious problem of economic inequality. That is why I have spent enormous amounts of my time fund-raising for scholarship money as the former Foundation Board Chair at UNC- Asheville and have always financially supported Open Doors of Asheville. Even more disturbing to me is the fact that when I grew up in Asheville, Asheville was about 13 percent African American. It is now, I believe, about 3 percent African American. Even more disturbingly, black communities have not been pushed out to outlying counties like what happens sometimes with urban gentrification. It seems the young people I grew up with moved away and older family members moved to be with them or passed away. It breaks my heart when I think how many neighborhoods used to be African American when I was a kid and they are just gone. I used to walk through an African American neighborhood to Claxton School on the other side of Charlotte Street as a child. Valley Street, of course, was African American and destroyed. Montford was African American. The	Not to my knowledge.	Preferably not Fridays.	Caucasian	Female	56 and older	North		33	Yes
Systemic and longstanding	No	Any if online	White	F	26-35	West		10	Yes
Wow, I've been Black in Asheville my ENTIRE life, and I've experienced countless microaggressions throughout my professional career. I see a pivotal point in the City and an opportunity to begin to dismantle the systemic racial inequities that SO many have experienced and fought against. Right now as the world awakens to the realization of what African descendants have experience and known all along, this is a critical time to dismantle and rebuild, the way we interact with each other, how we see each other and more important what we allow from our law enforcement, City Government and County Government. It is time to hold responsible parties accountable for violence motivated by racism.	I am a employee of Buncombe County Government, but I don't think that would pose as a conflict. The City and County are jointly working on this taskforce, and I have notified my Supervisor of my intent to apply to this taskforce.	It would be most effective if meetings are held after hours, after 5pm; to allow me to serve on the task force without having to ask for time *away* from work.	African Descendant	Female	46-55	South		50	Yes
Things are broken. We live in the legacy of Jim Crow, Redlining, and repurposed land, appropriated from African American/Black sources (and Native sources).	None.	Late afternoons and early evenings, 7 days a week.	European American (white)	Male	56 and older	West		20	Yes
My understanding of current racial inequities in Asheville and Buncombe are limited. I have my observations of gentrification and segregation within the city of Asheville. I have heard inappropriate remarks from professionals and individuals based on racial ideology. I have read news stories. I am not aware of statistical or policy information from the city or county. I understand philosophically how systemic racism has evolved and continues in this country, county and city. However, I have lived a life of white privilege.	No	I can be flexible with times and dates with advanced notice.	White	Male	46-55	Central		28	Yes
Asheville-Buncombe unfortunately has significant issues when it comes to race. Due to generations of redlining, poor educational opportunities, lack of healthcare, lack of jobs that play a living wage, and ongoing gentrification, the Black community has not been able to build generational wealth or have access to the same opportunities as white peers. Overt racism is not a thing of the past here, unfortunately. The fact that confederate monuments still stand is proof of this. The Vance monument is only one part of a much larger issue, but it is a start toward showing solidarity with the Black community. To this point, although I would like to serve on the Taskforce I think that it needs to be made up of a diverse group and half of the members, at minimum, should be Black community members.	None that I am aware of.	Mornings before 11 are best, but my schedule is somewhat flexible because I work by appointment. If I have the schedule in advance I should be able to attend meetings.	White	Woman	26-35	South		33	Yes

I have to be honest and say I do not really understand what the current racial inequities are in our area, realizing only that they do exist. Through volunteering at Eblen Charities I have gotten a glimpse of the results of the problems.	I am not aware of any conflicts of interest.	Any day or time but would prefer meetings not be held early mornings.	White	Female	56 and older	North		60	Yes
My understanding is that there exists significant racial inequity across many areas of our community including within health care, education, housing and criminal justice.	None	My schedule can be flexible to meet the needs of the group.	White	Male	46-55	North		20	Yes
I don't have a good understanding. I am aware of what I have seen from a national level but don't know locally of particular inequities. That's what makes this effort so interesting to me. It is a chance for me to be educated and integrate that into the final narrative.	None	Monday, Thursday, and Friday are best for me, but my schedule (retired) is very flexible. I would like to meet in the evenings but am available during the day as well. I do have the ability (based on current conditions) for remote meetings.	Caucasan	Male	56 and older	North		13	Yes
We see inequities in the criminal justice system and in education. For example, there are stark disparities in law enforcement in the Black and White communities. Black people are three times more likely to be searched in traffic stops compared to their white counterparts by the Asheville Police Department	No conflict of interest.	Open availability! :)	African- American/ Black	Female	56 and older	South		55	Yes
