



## Race and Equity Pocket Questions

Title: Resolution to Authorize a Contract for Federal Emergency Management Agency Public Assistance Program Grant Management Services.

Purpose: *To request that the Town Council authorize the Town Manager to negotiate and execute a contract for Federal Emergency Management Agency Public Assistance Program grant management services.*

Department: Fire-Rescue Department

1. **What are the root causes of inequity in Carrboro and/or overall as it pertains to this subject area?**

For this agenda item, the proposed contract for Federal Emergency Management Agency (FEMA) Public Assistance grant management services is an administrative action to help the Town recover eligible disaster response and recovery costs. While it does not directly address underlying inequities, it supports the Town's financial capacity to maintain essential services for the community.

From a historical perspective, many communities, including Carrboro, have faced structural challenges in accessing disaster recovery funding due to the complex administrative requirements, documentation standards, and matching fund expectations embedded in federal grant programs. Smaller local governments have often encountered systemic barriers to navigating these processes, which can delay or limit access to available resources. Strengthening the Town's ability to effectively manage FEMA Public Assistance funding helps reduce these barriers and supports access to disaster recovery resources for the Town.

2. **Who is experiencing community burden now? Who will experience community burden if this action is passed? Will others experience community burden if this action is NOT passed?**

This action does not directly create a community burden. The contract authorizes professional services to assist the Town in managing FEMA Public Assistance grant requirements and securing reimbursement for eligible disaster response and recovery costs.



If the action is not approved, the Town may face challenges navigating complex federal grant requirements and timelines, which could reduce the Town’s ability to recover eligible costs associated with disaster response and recovery. When disaster-related expenses cannot be fully reimbursed, those costs must be absorbed by the Town’s operating budget, which can place additional financial pressure on local resources. Over time, this may require difficult budget decisions, including the potential reduction or delay of community services or projects in order to offset disaster-related expenditures.

3. **Who is experiencing community benefit now? Who will experience community benefit if this action is passed? Will others experience community benefit if this action is NOT passed?**

Approval of this action benefits the community broadly by helping ensure the Town can successfully recover eligible disaster response and recovery costs from FEMA. Effective grant management supports the Town’s financial resilience and helps preserve municipal resources that support essential services for all residents.

4. **What might be the unintended consequences of this action or strategy?**

Potential unintended consequences are limited. However, reliance on external grant management services requires careful oversight to ensure compliance with federal requirements and alignment with Town policies and priorities.

5. **What steps has your department taken to mitigate any burdens, inequities, and unintended consequences? What strategies might your department take to address these in the future? NOTE: This does not reflect a formal commitment by the Town of Carrboro.**

The Fire-Rescue Department and partner agencies will continue coordinating with Town departments and regional emergency management partners to ensure disaster response and recovery efforts consider the needs of the entire community. Staff will maintain oversight of the grant management process to ensure transparency, compliance with federal requirements, and alignment with Town policies.