

RESOLUTION TO AMMEND THE RACIAL EQUITY COMMISSION CHARGE

WHEREAS, the Carrboro Racial Equity Commission was established as the community advisory, leadership support team of the Town's racial equity commitment. The commission will work with the Town Council, Race and Equity Officer and Town staff; and

WHEREAS, the Racial Equity Commission IS empowered to make short, medium and long-term recommendations that will make significant progress toward repairing the damage caused by public and private systemic racism, boosting economic mobility and opportunity, and creating generational wealth in the Black community; and

WHEREAS, the Racial Equity Commission held its first meeting on June 23, 2021; and

WHEREAS, the Town of Carrboro seeks to incorporate equitable policies, procedures and practices. The goal is to create a community in which political, economic, social and cultural institutions are no longer predicted and influenced by race. That is why the Racial Equity Commission is so important; and

WHEREAS, the need to work from a clear direction and message has been a focal point; and

WHEREAS, the Racial Equity Commission request that the Town Council amend the Racial Equity Commission Charge.

NOW, THEREFORE, THE TOWN COUNCIL OF THE TOWN OF CARRBORO
RESOLVES:

Section 1. Amend the Racial Equity Commission Charge:

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Purpose

The Carrboro REC exists to ensure the thriving of Black, Indigenous, other People of Color (BIPOC) town members. We recognize the harm of structural and institutional racism (both seen and unseen) to BIPOC communities. It is the role of the REC to bring to light the ways in which racism still plagues our communities and commits to holding Carrboro accountable to facing this truth and providing equitable operations and services, economic sustainability, affordable housing, food security, and equitable climate change.

Vision

To create a community where all can thrive, and one in which the political, economic, social and cultural institutions are no longer predicated and influenced by race.

Mission & Values

The REC is devoted to educating constituents on the historical legacy of racism and the ways in which it shows up in Carrboro culture, policies and institutions; amplify the BIPOC voices of Carrboro so that our focus addresses the true needs of the community; and influence decision and policymakers to prioritize equity and justice in all matters of policy, procedures and practices

that impact the most vulnerable of Carrboro. The work is grounded on our shared values of: Teamwork, Leadership, Devotion, Truth, Ethics and Accountability.

Goals

1. The most vulnerable residents of Carrboro have access to fair and equitable housing.
2. Carrboro has clarity on the inequities in our education system and facilitates dialogue amongst leaders in Education to plan ways to address the priority issues.
3. The REC will initiate key collaborations and partnerships to contribute to the accomplishment of their identified goals.
4. The REC will establish a growth and sustainability plan.
5. Carrboro will directly invest in supporting wealth building for their BIPOC community.
6. The REC will emphasize racial equity awareness and education for Carrboro residents and leaders.

Objectives

1. The most vulnerable residents of Carrboro have access to fair and equitable housing.
 - a. *Objective 1:* Ensure Carrboro has plans in place to build housing for residents with 30% AMI or below.
2. Carrboro has clarity on the inequities in our education system and facilitates dialogue amongst leaders in Education to plan ways to address the priority issues.
 - a. *Objective 1:* Identifies key stakeholders in the education system, and facilitates dialogue to discuss issues in education (see below)
 - i. After school program
 - ii. Achievement gap
 - iii. Discipline policy
 - iv. Mentorship
 - v. Teacher diversity
 - vi. Teacher education/implicit bias training
 - vii. Bias in gifted programs
 - viii. Activism in education
3. Initiate key collaborations and partnerships to contribute to the accomplishment of their identified goals.
 - a. *Objective 1:* Identifies a list of key partnership opportunities with organizations that have shared values and meet about the work of racial justice.
4. Establish a growth and sustainability plan.
 - a. *Objective 1:* Establish an onboarding plan for new members, including training.
 - b. *Objective 2:* Finalize a recruitment plan for identifying new members.
 - c. *Objective 3:* Establish key metrics of success, and a plan for measuring these metrics over time.
 - d. *Objective 4:* Conduct historical, educational and community building opportunities.
 - e. *Objective 5:* Complete oral history project.
5. Invest in supporting wealth building for BIPOC community.

- a. *Objective 1:* Make recommendations to the town council for establishing pathways to generational wealth for BIPOC.
 - b. *Objective 2:* Follow-up with the Town Council on the progress of the Reparations Plan.
 - c. *Objective 3:* Request that Carrboro create an equity fund.
- 6. Emphasize racial equity awareness and education for Carrboro residents and leaders.
 - a. *Objective 1:* Regularly engage with the community through listening sessions and events.
 - b. *Objective 2:* Initiate a plan for creating cohesion and connection amongst the Black community of Carrboro (mobilize our people to get engaged!)
 - c. *Objective 3:* Ensure the Town commits to equity training for all employees.
 - d. *Objective 4:* Ensure the Town commits to evaluating all policies, practices, procedures and services.

Section 2. The resolution is effective upon adoption.