

## Racial Equity Commission Annual Synopsis

### A Deeper Dive

Participated in Advancing Racial Equity, The Role of Government training
Listened to presentations about the following and engaged in on-going conversation:
Carrboro Connects
Chapel Hill Transit
IFC
Orange County Partnership to End Homelessness
Transportation Management Grant Application Ideas – Promoting Travel Choices
Carrboro Day table - talked with residents, shared information, and conducted a brief survey

### Proposed Plan of Action

Emphasize the importance of acquiring property to support affordable housing
Revisit housing definition – affordable vs low income
Training and leadership facilitation for commission members (emphasis on racial equity)
Revisit mission statement
Develop a Carrboro Reparation proposal including funding considerations
Fill three vacant commission seats
Conduct community listening opportunities throughout the year including parents of school-aged children
Review and discuss completed departmental racial equity assessment lens evaluations
Assist with voter registration efforts
Search for grant funds to install playground equipment the Oakwood Housing Complex
Work with Chapel Hill when possible
Mental health services for community members
Monitor progress of bus stops and shelters
Partner with IFC on work in the community
Add highlighted language to commission membership:
2 residents of color -10/20 years of living in the community
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1 representative from the AHAC
1 representative EAB
1 representative ESC
1 representative from the Farmer's Market Board or BIPOC Business owner
2 non-voting Council member – Council Liaison
Race and Equity Officer – Staff Liaison

### Community Feedback from the Carrboro Day survey

<b>What can the Town do to help racial equity in the community?</b>
- Vote down development issues for expensive developers & incentivize affordable housing
- Initiate a town-wide minimum wage, and housing price control
- Address police profiling and mistreatment of BIPOC individuals
- Equitable policies / hear from families of color for their thoughts

- Listen to resident needs/wants, don't assume, follow through on word commitments
- Increase outreach in communities/neighborhoods
- Housing equity, tenant rights
- Diversity in housing & community events
- Unsure
- Listen to the people who are affected by inequity. Give historically oppressed people a platform & governmental power
- Do more to look into understanding the AAPI (Asian American and Pacific Islander) community and that we're not a "model minority" and above platitudes. Also, painting murals and hanging flags doesn't solve anything.
- Listen! Listen to black people. Listen & pay attention
- Affordable housing and good police re-training
- Wage raise, econ justice, reparations, unions for all. Affordable housing & health care & more!
- Promote the commission and understanding of our town history & how that impacts inequity today
- Continue to be present by exposing people to the importance of racial equity
- Hold meetings & open fora
- Affordable housing!
- Affordable housing!
- Educate the police as well as community leaders about racial equity
- The town needs to recruit & pay community members to be involved in town government & boards
- Improve housing, job opportunities
- Events, support
<b>How are you willing to help our town advance racial equity?</b>
- Speak out as an ally for affordable housing and against discriminatory lending practices
- Financially, volunteer, etc.
- Please keep me informed on what y'all doing, maybe I can help in some way
- Not sure what's needed; willing to learn and be an ally
- Yes, I'm interested in possibly being in one of the vacant seats. I also am interested in using my skills in data analysis to create graphics for better understanding of issues
- Can serve on a committee to create initiatives
- Anything I can do as a white person to support racial equity
- Advocate and represent Asian-American experiences and pointing out issues and biases where I can
- Affordable housing and making the schools more equitable
- Yes, any way I can
- By listening and advocating
- Anyway, I can
- I would happily help advocate for affordable housing
- Would like to learn more about the commission and support its efforts
- Sign petitions, fundraise, attend events
- I would be happy to attend meetings & spread word about the commission
- Attend trainings
- Be conscious of my own actions & behavior
- Affordable housing!