



**Solicitation of Interest: NYC Commission on Racial Equity
Reparations Study Application
PIN# 2026215RTRH00003**

Deadline to Submit: Friday, May 22, 2026

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Background

The NYC Commission on Racial Equity (NYC CORE) was established through the Mayoral Charter Revision Commission in November 2022, making it the first independent 15-member commission responsible for holding the government accountable to advance racial equity in government operations, and increase community voices in government decision-making. NYC CORE provides accountability for New Yorkers, regularly evaluating the city's progress in terms of its racial requirements and goals. NYC CORE is comprised of a diverse set of New Yorkers with equity expertise and relevant lived experience who serve as a conduit to bring historically excluded communities and voices into New York City government's decision-making.

In 2024, the New York City Council passed two historic pieces of legislation, [Local Law 91](#) and [Local Law 92](#), which added Title 34 on Racial Equity to the New York City Administrative Code. Local Law 91 requires NYC CORE to deliver a plan for a city-wide Truth, Healing, and Reconciliation (THR) process. Local Law 92 requires NYC CORE to study the impact of slavery and its legacies in New York City and recommend reparative policies to redress the harms. Local Law 91 and 92 were created as companion legislation intended to be implemented simultaneously to support a robust truth telling process and reparative policy development. The NYC Study on Reparations (Local Law 92) will examine the role of NYC's governing bodies and agencies in perpetrating or perpetuating historical and ongoing impacts of slavery, and its legacies. The study must provide details pertaining to racial equity frameworks, document and quantify to the extent feasible the impacts of slavery and its legacies, and identify reparative measures for affected individuals and communities. These measures can include, but are not limited to, measures to address rights

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violations, such as medical and psychological care, legal or social services, or remediation of economic and environmental harms. This work will be done in consultation with the Mayor's Office of Equity and Racial Justice.

Purpose of Solicitation

NYC CORE seeks to contract with a single lead organization (the "Prime Vendor") that will manage an identified research team that collectively demonstrates expertise across six required disciplines needed to conduct a comprehensive NYC study on Reparations, as required under Local Law 92. The Prime Vendor will bear responsibility for all operational, fiscal, and administrative functions as outlined in the Contracting Institution & Operational Requirements section below. The Prime Vendor will be responsible for identifying the Principal Investigator (PI), researchers, and the administrative support.

The study will result in three sequential reports: (1) "Race-based Harms and NYC Financial Growth," which include but are not limited to how wealth for the White population, businesses, and NYC government grew as a result of enslaved African labor, detail the harms perpetrated and perpetuated by NYC government related to chattel slavery and its legacies; identification of neighborhoods that suffered from grave injustice related to slavery and its legacies; financial benefit to the City of New York from chattel slavery, Jim Crow, and the legacy of slavery; (2) "Preliminary Recommendations" will provide preliminary recommendations for reparative policies, and a preliminary implementation plan with early legislative language and funding mechanisms to be considered to redress the harms documented in Report 1; and (3) "Final Recommendations" will provide final, comprehensive recommendations for reparative policies, and a proposed implementation plan with legislative language and funding mechanisms refined through additional community engagement with NYC CORE and community partners, and building on the preliminary recommendations.

Contracting Institution & Operational Requirements

NYC CORE will award one contract to a single lead organization (the "Prime Vendor"). The Prime Vendor is the institution that holds the contract and bears responsibility for all operational, fiscal, and administrative functions. This includes, but is not limited to:

- Receiving and disbursing all contract funds, including payments to subcontractors.
- Submitting all required reports, invoices, and compliance documentation to NYC CORE.
- Managing subcontractor agreements, deliverables, and performance.
- Providing presentations and research study materials for community engagement events.
- Ensure presence of a minimum of three research team representatives for community events and at least two events with the full research team present.
- Ensuring language access for all research study materials.

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The Prime Vendor must demonstrate institutional capacity to perform these functions. This is distinct from the research expertise of the team. The research team conducts the study; the Prime Vendor provides the operational infrastructure that allows the research to happen.