Racial inequities in Asheville are severe and increasing. Urban renewal projects that have been in motion for a century continue in the form of increased focus on tourism and hospitality while the city faces an affordable housing crisis. Asheville is badly segregated along racial lines and gentrification is rapidly worsening the issue. These issues require immediate policy-based action.	No.	I am most available in the morning. Beginning on 8/17 I will be unavailable on Monday and Wednesday afternoon/evenings.	White	Male	26-35	Central		5	Yes
We have a lot of work to do, and it is time to do it	I work For Buncombe County in the NC Room at Pack Library	Mondays through Thursdays best	Caucasian	Femake	56 and older	North		67	Yes

We have long standing racial inequities in housing, policing, job opportunities, early childhood education, and political representation. These inequities show in our highways that devastated black communities, in disparities in access to home ownership and multigenerational wealth, and in educational outcomes.	I am not aware of any potential conflicts of interest.	Any meeting time or day of the week will work for me except if the meeting is in conflict with meeting of the Asheville City Schools Board of Education or our Montford North Star Academy PTO meetings which are generally the third Thursday of the month from 5:30 PM to 7 PM. I prefer meeting 9 AM or later in the day and completing meetings before 9 PM, but can attend all meeting held earlier or later if needed.	Latinx	Male	46-55	West		28	Yes
The story in Asheville Citizen Times on Saturday, June 27th, documents my understanding of racial inequities in our area and beyond. The data shows what we have been hearing for years – racial profiling exists and it targets African Americans. Beyond that, Achievement Gap data reveals Asheville City Schools is not meeting the needs of all students. My own experience as a public high school teacher for 25 years aligns with that data: black and brown students were left out of AP courses and more likely to be directed to non-college tracks. The Mapping Racial Equity project outlines the negative impact of redlining on our community, which mirrors the horrible pattern across the country. Local efforts to address inequalities are well intentioned and underway in our community: the Racial Healing Grants the city has offered and the Justice Resource Advisory Council organized by the county. Considerably more time, effort and resources will be required to redress the racial inequities in Asheville and beyond	I can not think of any conflict of interest that would prevent me from serving on the task force or call into question any input I make to the task force.	I am employed full time, work out of the house and have a large degree of control over my schedule. My employer encourages me to work in my community and they will allow me to participate without issue. Unless a personal emergency crops up, I will not have any difficulty attending meetings.	White	M	56 and older	North		15	Yes
I believe that Asheville and Buncombe County have inequities of opportunity, education, jobs, and income that are still limited by race and status. Much has improved since I was a poor child growing up on Oak Street in downtown Asheville, but I came to realize that even poverty was an advantage if your skin was white. It was disheartening then, and it is disheartening today. I believe that Asheville has enough caring people to overcome many of these inequities, but it will be an ongoing work-in- progress.	None	As a retired person, I am flexible to accommodate the schedules of others.	White	Male	56 and older	East		71	Yes
I am a white, CIS gendered female so my understanding is already starting from a place with much to learn. I am, however, actively engaged in many black communities and learning more each day about the root causes of racial injustices and hope to be able to be an ally in addressing the systemic causes. I'm very aware because they are systemic, they will take a long time and replacing a monument won't be enough, but it will be a start.	I work for a downtown brewery but don't think that should causes any conflicts as they won't be contributing in any way.		White	Female	36-45	Central		17	Yes
Through daily living, over the years and now. Being a white southern male has opened doors for me that were not always open to those born under different circumstances. Over the years in Asheville, there has been greater awareness generated but mainly through economic development and gentrification which have not equitably benefited all our communities. Little by little, the sores that have tried to heal get reopened a little bit each time overt discrimination and unfair treatment are seen publicly. It's the quiet, more covert inequities that continue to hold us back from really being who we can be as a diverse people. Diversity can be thought of as an iceberg, whose majority of mass is below its waterline and out of sight: diversity of thought, values, beliefs, education, life experience, etc. So many good- intended initiatives forget about the deeper diversity below the waterline.	None.	Weekday evenings and some weekends. If the Taskforce will meet virtually via internet spaces (Zoom et al), then regular weekday times could work as well. I'm probably more flexible than most currently.	White caucasian	Male	56 and older	West		36	Yes

Probably elusive to most whites; near daily routine for people of color. Opportunities for people of color are not as numerous as that for whites within our society.	No.	Weekdays after 10:00 am till 8:00 pm. Preferably not on Friday.	White	Male	56 and older	North		34	Yes
Law enforcement and the criminal justice system routinely treat people of color differently that they do those of the dominant culture. Housing is de facto segregated. Schools do not adequately address the deficits which children of color disproportionately bring with them to the classroom. People of color experience more difficulty accessing health care. The list goes on.	I am no aware of any conflicts of interest	I am retired, There are no particular days or times that at which I am less available than others.	White	Male	56 and older	South		30	Yes
