



State of Illinois
African Descent-Citizens
Reparations Commission

CY 2025 AFRICAN DESCENT CITIZENS REPARATIONS COMMISSION ANNUAL REPORT

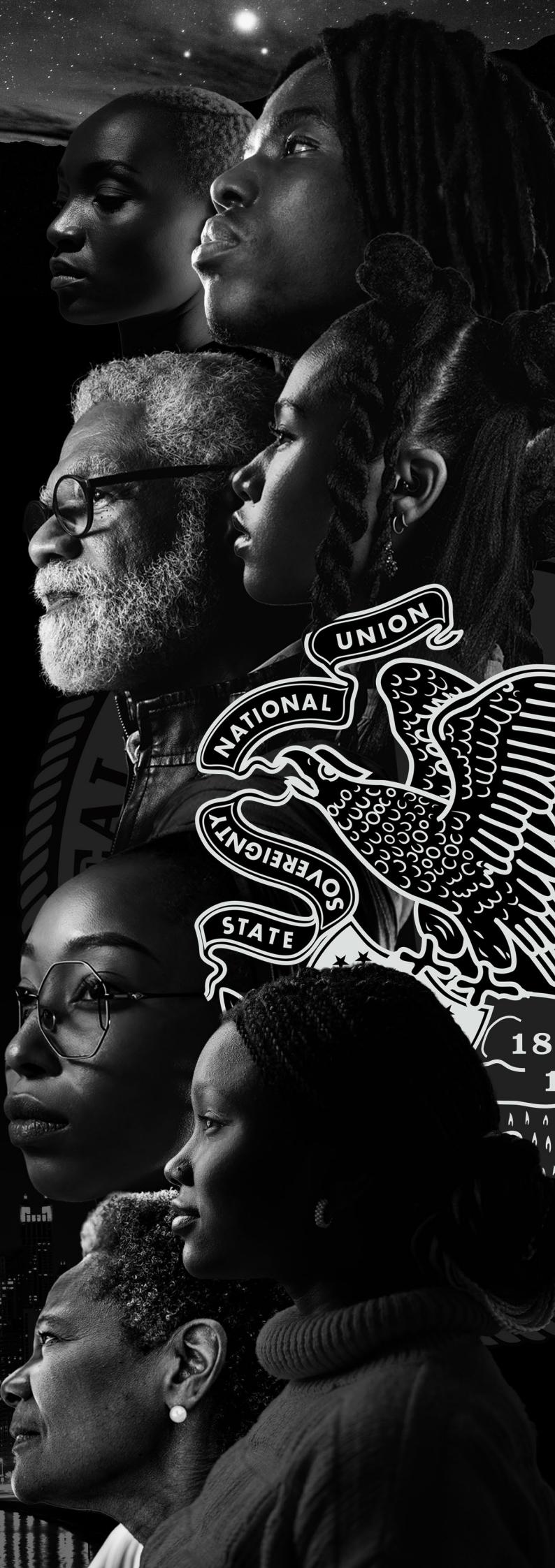
January 1, 2025 –
December 31, 2025

This report describes the actions of the African Descent Citizens Reparations Commission (ADCRC) in the Calendar Year (CY) of 2025.

In compliance with 20 ILCS 405/405-540, the Illinois Department of Central Management Services submits the following annual report on behalf of the ADCRC to the General Assembly and Governor.

**Raven A. DeVaughn,
Director
Illinois Department of Central Management Services**

ADCRC.ILLINOIS.GOV



Message From the Chairperson

Dear Friends and Stakeholders,

As we reflect on 2025, the ADCRC has made significant progress in advancing the cause of reparations for American Descendants of Slavery in Illinois. Our work this year has focused on hosting public hearings to gather input and insights from the Descendant community on methods, actions, and proposals for repair, as well as completing the harm report that details the harms experienced by the Descendant community, in partnership with our research team. The information and testimonies gathered at our public hearings are being used to inform both the research and recommendations the ADCRC is currently compiling. The ADCRC has had experts in policy and practice present on potential remedies for the descendant community at both our monthly open meetings and at our public hearings. As the ADCRC prepares for the release of its harm report in Quarter 1 of 2026 and its subsequent recommendations in Quarter 2 of 2026, we invite our friends, stakeholders, and every citizen of Illinois to join the effort to repair the demonstrated harm to American Descendants of Slavery. I am grateful for the support and dedication of our team and partners as we strive toward justice and restitution.