The Prime Vendor must meet the following institutional requirements:

- Legally incorporated entity in good standing, headquartered in or maintaining a permanent office in New York City.
- Fiscal capacity to administer a multi-year contract of at least \$1.2 million (evidenced by annual organizational budget or most recent audited financial statement).
- Registered or willing to register as a New York City vendor through PASSPort.
- Experience managing subcontractor relationships and distributing funds to partner organizations.

Researchers and organizations based outside of New York City are encouraged to participate as subcontractors or team members. The Prime Vendor requirement applies only to the lead contracting organization responsible for contract administration and fiscal management.

About the NYC Study on Reparations Research and Team

About the research team: We are seeking qualified researchers with demonstrated expertise in community-based or participatory action research, and a proven record of community engagement and impact within communities harmed by racism and social injustice. New Yorkers identifying as Black, Indigenous, Latinx, Asian, Pacific Islander, Middle Eastern North African, People of Color, Women, Religious Minorities, Immigrants, LGBTQIA+, People with Disabilities, Youth, Elders, people who are or formerly incarcerated, and people who are unhoused are strongly encouraged to apply. We are requesting applicants meet the following criteria in their application:

- Researchers with demonstrated experience using research approaches rooted in altruism, relationship-building, transparency, and co-creation.
- A commitment to advancing racial equity and social justice in New York City regarding policies, programs, and spending.
- Experience integrating the lived experience of communities harmed by racism and social injustice into research practices and reports.
- Experience research or advocating for Reparations, Truth, Healing, and Reconciliation.

Individual team members may demonstrate expertise in multiple areas listed below. The research team must collectively demonstrate expertise across the core subject areas laid out below. NYC CORE does not prescribe specific titles or roles; teams should be composed in the way that best allows them to meet the study's objectives. Individual team members may cover multiple areas. The team will be evaluated on its collective capacity, not on a one-to-one match between individuals and expertise areas.

Teams are not required to have a separate individual for each expertise area, provided the team collectively covers the required disciplines.

Proposals must identify two (2) Principal Investigators (PIs) to lead the work. Additionally, the proposal must explicitly identify one specific team member responsible for financial coordination and operations (e.g., budget management and fund distribution) related to the study.

Researchers are asked join this work with an understanding that this work is not a means of self-fulfillment, but an act of service and solidarity with the Black community. Researchers should approach the work with humility and care, prioritizing the welfare and healing of the Black community over their own recognition or personal benefit. In addition, researchers should understand that this work requires emotional and intellectual vulnerability and embrace that risk in service to the Black community.

Preliminary Research questions: Research goals must be geared to address institutional and structural outcomes such as the economic, health, education, housing, etc. There should also be an emphasis on ensuring that harmed communities will be able to be self-determining. Research proposals must demonstrate an understanding that reparations must address the holistic recognition of harm—including, but not limited to, racial terror, land theft, housing discrimination, educational inequities, healthcare disparities, mass incarceration, etc.

Research that requires individual behavior modification in the absence of larger systems changes will not be prioritized.

The contracted Prime Vendor will be able to expand on the preliminary questions noted below through the course of their written reports and public presentations. Through this work, NYC CORE's contracted Prime Vendor will begin to answer the following questions in collaboration with community members:

1. What harms have been perpetrated or perpetuated by New York City's governing bodies and agencies in connection with chattel slavery, Jim Crow, and the legacies of both? How have those harms been reproduced through ongoing government actions, policies, and institutional practices? How has New York City financially benefited from the harms of chattel slavery, jim crow, and the legacy?
2. What forms of compensation must be paid and what structural reforms must be undertaken by New York City government to repair these harms and guarantee their non-repetition?
3. What resources and support do communities impacted by New York City government's role in chattel slavery, Jim Crow, and their legacies need in order to tell the truth about these harms and begin to heal?
4. What violations under constitutional, statutory, and international human rights frameworks have been committed or perpetuated by New York City's governing bodies and agencies as a result of slavery and its legacies? Which of these violations are ongoing?

5. Who should be eligible to receive reparations from New York City, and what criteria should be used to determine eligibility for individuals and communities?

The contracted Prime Vendor, in collaboration with NYC CORE and the community, may define additional research questions throughout the process to address emerging findings. Proposals should demonstrate flexibility and responsiveness to community input while maintaining methodological rigor.