I could offer up my opinion on this but an opinion would be all I have to offer. I have never personally experienced direct racial inequities in Asheville but I will not deny or argue that they are not taking place.	Although I am a local business person, at no point would I allow my business pursuits to conflict with this task force. This is about Asheville, not me.	This is important. I will make the meetings.	White	Male	46-55	South		15	Yes
I worked with the South Slope neighborhood and the African American Heritage group during my time PACC. Our main focus was to place a public artwork within those neighborhoods celebrating the African American history of Asheville.	No conflict	I am free most weekdays after 5 and all day Fridays.	Caucasian	Male	46-55	West		6	Yes

As a white man who is not native to North Carolina, I couldn't possibly claim to truly understand current racial inequities in Asheville and Buncombe County. However, in the time I've lived here it's been easy to watch the gentrification of the city and the redlining of black neighborhoods throughout the county. It's very easy to tell who matters in the area just by looking at the names of roads and places: Biltmore, Vance, Reynolds. If I were just visiting, it would seem like the city is made of wealthy white people who love other wealthy white people.	I am not aware of any potential conflicts of interest.	M-F: 4pm-9pm Sat-Sun: 9am-6pm	White	Male	26-35	West		6	Yes
Unfortunately, I'd be hardpressed to think of any areas where racial inequities do NOT exist in our community. My neighbor of 35 years compiles and presents the well known State of Black Asheville report. In reviewing the data, the financial and educational disparities really caught my attention. As longtime resident, I witnessed much of the redlining and subsequent gentrification that resulted from governmental policies. This systemic approach has resulted in the current racial strain in our community. The removal or repurposing of these monuments is the firsts step in righting historical wrongs.	None	Monday - Friday. after 3 pm if in person. Anytime for remote/online meetings	Black	Female	46-55	Central		46	Yes
My understanding of Asheville's racial inequities comes from my interaction with the African American community both through my research projects and living in a "diverse" neighborhood, Montford. Also my background is in Urban Planning (MA) which gave me a clear understanding of urban renewal and its devastating effects. Specifically in Asheville, I have studied the African American education system from the 1880s into the 1970s. It was separate and unequal yet the community members instilled the value of education in their children along with strong moral values through their religious beliefs. Stephens-Lee high school (SLHS) was the epicenter of the community cultivating the values of education, the arts, music and sports. Graduates left with the confidence to succeed. Unfortunately, in order to do that, many had to leave Asheville for their careers. This resulted in a small African American middle class. Integration was just thrust on the community in the 1960's as SLHS was shuttered. The 70's brought "urban renewal or Negro removal" further destroying strong communities. After that the African American community had a low profile	None	My schedule is flexible, but Mondays, Wednesdays, and Thursdays are best.	Caucasian	Female	56 and older	North		23	Yes
When we talk about our rich history in our community, we rarely mention the contributions that African Americans have made. African American present is almost invisible to tourists and us. For years of Black Codes, Jim Crow segregation, redlining, and predatory lending left the African American community with limited capacity to build wealth. Yet, despite these barriers, our African Americans could own homes and businesses. This process moved members into public housing, with no ownership, creating the conditions for multi-generational poverty and related issues. Since urban renewal, the City of Asheville has significantly built its tax base, allowing real estate speculators and developers to profit on property taken from Black residents with minimal compensation. It has benefited financially from the unchecked growth of tourism and the spread of gentrification, which have further marginalized our community to thrive within our neighborhoods and the Eagle/Market business district. This process moved many families into public housing, with no ownership, creating the conditions for multi-generational poverty and related	None	I am retired and I am able to adjust my schedule to meet any day and time except on Wednesdays. On Wednesday mornings, I am available from 9:00 AM to 11:30 AM and Wednesday afternoons after 3:00 PM. whatever schedule you may have. I am committed to attending at least 99% of the scheduled meetings;	African American	Female	56 and older	Central		50	Yes

I'll list 3 areas: 1) Police bias: I was a co-founder of Asheville Justice Watch in 2003, the movement for reform of the Asheville Police Dept. that began in March, 2003, after the APD was filmed assaulting and arresting 47 participants (including me) in a peaceful protest march against the beginning of the Iraq War that began - like so much of Asheville's free- speech history -- around the Obelisk. I helped fellow member Bruce White collect and document the Black community's long-ignored experiences of routinely brutal and discriminatory policing. We also heard from APD officers about racism within the force. 2) Environmental justice -- tree canopy: I'm on the Tree Protection Task Force, which is currently trying to educate the city about the demonstrable fact that poor and Black neighborhoods are disproportionately exposed to health risk such as dangerous heat because -- to put it bluntly -- city authorities and developers purposefully strip them of trees in the name of "security" & "density". 3) Enviro. justice -- I-26 Freeway: As a member of I-26 ConnectUs, I've seen how this freeway was intentionally sited through and continues to threaten the	No.	Weekday mornings, or weekends. I will be working for the U.S. Census from 2pm to 8pm, M-F, from July 14 till mid September.	White	Male	56 and older	West		26	Yes
