

Racial Equity Pocket Questions – *Carrboro Connects* Implementation Status Report

What are the racial impacts?

Thirty-five (35) of the projects outlined in the implementation chapter of the *Carrboro Connects* 2022-2042 Comprehensive Plan were identified by stakeholders and staff as priority projects. These projects were chosen because they were identified by community members and the Carrboro Connects Task Force as strategies and/or projects that will best advance race and equity, and climate action. Additionally, they were identified as priorities due to their likelihood of having the greatest cross-cutting, positive community impact over the next five years. Some priority projects have a specific geographic scope, most of which call for the determination of such areas of interest/impact to center the consideration of race and equity. Projects that relate to policies and/or to the Town as a whole outline specific steps to analyze and address racial inequities. More detail can be found in *Carrboro Connects* Chapter 11 – Implementation ([11-Implementation \(townofcarrboro.org\)](https://www.townofcarrboro.org)). Reporting on the progress of implementation will occur routinely via communications and engagement channels (e.g. open houses, tabling, TICs, news flashes and newsletters and related), be posted on the Carrboro Connects website, and scheduled for Town Council action where needed.

Who is or will experience burden?

Due to the wide breadth of scope and topic projects—five projects from each of the seven elements of the plan—those who will experience burden will vary in relation to the specific projects, and on the phase of each project’s implementation and will be assessed and evaluated as those phases and projects proceed, consistent with the use of One Orange tools including pocket question and REAL lens completion.

Who is or will experience benefit?

Due to the wide breadth of scope and topic projects—five projects from each of the seven elements of the plan—those who will experience benefit will vary in relation to the specific projects, and on the phase of each project’s implementation and will be assessed and evaluated as those phases and projects proceed, consistent with the use of One Orange tools including pocket questions and REAL lens completion.

What are the root causes of inequity?

Inequities stem from systemic racism, from policies that have excluded marginalized communities and planning theories that do not adequately recognize, or address, disparity. Addressing these root causes is a foundational element of the Comprehensive Plan and a primary factor in the selection of the projects. More information regarding the respective inequities, unintended consequences, and mitigation strategies can be found within *Carrboro Connects*, as well as part of relevant pocket questions and REAL lenses.

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

Scoping of stakeholders might miss a party that is affected by or affects a particular project. Engagement strategies may do the same. Shortages of staff or other resources may limit capacity to carry out communications and engagement for all activities in a routine manner. Racial equity analyses may lengthen project completion; some may be more and others less complete based on variable availability of applicable data.

How is your department planning to mitigate any burdens, inequities, and unintended consequences?

Continued use of the REAL, Pocket Questions, staff time and expertise, and tapping community volunteers including Advisory Boards will help mitigate the chances that stakeholder analysis misses a party. On larger-scope projects, the Town can seek funding for consulting services, and use its partners to help buttress staff capacity. Continued iteration of racial equity tools with regional municipal partners can improve racial equity analysis procedures, and help identify data gaps that partners can work long term to fill.