Relevance to improving the wellbeing of those impacted by chattel slavery, Jim Crow, and the legacies of slavery in research design: NYC CORE values community members not as subjects of a study but experts of their own experiences. The Research team must share how community member(s) knowledge and wisdom will be integrated in all aspects of the proposed research design:

- **Defining research questions** through meaningful consultation with community members to ensure the study, the harms, concerns, and reparative policies are co-designed by those impacted by chattel slavery, Jim Crow and the legacy of slavery.
- **Addressing** and informing specific study methods and ethical practices.
- **Collecting research** using community-informed and culturally appropriate strategies to engage participants and get meaningful data that is inclusive and ethical.
- **Co-creating reparations recommendations** directly informed by their lived experiences and aligned with the needs of their communities.
- **Analyzing and reporting** findings through culturally grounded and community informed lenses that acknowledge the history of communities harmed by chattel slavery, Jim Crow, and the legacy of slavery.
- **Disseminating findings** in multiple formats that are accessible, relevant, and useful to community members.

Partnership with New York City government partners and the public: Reparations research and recommendations will be grounded in the people's truth, history and reality. NYC CORE is committed to including community members throughout all parts of the research study, development of recommendations, development of reports, and delivery of information to the public.

The contracted Prime Vendor will be expected to incorporate community input into the study's analysis, findings, and recommendations received through the public via various pathways that include but are not limited to:

- Hyper local community conversations on Reparations, Truth, Healing and Reconciliation.
- Citywide and borough-based gatherings on Reparations, Truth, Healing and Reconciliation.
- Virtual forums on Reparations, Truth, Healing and Reconciliation.
- Public comment periods allotted for drafts of Reparations, Truth, Healing and Reconciliation reports.

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- Organizing calls with Reparations, Truth, Healing and Reconciliation network organizations and government partners.
- NYC CORE will host and fund community engagement events listed above, including event logistics, venue, and language access for attendees. The Prime Vendor and research team will attend, present findings and research materials, and incorporate community input into the study's analysis, findings, and recommendations.

Open Access: To ensure NYC CORE supported research is made accessible to a wide and diverse audience, the contracted Prime Vendor who publishes findings in peer-reviewed publications must do so in open access journals. The contracted Prime Vendor may include funds in their budgets to cover the cost of making the resulting publications open access. Please note that the contracted Prime Vendor is encouraged but is not required to publish in peer-reviewed journals. Any publications utilizing data yielded through the process must not be released before NYC CORE releases its reports.

NYC CORE retains ownership of all research property produced under this contract including, but not limited to, data, reports, analyses, recommendations, and supporting documentation. NYC CORE retains co-authorship, licensing, and publication rights for all deliverables and findings generated through this study.

Selection & Eligibility

Selection will be based on the criteria provided below within the anticipated timeline to meet the goals set forth in the solicitation. NYC CORE may contact applicants to discuss their submissions. Applicant availability and responsiveness during this assessment phase will be taken into consideration in vendor selection.

NYC CORE will use a community-informed research approach to ensure those most impacted by these historic and ongoing harms are meaningfully engaged throughout all stages of the research and recommendation process. Awards will be made to organizations, not individuals.

The Prime Vendor research team must collectively demonstrate expertise across the following six core disciplines:

Required Core Expertise Areas

Subject Area(s)	Preferred Qualifications and Role
African American History, Slavery, and New York City History	Expertise in African American history, and slavery in New York City. Experience with archival research and primary source analysis. Responsible for documenting historical harms and establishing chains of causation. Advanced degree or extensive experience in history or related fields.

