



## Race and Equity Pocket Questions

Title: Resolution to Adopt the National Incident Management System and Incident Command System

Purpose: *To adopt the National Incident Management System (NIMS), including the Incident Command System (ICS), as the Town of Carrboro's standard framework for incident management.*

Department: Fire-Rescue Department

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

During emergencies and disasters, inequities can arise from differences in access to information, resources, and response services. Communities with fewer resources or limited access to transportation, communication, or support networks may experience disproportionate impacts.

Historically, inconsistent coordination across agencies and jurisdictions has also contributed to uneven service delivery during incidents.

Adoption of NIMS/ICS helps address these challenges by establishing a standardized, coordinated framework for emergency management across all agencies and partners.

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 create a community burden.

If adopted, it strengthens coordination, communication, and resource management during emergencies, which benefits all residents.

If not adopted, the Town risks reduced coordination and potential ineligibility for certain federal funding programs, which could limit resources available for emergency preparedness and response.



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?**

Residents currently benefit from existing emergency response capabilities. Formal adoption of NIMS/ICS enhances these benefits by:

- Improving coordination across agencies
- Standardizing response operations
- Supporting eligibility for federal preparedness funding

These improvements benefit the entire community, particularly during large-scale or complex incidents.

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

Unintended consequences are minimal but may include:

- Training and implementation requirements for staff
- Ongoing administrative effort to maintain compliance

These are standard components of adopting nationally recognized emergency management frameworks.

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 Town, especially the Fire-Rescue Department, Police Department, and Public Works, already utilizes NIMS and ICS principles in daily operations, training, and incident response. Formal adoption codifies existing practices.

Moving forward, the Fire-Rescue Department will continue to:

- Provide training and exercises for staff
- Coordinate with regional partners



- Ensure consistent application across departments