In a major milestone, our research team has compiled a list of harms the state of Illinois directly participated in towards the Descendant community. These harms are guiding the commission's actions in determining repair and policy proposals. The research team has convened experts in policy and practice to inform this report and to contribute expert commentaries in the areas of harm.

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

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

Sincerely,

Marvin Slaughter, Jr.
Chairperson, ADCRC

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Purpose of This Report

This report provides an annual summary of the strategies implemented and proposed by the Illinois African Descent Citizens Reparations Commission (ADCRC) during Calendar Year (CY) 2025 to address the historical and systemic injustices rooted in slavery and racial discrimination, as well as their ongoing impact on citizens of African descent. It offers a comprehensive overview of the Commission's activities, accomplishments, and financial performance over the past year. This report underscores the ADCRC's commitment to transparency, accountability, and the advancement of a more equitable Illinois for individuals of African descent.

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

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



Illinois Statute (20 ILCS 405/405-540)

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

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

- (b) The Commission shall include the following members:
 - (1) the Governor or his or her designee;
 - (2) one member of the House of Representatives appointed by the Speaker of the House of Representatives;
 - (3) one member of the Senate appointed by the President of the Senate;
 - (4) one member of the House of Representatives appointed by the Minority Leader of the House of Representatives;
 - (5) one member of the Senate appointed by the Minority Leader of the Senate;
 - (6) three representatives of a national coalition that supports reparations for African Americans appointed by the Governor; and
 - (7) ten members of the public appointed by the Governor, at least 8 of whom are African American descendants of slavery.
- (c) Appointment of members to the Commission shall be made within 60 days after the effective date of this amendatory Act of the 101st General Assembly, with the first meeting of the Commission to be held at a reasonable period of time thereafter. The Chairperson of the Commission shall be elected from among the members during the first meeting. Members of the Commission shall serve without compensation, but may be reimbursed for travel expenses. The 10 members of the public appointed by the Governor shall be from diverse backgrounds, including businesspersons and persons without high school diplomas.
- (d) Administrative support and staffing for the Commission shall be provided by the Department of Central Management Services. Any State agency under the jurisdiction of the Governor shall provide testimony and documents as directed by the Department.
- (e) The Commission shall perform the following duties:
 - (1) develop and implement measures to ensure equity, equality, and parity for African American descendants of slavery;
 - (2) hold hearings to discuss the implementation of measures to ensure equity, equality, and parity for African American descendants of slavery;
 - (3) educate the public on reparations for African American descendants of slavery;
 - (4) report to the General Assembly information and findings regarding the work of the Commission under this Section and the feasibility of reparations for Illinois African American descendants of slavery, including any recommendations on the subject; and discuss and perform actions regarding the following issues:
 - (i) Preservation of African American neighborhoods and communities through investment in business development, home ownership, and affordable housing at the median income of each neighborhood, with a full range of housing services and strengthening of institutions, which shall include, without limitation, schools, parks, and community centers.
 - (ii) Building and development of a Vocational Training Center for People of African Descent-Citizens, with satellite centers throughout the State, to address the racial disparity in the building trades and the deskilling of African American labor through the historic discrimination in the building trade unions. The Center shall also have departments for legitimate activities in the informal economy and apprenticeship.