Community-Based Participatory Research and Engagement	Demonstrated experience in community-based participatory research, oral history collection, ethnographic methods, or community organizing and facilitation. Deep relationships with Black communities in NYC. Expertise in sociology, anthropology, or community studies that centers the social and cultural dimensions of structural inequality. Responsible for coordinating community engagement, facilitating testimony collection, integrating community knowledge into research findings, and ensuring community voice throughout the research process. Advanced degree or extensive experience in sociology, anthropology, community studies, or related field.
Legal Analysis and Rights Frameworks	Experience applying racial equity analysis to legal frameworks. Responsible for legal analysis of reparations mechanisms. Juris Doctorate with expertise in constitutional law, civil rights law, or international human rights law, policymaking, and/or New York state or municipal law.
Genealogy and Lineage Documentation.	Expertise in census records, Freedmen's Bureau records, and other sources for tracing enslaved ancestry. Responsible for developing eligibility verification frameworks and supporting community genealogy efforts. Advanced degree or extensive experience in African American genealogy.
Economics, Quantitative Analysis, and Disparity Measurement	Expertise in racial wealth gap, economic history, stratification economics, or econometrics. Experience with quantitative methods, demographic analysis, and disparity measurement. Responsible for quantifying economic harms, calculating compensation frameworks, analyzing wealth disparities, and ensuring statistical rigor in research findings. Advanced degree or extensive experience in economics, statistics, or related field.
Housing, Land Use, and the Spatial Dimensions of Racial Inequality	Expertise in housing policy, land use, neighborhood development, and/or the spatial dimensions of racial inequality. Experience analyzing how planning decisions, zoning, urban renewal, and infrastructure investments have shaped racial disparities. Responsible for documenting housing and land-related harms and informing place-based reparative recommendations. Advanced degree or extensive experience in urban planning, geography, or related field.

Funding & Payment Breakdown

This is a large-scale initiative with expected funding not to exceed \$1.2 million. NYC CORE anticipates the contract will have a two-year term with two options to renew, each for three years subject to available funding. The terms and provisions governing program implementation



will be the subject of subsequent negotiations upon award. Vendors will be selected based on those offers that are determined to be the most advantageous to New York City.

Anticipated Available Funding and Payment Structure: A funding split of approximately one third of the total contract amount per report (a total of three reports) is suggested with a payment provided for submission of research plan, drafts of research reports, and final reports; however, teams are encouraged to propose their own funding models and timelines based on their specific research design and staffing needs. Applicants should provide clear justification for any proposed deviations from the suggested breakdown. Community engagement is expected to be embedded in each phase across the three reports in accordance to the completion of the deliverables.

- **Report 1. Race-based Harms and NYC Financial Growth**

The first report will detail the harms perpetrated and perpetuated by NYC government related to chattel slavery and its legacies; identification of neighborhoods that suffered from grave injustice related to slavery and its legacies; financial growth of the City of New York which include, but are not limited to, how wealth for the White population, key businesses, and NYC government grew as a result of enslaved African labor, over the following time periods of chattel slavery, Jim Crow, and the legacy of slavery.

- **Report 2. Preliminary Recommendations**

The second report will provide preliminary recommendations for reparative policies and a preliminary implementation plan with early legislative language, and funding mechanisms to be considered to redress the harms documented in Report 1.

- **Report 3. Final Recommendations**

The third report will provide the final comprehensive recommendations for reparative policies, a proposed implementation plan with legislative language and funding mechanisms refined through additional community engagement with NYC CORE and community partners, and building on the preliminary recommendations.

Payments for interim milestones such as draft reports will be negotiated at time of contracting.

The City will enter into negotiations with the proposer determined to be the best qualified at the time of evaluation, based on consideration of the above-cited factors. A contract will be awarded to the proposer whose offer is determined to be the most advantageous to New York City, taking into consideration the price and the other factors set forth in this solicitation.

The application deadline is Friday, May 22, 2026 at 5:00 PM.

Proposals and questions should be sent to COREProcurements@core.nyc.gov as PDF's to COREProcurements@core.nyc.gov. Subject line should read: Application for NYC Study on Reparations.