My understanding is not deep enough. This is not something I am proud of, just an acknowledgment of the reality. I am guilty of being too absorbed in my own experience to have educated myself fully about the specifics of life for people of color in Asheville, nor to have reached out and intentionally developed strong connections with the local Black community. As such most of my information about the present reality has come from progressive-minded White folks and is undoubtedly incomplete. I am grateful to Black community members for sharing their stories and experiences publicly on June 6. I understand that the Asheville Police Department has a recent history of murdering and assaulting Black community members and that the oversight and response so far has been insufficient. I understand that policies pursued by the City have contributed to the dissolution of once-thriving Black business communities and neighborhoods under the guise of economic development and that there is widespread concern that the city	My brother is Chair of the Buncombe County Democratic Party. My employer may have contributed to preservation efforts of the Vance Monument in the past; I have had absolutely zero involvement I have worked with the Buncombe County Board of Elections as an Election Judge; I am cognizant that how I engage with discussions on this Task Force may have bearings on my ability to be perceived by others in the community as impartial.	My current work rotation leaves me available for daytime meetings on Fridays and Saturdays, or weekday evening meetings except Fridays.	White	Transgende r Woman	26-35	West		4	Yes
The Asheville Police apprehension and beating of Mr.Johnnie Rush for jaywalking as he sought to get home late at night after a 13 hour shift at the Cracker Barrel exposed the raw inequities in our city and county. I spoke with a co-worker of Mr. Rush a few days after the police video-cam was first released by The Asheville Citizen-Times and aired on television news.The gentleman I spoke to wore a Cracker Barrel cap and stood at the bus stop across from Ingle's. He had just gotten off his shift at Cracker Barrel. I asked him if he knew Mr. Rush and he said did. In fact, he had worked beside him at the restaurant.He spoke of how Mr. Rush was a good person and was just trying to get home after long hours. Asheville deserves better than the police department we had at that time. My concern was that elected officials apparently did not know of the incident until they and we in the public learned of it when the police body cam was shown on the news. I have attended the Dr Martin Luther King, Jr Annual Prayer Breakfast since my retirement to Asheville in June 2017. I have gotten to know Ms. Oralene Simmons, its founder,	None.	Am prepared to make it my priority and my work contribution to the public good. Roger Sharpe	White	Male	56 and older	Central		3	Yes
While this town is known as a progressive haven, more can be done to be more inclusive in this town. Whether it is in the form of affordable housing, access to health care, or equal opportunities for employment and education, this city can and should do better to treat all of its citizens equally and embrace them all.	I am not aware of any conflicts of interest.	I work as a nurse and my schedule can be flexible. If the meetings are scheduled on a regular day at a regular time, I will be able to make my schedule work for the meetings.	Caucasian	Male	36-45	West		1	Yes

There is quite a bit of microaggression. This is a county that want to appear to be indifferent toward ethnic, racial or sexual orientation. In reality, it's want is sparking the flames that can get out of hand if not addressed.	No		Black	Female	46-55	North		5	Yes
There is serious disparity of the allocation of funding for the enrichment of people of color and black communities. I believe that housing projects and lack of educational opportunities work to keep black people and people of color from attaining better job opportunities which then subsequently cause the array of racial inequality	No	Open	Filipinx	Female	26-35	Central		9	Yes
I find this question nearly comical. There is racial division sweeping this country. It has been brewing in Asheville for a long time. Im requestingcto join this task force concerning the Vance Monument. If I wished to tackle all of our social and political issues, I would be applying at the Board of Elections.	No.	I am available at any time.	White	Male	46-55	North		51	Yes
I am not an expert in social science nor will I attempt to be one. However, if someone tours Asheville with awareness of their surroundings the racial and socioeconomic inequities become very apparent as you pass through town or if you read demographic reports or if you visit Asheville after the tourist's have left, the true city emerges. The removal and/or the re-purposing of the Vance monument space will not cure all of our problems but it may help to guide us towards a more effective future.	None	Whichever days are best for the group. The best days and time for me are Thursday, Friday, Saturday and/or Sunday afternoons until 8:00 p.m.	White	Male	46-55	West		28	Yes
Buncombe county is predominately white which naturally creates an imbalance. There needs to be more diversity, period. There are cultural issues as much as there are racial issues but I feel the cultural aspect is something we can have a more meaningful impact. Racism, in my opinion, is systemic of culture, it is a learned behavior toward someone of a different race or nationality. This can be changed. Buncombe county also has a tremendous socio-economic divide where a large percentage of our population are living under substandard conditions. The issues we face are not simply black or white, they are much more complex than that.	I have no conflicts.	I am flexible.	white	male	56 and older	East		10	Yes