- (iii) Ensuring proportional economic representation in all State contracts, including reviews and recommendations for changes to the State procurement and contracting requirements and procedures with the express goal of increasing the number of African American vendors and contracts for services to an equitable level reflecting their population in the State.
- (iv) Creation and enforcement of an Illinois Slavery Era Disclosure Bill mandating that in addition to disclosure, an affidavit must be submitted entitled "Statement of Financial Reparations" that has been negotiated between the Commission established under this Section and a corporation or institution that disclosed ties to the enslavement or injury of people of African descent in the United States of America.

(f) Beginning January 1, 2022, and for each year thereafter, the Commission shall submit a report regarding its actions and any information as required under this Section to the Governor and the General Assembly. The report of the Commission shall also be made available to the public on the Department of Central Management Services.



Organizational Structure

In preceding years, the Commissioners conducted elections that resulted in the appointment of Marvin Slaughter, Jr. as Chair of the Commission. Furthermore, Stephanie Taylor was elected as Vice Chair, and Roger Elion assumed the role of Secretary. The Commission voted to dissolve the Public Engagement Subcommittee and now has one subcommittee: the Research Subcommittee. Within the Research Subcommittee, Marvin Slaughter, Jr. was appointed as Chair of the Research Subcommittee.

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

Officers

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

Elected Officials

- Senator Christopher Belt (D)- Illinois State Senator- 57th District **Member Expiration Date: 01/08/2025**
- Representative Tom Weber (R)- Illinois State Representative- 64th District
- Representative Sonya M. Harper (D)- Illinois State Representative- 6th District

Board Members:

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

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

Full-Time Staff:

- **Program Manager:** MaCassa Johnson

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

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

Recruitment for board members is ongoing until all 18 commissioner spots are appointed; 15 board member spots are currently occupied.

A quorum was met 10 out of 12 times for the full commission meetings in 2025.

Commissioners	2025 FULL COMMITTEE MEETINGS ATTENDANCE												* TOTALS Attendance Record (Quorum)												
	JAN		FEB		MAR		APR		MAY		JUN		JUL		AUG		SEPT		OCT		NOV		DEC		
	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: YES	Quorum: NO	Quorum: NO	Quorum: NO	Quorum: YES						
Algee, Jaquie	P	P	A (virtual)	A (virtual)	P	A	A	A (virtual)	A (virtual)	A (virtual)	P	P	A	A	A (virtual)	A (virtual)	A (virtual)	A (virtual)	P	P	A (virtual)	A (virtual)	5/12		
Belt, Chris	Term expired 1/8/25																								
Elion, Roger	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	12/12		
Harper, Sonya	P	A	P	A (virtual)	A	P	A	P	A (virtual)	A (virtual)	A	A	A	A	A	A	A	A	A	A (virtual)	A (virtual)	A (virtual)	4/12		
Jones, Monique	P	P	A	P	A	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	10/12		
Lane, Deborah	P	P	P	P	P	A	A	A (2:25PM)	A	A	A	A	A	A	A	A	A	A	A	A	A	A	6/12		
Mayers II, Carlton	A	A	T- 1:45PM	A (virtual @2PM)	T @ 1:50PM	T (arrived @2:35)	P	P	P	A (virtual)	A	A	A	A	A	A	A	A	A	A	A	P	6/12		
Moore, Twyla	A	P	T	P	A (virtual)	A	P	P	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A (virtual)	6/12	
Phelon, Rikesha	P	P	A	A	P	A	P	P	A	A	P	P	A	A	A	A	P	P	P	P	P	P	7/12		
Sachnoff, Joel	P	P	A	P	P	A	A	A	P	P	A	P	A	A	A	A (virtual)	P	P	A (virtual)	A (virtual)	A (virtual)	A (virtual)	6/12		
Slaughter Jr., Marvin	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	11/12		
Taylor, Stephanie	P	P	P	P	A	P	A	P	P	P	A	P	P	P	P	P	P	P	A	A	A	P	9/12		
Trask, Jeffrey	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	10/12		
Watson, Dominic	P	P	A	P	P	P	P	P	A	P	P	P	P	P	P	P	P	P	P	P	A	P	9/12		
Weber, Tom	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	0/12		
Williams III, Ted	P	P	P	A	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	11/12		

* The totals are calculated based on the number of times the commissioner was counted towards the quorum.