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NYC CORE will host a virtual information session on May 7, 2026, at 1:00PM and May 14, 2026, at 2:30PM for interested participants to discuss the program plan, alignment on performance expectations, and to ask any questions. RSVP by emailing COREProcurements@core.nyc.gov and/or clicking this link: [Information Session: Solicitation of Interest NYC CORE Reparations Study](#)

Anticipated Contract Start Date - June, 2026: Negotiations and Contract Award Procedures - All proposals received by NYC CORE will be reviewed to determine whether they are responsive or non-responsive to the requisites of the solicitation and Procurement Policy Board ("PPB" Rules). Proposals that are determined by NYC CORE to be non-responsive will be rejected. NYC CORE reserves the right to conduct site visits and interviews and to request that proposers make presentations or demonstrations, as NYC CORE deems applicable and appropriate. Following negotiations with all qualified and responsive proposers, NYC CORE will make an award determination based upon the best interests of the City. This solicitation does not limit NYC CORE's right to add or remove tasks and shall be construed only as a solicitation to open negotiations for the scope of services, budget, timeline, and other terms of the contract.

Submission Requirements

All applications must be written in 12 point font, single spaced, ***should not exceed*** 20 pages in length, and must satisfy the following requirements. Applicant responses must include a narrative response description of relevant experience and proposed approach and must be responsive to the vision and needs described in this Negotiated Acquisition.

Late submissions will not be accepted for any reason. NYC CORE may choose, at its sole discretion, to extend the proposal deadline for all applicants.

Proposal Requirement: Applicants should propose a timeline that includes:

- Delivery of Report 1: Race-based Harms and NYC Financial Growth - Estimated completion date: November 30, 2026.
- Delivery of Report 2: Preliminary Recommendations - Estimated completion date: February 1, 2027.
- Delivery of Report 3: Final Recommendations - Estimated completion date: July 1, 2027.

Application Requirements:

- **Organizational Capacity:** The Prime Vendor is a legally incorporated entity in good standing and demonstrates fiscal capacity to administer a contract of at least \$1.2 million, including subcontractor management.
 - **Evidence:** organizational budget or audited financial statement from the most recent fiscal year. Registered or willing to register as a New York City vendor through PASSPort (NYC digital procurement system)
- **Research Expertise:** The proposed team collectively demonstrates expertise in all six required subject areas as identified in the Required Areas of Expertise section. Describe

the history of collaboration among proposed team members. Where team members have worked together previously, describe the nature and outcomes of that collaboration. Where team members are newly partnering for this project, describe the steps being taken to establish an effective working relationship and how the team will function cohesively.

- **Evidence:** staffing plan, sample copies of agreements between Prime Vendor and subcontors, CVs, and narrative demonstrating coverage of each area.
- **Community-Based Research Experience:** At least two team members demonstrate prior experience conducting community-based participatory research or participatory action research with communities harmed by racism and social injustice.
 - **Evidence:** CVs and two prior work samples demonstrating community-based research methodology and outcomes.
- **Reparations or Transitional Justice Background:** At least one team member demonstrates educational, research, and/or advocacy background specifically in reparations, transitional justice, or truth and reconciliation processes.
 - **Evidence:** CV and/or publication record.
- **NYC Presence:** Lead applicant organization (Prime Vendor) is headquartered in or maintains a permanent office in New York City. The Prime Vendor's team demonstrates capacity to conduct in-person community engagement activities across New York City's five boroughs.
 - **Evidence:** organizational documentation confirming NYC address; narrative describing in-person engagement capacity.
- **Commitment to Racial Equity:** Applicant demonstrates through prior work a commitment to advancing racial equity with communities harmed by racism and social injustice.
 - **Evidence:** narrative description of prior racial equity work, including specific examples of engagement with impacted communities.
- **Community Partnership Letters:** Applicant provides three (3) Letters of Support/Commitment from community-based organizations or leaders demonstrating existing relationships with communities impacted by slavery and its legacies in New York City. Letters must be from distinct organizations or individuals and must speak to the nature of the partnership and the community's support for the applicant's involvement in this study.
 - **Evidence:** three signed letters on organizational letterhead or from identified community leaders.
- **Budget Management:** Provide a Budget Narrative that fully describes how the Prime Vendor would plan for and manage budget for this project. The budget, along with the achievable outcomes, should be scalable and based on the project expectations outlined in the Negotiated Acquisition solicitation and consistent with the proposed design.
 1. For comparison purposes, the budget should be based on a SAMPLE total amount of \$1.2 million dollars in funding for the program as a whole. The amount should be based on the assumptions outlined in the "*Anticipated Available Funding and Payment Structure*" section of this solicitation and should factor all the

requirements as outlined in the solicitation. Applications should clearly state what can be achieved considering the allocated \$1.2 Million budget and should scale deliverables accordingly. Finally, while submitted allocations should reflect the total budget of \$1.2 Million, the final annual amount may be scaled up under terms of contract award.

