

Race and Equity Pocket Questions

Title and purpose of this initiative: Request that the Town Council adopt the Carrboro Race and Equity Action Plan

Department: Town Manager's Office - Race and Equity

What are the racial and equity impacts? The action plan will center and align Carrboro's ongoing race and equity work. This plan should positively affect communities, partnerships, and employees by providing awareness, guidance, sustainability, and a path to educate and mitigate disparities. This is a collaborative effort of community and local government.

Who is or will experience community burden? Burden may exist for those most impacted in the absence of a race and equity action plan or if a community need is overlooked. Burden can exist in the amount of time it takes to address issues and/or update policies, practices, procedures, or services. Burden may also exist for those most impacted when resources are not available to address issues.

Who is or will experience community benefit? The adoption of this action plan will improve race and equity work, provide background, and lay a foundation for the work to further benefit the community and town employees. Everyone in the community should benefit from the initiative being acknowledged, organized, adopted, and shared. People that are directly affected by the disparities will receive the most benefit as well as those who are gaining an understanding of the work and how Carrboro plans to address disparities.

What are the root causes of inequity? Overall actions of the past and the role government played. Protesting the death of George Floyd led to an awakening, the increase of DEIA (Diversity, Equity, Inclusion and Accessibility) programs across the nation. The public and private sectors as well as government have begun implementing DEIA programs to mitigate and alleviate burden and harm caused to BIPOC communities.

What might be the unintended consequences of this action or strategy? 1. Belief this plan is the panacea for institutional and structural change. Commitment, resources, and sustained effort is also required. 2. Belief equality and equity are the same. Equality means giving everyone the same services, opportunities, and resources. Equity means giving everyone services, opportunities, and resources they need to achieve the same outcomes, recognizing barriers. 3. Leave out an important element of this plan and the effect that it will have on community. As progress is made, a perception of priority is set. Inadvertently leaving out an element could have an adverse outcome.

How is your department planning to mitigate any burdens, inequities, and unintended consequences? A commitment to prioritize this work to uncover and dismantle inequities. Continue to follow the GARE model of change – visualize, normalize, organize, and operationalize this work. Strengthening partnerships and allyship.