Research Intergovernmental Agreement

Throughout calendar year 2025, the research team at the Institute for Research on Race & Public Policy (IRRPP) at the University of Illinois Chicago (UIC) conducted in-depth research to develop a comprehensive harms report documenting the role that Illinois played in the American slave trade. This initiative was part of the Inter-Governmental Agreement with the African Descent Citizens Reparations Commission (ADCRC) and aimed to provide a thorough historical analysis of systemic injustices faced by Black communities in Illinois. The project sought not only to illuminate the historical roots of these inequities but also to inform actionable policy recommendations to address their enduring impact.

The UIC research team undertook a multi-faceted approach to their work, combining archival research, historical analysis, and a review of both scholarly literature and primary source documents. The team meticulously examined historical records, government documents, newspapers, personal narratives, and other archival sources to trace the economic, social, and political mechanisms through which Illinois contributed to and benefited from the transatlantic and domestic slave trade. This included identifying the networks, institutions, and policies that perpetuated slavery and racial exploitation, as well as tracing the long-term consequences for Black communities in the state.

In addition to historical documentation, the research team prioritized capturing the ongoing ramifications of these injustices, including systemic barriers in housing, education, employment, health, and the criminal justice system. By connecting historical patterns of exploitation to contemporary disparities, the team provided a framework for understanding the cumulative impact of harm and the ways in which state institutions may continue to influence inequities today.

A key component of the project involved public engagement and educational outreach. The UIC team worked diligently to make their findings accessible to policymakers, community members, and the general public. They shared interim findings in stakeholder briefings, community forums, and presentations, helping to raise awareness about the historical and contemporary impacts of slavery in Illinois. Through these efforts, the research team not only fulfilled its academic objectives but also contributed significantly to public understanding and discourse on reparations and racial equity.

The culmination of this research was the submission of the final harms report to the ADCRC in December 2025. The ADCRC plans to make the report publicly available in the early months of 2026, ensuring that the findings of this meticulous research are widely accessible and can contribute to statewide dialogue and education.

Public Engagement/ Public Relations

All Commission meetings are open to the public and may be attended virtually or in person. This commitment to transparency ensures that community members can actively observe proceedings, engage in dialogue, and remain informed about the Commission's ongoing work. For public convenience, the Commission's website provides access to meeting schedules, detailed agendas, and minutes from previous sessions <https://adcrc.illinois.gov/meetings>.

In 2025, the Commission successfully organized and conducted three public hearings to gather diverse perspectives, document lived experiences, and provide a platform for community members to share testimonies on historical and ongoing inequities affecting African Descent-Citizens in Illinois. These hearings created essential spaces for descendant communities, subject-matter experts, and civic leaders to discuss meaningful pathways toward restitution and justice. To support this work, the Commission developed and implemented a structured public engagement plan designed to ensure that all public outreach is accessible, inclusive, and representative of communities statewide.

A notable development occurred in July 2025, when the Commission formally onboarded Rise Strategy, a professional public relations and community outreach firm, to expand its statewide engagement capacity. Rise Strategy was selected to enhance the Commission's visibility through coordinated, data-informed public relations initiatives aimed at strengthening community relationships and increasing public awareness of the Commission's mandate. The firm's responsibilities include establishing broad engagement channels with African Descent-Citizens across Illinois, increasing participation in Commission hearings, driving website traffic, expanding social media reach, and boosting survey responses. Rise Strategy also supports the Commission in fulfilling its statutory obligations under 20 ILCS 405/405-540, which include:

- Supporting the preservation of African American neighborhoods and communities
- Promoting the development of vocational centers for African Descent-Citizens
- Ensuring proportional economic representation in State contracting
- Supporting the creation and enforcement of an Illinois Slavery-Era Disclosure Bill

The Commission will continue to participate in community events and host public hearings that feature descendant testimonies and firsthand accounts, providing essential historical context. Expert presentations at hearings and monthly full Commission meetings will contribute educational insights to support the development of informed policies and reparative programs. Records generated from these activities will directly shape forthcoming recommendations aimed at advancing parity, equity, and justice. Through coordinated outreach, strategic partnerships, and increased access to Commission activities, the ADCRC is positioned to elevate community voices and deepen engagement with African Descent-Citizens throughout the state in the year ahead.