2. The budget should outline all costs to run the non-direct research components. This would include the costs of performing the procurement, capacity building and fiscal administration functions outlined in the scope of services.
3. This budget should include any startup costs and projected staff, subcontracts, supplies, and other expenses to needed to run this research.
4. If applicable, describe how your organization would develop and implement effective strategies to generate supplemental funding for the proposed research. Include any other source of revenue that would be used to support the research.

Attachments (not included in page count above)

- Three Letters of Support.
- Proposed timeline with milestones.
- CVs or resumes for all key vendor personnel and identified researchers.
- Two examples of prior work led or authored by the PI demonstrating community-based or participatory research, drawn from any members of the proposed team.
- Organizational Capacity of Prime Vendor, including most recent organizational budget or audited financial statement, and documentation confirming New York City office or headquarters.

Evaluation Criteria

A committee of NYC CORE members will review and evaluate each submitted proposal on the following criteria:

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| 1) Demonstrated quality and quantity of successful relevant experience | 70% |
| a. Research design | 20% |
| b. Community Partnership | 20% |
| c. Accountability & Evidence | 10% |
| d. Policy Accountability | 10% |
| e. Team Qualifications | 10% |
| 2) Demonstrated level of organizational capability | 20% |
| 3) Budget Management | 10% |

NYC CORE shall review proposals by merit, and then consider price by negotiating a fair and reasonable price with the highest ranked Prime Vendors. Contract shall be subject to the timely completion of contract negotiations between NYC CORE and the selected Prime Vendor.

Components considered under quality and quantity of successful relevant experience:

Research Design & Methodology — studies must include clear research question(s) and use methods and frameworks that are appropriate for answering the question(s); these can be inclusive of approaches, frameworks, and methodologies that include, but are not limited to, quantitative, qualitative, and mixed methods that center the experiences of communities harmed by chattel slavery, Jim Crow, and the legacies of slavery.

Community Partnership & Engagement — applicants must demonstrate experience in community-based participatory research, or community centered research, and meaningful engagement with communities harmed by racism and social injustice. The research team must show how community member(s) knowledge and wisdom will be integrated throughout all aspects of the proposed research design, including defining research questions, informing study methods, collecting data using culturally appropriate strategies, co-creating recommendations, and disseminating findings in accessible formats. A majority of team members must demonstrate capacity to engage with community, not solely the designated Community Engagement Lead.

Accountability & Evidence — applicants must demonstrate a clear methodology for documenting the role of New York City governing bodies and agencies in perpetrating or perpetuating historical and ongoing harms related to slavery and its legacies. Research approach must distinguish reparations from general racial equity work by establishing connections between government actions, policies, and institutional practices and the harms experienced by affected communities. Applicants must demonstrate capacity to document harms across multiple domains, including but not limited to housing discrimination, educational inequities, healthcare disparities, economic exploitation, and mass incarceration.

Team Qualifications — project teams demonstrate evidence of authentic and durable relationships among team members, as indicated by a history of previous partnership; project teams in the early stages of building relationships demonstrate intent and describe steps needed to develop long-standing, sustainable partnerships; work and resources are equitably distributed across collaborating organizations; and teams include members who have extensive experience working with communities harmed by racism and social injustice.

Actionability & Feasibility — projects can be conducted within the proposed scope, with timely access to appropriate data and/or study participants, as well as reasonable budgets and timelines that account for sufficient and equitable engagement of community partners. Applicants must demonstrate respect for community data sovereignty and ethical research practices. Findings from the proposed research are solutions-oriented and clearly tied to informing or driving plausible systems-level actions to improve the health, wellbeing, and self-determination of communities harmed by chattel slavery, Jim Crow, and the legacy of slavery. Research should not serve to solely describe a problem or inequity, benefits by informing strategies to advance reparative policies and recommendations tied to tangible benefits.