

Race and Equity Pocket Questions

Title and purpose of this initiative: RESOLUTION ADOPTING CHANGES TO TOWN OF CARRBORO POSITION CLASSIFICATION AND PAY PLAN

Department: Human Resources

What are the racial and equity impacts?

All positions will require an external recruitment process. The recruitment process aims to cast as wide a net as possible to receive a diverse applicant pool and find highly qualified candidates for each position.

Who is or will experience community burden?

The community-at-large may be burdened in terms of levels of customer service and efficiency when organizational structure does not match the needs of the organization.

Who is or will experience community benefit?

The community will benefit from the efficiencies and expertise these positions will provide within the Town's organizational structure.

What are the root causes of inequity?

The GARE Core team has discussed root causes of inequity in hiring for a few years. Some root causes include unconscious bias (names that are generally associated with a particular race, for example), limited advertising methods and systemic and structural racism related to education opportunities for BIPOC individuals and how that correlates with minimum job requirements.

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

Unintended consequences of this action may include reinforcing the aforementioned root causes of inequity. An example may include strict educational requirements for newly created job descriptions.

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

Ways to mitigate burdens, inequities, and unintended consequences include using best practices for writing job descriptions including allowing for an educational requirement or years of experience, using a variety of advertising methods to try to attract diverse candidate pools, and periodically reviewing demographic data related to the Town's employee make-up.