Key Achievements and Highlights

One or more Commissioners participated or attended events mentioned below.

The commission held three public hearings in 2025 in Evanston, Belleville, and Urbana. These hearings provided a formal platform for community members to share their experiences, insights, and recommendations, all of which will be integral in shaping reparations programs.

2025 Events

JANUARY

Participated/Attended:

- Press conference at the Illinois State Capitol in Springfield, held by State Representative Sonya Harper and other advocates, announcing the introduction of House Bill 1227, the Enslavement Era Disclosure and Redress Act.
- Commissioners Rikeesha Phelon, Ted Williams, and Chair Marvin Slaughter Jr. served as panelists for Southern Illinois University's Conversation of Understanding – Insight on Reparations, a virtual discussion highlighting the Commission's work.

FEBRUARY

Hosted:

- ADCRC Public Hearing at Northwestern University, Evanston, IL

Participated/Attended:

- Illinois Black Caucus Soirée, Springfield, IL
- NBC5 Interview, Chicago, IL
- Governor's State of the State Address, Springfield, IL

MARCH

Participated/ Attended:

- United Nations Permanent Forum of People of African Descent (virtual event)

APRIL

Hosted:

- ADCRC Public Hearing at Southwestern Illinois College (SWIC) Theater, Belleville, IL

Participated/ Attended:

- Chair Slaughter participated in "Impact Day" during the University of Illinois Chicago's Research Week, an annual event showcasing faculty and student research and its broader impact.
- Journeys 2 Justice Symposium, Springfield, IL (Panelist)
- Fourth Session of the Permanent Forum on People of African Descent

JUNE

Participated/ Attended:

- Champaign Reparations Town Hall moderated by Representative Carol Ammons
- Urbana City Council Reparations Vote
- "Juneteenth on the Patio" – DuSable Museum, Chicago
- SEIU Juneteenth Event at the DuSable Museum, Chicago
- Community Development Sustainable Solutions Miss Juneteenth Pageant

AUGUST

Participated/ Attended:

- First Repair - Reparations Strategy Session (virtual)

SEPTEMBER

Participated/ Attended:

- Rainbow PUSH State of the Union Address

OCTOBER

Hosted:

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

Participated/ Attended:

- National Public Housing Museum and Cook County Assessor's Office presentation: The Black Tax with Andrew Kahrl and Tonika Lewis-Johnson



Presenting at Full Commission Meetings

JANUARY

- **Dr. LaKisha T. David**, Assistant Professor, Department of Anthropology, University of Illinois Urbana-Champaign, presented on the significance of genealogy and discussed Illinois House Resolution HR0453 (April 10, 2024), which established the Family Roots Genealogy Pilot Program.
- **Kamm Howard**, alongside **Representative Sonya Harper**, presented information regarding the Enslavement Era Disclosure and Redress Act and requested Commission support.

APRIL

- **Amber Hendley** delivered a presentation on Contract Leasing, Redlining, and Housing. She provided historical context on the Great Migration, discriminatory housing covenants, blockbusting practices, and the ongoing effects of redlining, noting its continued impact despite its official end in 1977.

JULY

- **Dr. Clinton Boyd, Jr.** presented Breaking the Chains: Reclaiming Wealth, Power, and Dignity for Black Men, highlighting the mission of Fathers, Families, and Healthy Communities to support Black fathers and address systemic challenges disproportionately affecting Black men.

AUGUST

- **Dr. Pamela Denise Long** presented A Framework for Reparations Implementation. She outlined the status of Legacy Black Americans—descendants of chattel slavery and Jim Crow—and emphasized disparities across major well-being indicators. She also addressed legal challenges to lineage-based reparations and discussed the necessity of using lineage-based criteria rather than race-based language due to contemporary legal constraints.

OCTOBER

- **Attorney Nick Cummings**, Evanston Reparations Committee, discussed the legal significance of lineage-based reparations frameworks. Drawing on experiences and DOJ feedback received by other municipalities, he provided legal insights relevant to the Commission's ongoing work and expressed willingness to offer additional support in future sessions.

NOVEMBER

- **Dr. Terrence Duncan** presented A Path Forward Through the Mahogany Legacy Project, outlining the initiative's purpose and structure and offering policy recommendations related to healthcare, financial access, education, and social development to support Black communities impacted by American slavery and systemic inequity.

Media Coverage

- NBC5- A Look Into the Work of Illinois' Commission on Reparations
 - [**VIEW HERE**](#)
- FOXNEWS Illinois- Illinois Reparations Commission to Hold Public Hearing at University of Illinois
 - [**VIEW HERE**](#)
- ABC20 News Channel- Illinois Reparations Commission to Hold Public Hearing at University of Illinois
 - [**VIEW HERE**](#)
- The Center Square- Legislation Calls for Reparations in Illinois
 - [**VIEW HERE**](#)
- SIU Conversations of Understanding
- IPM News- The historical mistreatment of Black Americans prompts calls for reparations in Urbana
 - [**VIEW HERE**](#)
- WCIA3- Reparations Committee Hosts public hearing event in Urbana
 - [**VIEW HERE**](#)
- Chambana Today- State Reparations Commission to Hold Public Hearing in Urbana-Champaign
 - [**VIEW HERE**](#)
- WVON 1690AM Radio Interview
- THE PARTY 104.3RM Radio Interview
 - [**VIEW HERE**](#)
- Wirepoints- "Repair the damage:" Illinois ADCR Reparations Commission held public hearing at NU – Daily Northwestern
 - [**VIEW HERE**](#)



Financial Overview

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

Appropriations for the ADCRC in Fiscal Year (FY) 2025 was \$1.626 million. FY 2026 appropriations represent a decrease of 27% for a total appropriation of \$1.188 million.

The expenditures for FY 2025 and 2026 are categorized into administrative costs, program implementation, community outreach, research and development, and miscellaneous expenses. Unallocated funds do not carry over into the new fiscal year, which necessitates meticulous planning and strategic allocation to ensure optimal utilization of the budget within each budgetary period.

Key expenditures included the following:

- \$144,750 on personnel and related costs necessary to provide administrative support to the Commission.
- \$407,298 on Contractual services, which included IT-related services and Website Development.
- \$6,035 for Travel-related expenses for Commission members and administrative staff.

FY 26 expenditures will be reported in the 2027 Annual Report as the fiscal year concludes on June 30, 2026.



Legislative Engagement

To ensure momentum leading into the 105th General Assembly, the Commission will:

- Conduct pre-release briefings with legislative champions and key caucuses.
- Coordinate formal subject-matter hearings in partnership with lawmakers.
- Prepare testimony from policy experts, community representatives, and partner organizations to support legislative advancement.

Programmatic Coordination

The Commission will strengthen internal and external alignment through:

- Publication of the Harms Report and Recommendations Report.
- Development of policy fact sheets, summaries, and talking points tailored for lawmakers, agencies, and community organizations.
- Coordination with internal stakeholders to ensure consistency in messaging, timelines, and outreach.

Community Input and Outreach

Public engagement remains central to the Commission's work. In partnership with Rise Strategy, the ADCRC will:

- Host public hearings and engagement events before and after the report's release to gather input and build statewide support.
- Develop Community Summary Sheets that reflect public feedback and serve as accessible tools for legislators and stakeholders.
- Ensure community perspectives are integrated into testimony and public communications efforts.

