

## **Race and Equity Pocket Questions**

**Title and purpose of this initiative:** Update on Downtown Area Plan/Kickoff and Schedule. To update the Town Council on the downtown area plan scope and schedule.

**Department:** Planning

### **What are the racial and equity impacts?**

The Downtown Area Plan is a project implementing two strategies of Carrboro Connects (2022), Economic Sustainability Strategy 2.1 and Land Use Strategy 8.1. These strategies were identified for advancing as priorities in the first five years of the plan's implementation because of the cross-cutting benefits to advance racial equity, climate action, and the redevelopment, beautification, and enhancement of the downtown to create more opportunities for density, livability, and job creation. One of three commercial areas in Carrboro, the downtown serves as the center of the Town's identity, a location for many businesses and organizations and the services they provide, is served by extensive transit options, connects to the Town of Chapel Hill. Enhancements can increase and assist with diversification of the tax base. Engagement will utilize varied strategies to ensure representative participation as well as focused participation by those historically less involved.

### **Who is or will experience community burden?**

All the stakeholders may experience the burden of spending time on this versus another activity. The process may not yield outcomes that satisfy the interests of all, and some stakeholders may have limited or no opportunities to participate due to the offerings and schedule of the engagement options incorporated in the projects. Some stakeholders may prefer the Town's funds are spent on different projects or saved to offset or limit tax burdens in future years. Some stakeholders may prefer the current plans and vision for the downtown to a different one.

### **Who is or will experience community benefit?**

The town and community members will benefit from the expertise of the planning and design team, from the opportunity to examine existing conditions and examine how and what can and should be done to achieve the stated purpose of this project.

### **What are the root causes of inequity?**

Root causes of inequities are subconscious bias that has led to discrimination and intentional and unintentional acts at individual, institutional, and governmental levels to limit or prevent access to education, knowledge, leadership, decision-making, and opportunity. Inequity in governmental service, longevity, wealth, and other areas have resulted with disproportionate effects among Black populations and other populations of color. Working individuals and families may find it difficult to attend public meetings, may be reticent to speak in a public setting and may have an overall distrust in government, and by association, in governmental activities and events related to planning for areas of Town.



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

The results of the planning process might not meet some stakeholders' needs and interests.

Some ideas for the downtown may be determined to be infeasible. The time and effort spent on this project could prevent action on a project that could have greater potential benefits.

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

The department will continue to review and modify the ways in which planning processes are scoped and carried out. The department will work with Communication and Engagement staff and those in other departments so that there are not disparities in participation based on race and seek ways to better disseminate information about how to engage meaningfully, how to ensure that a diversity of perspectives is incorporated into the planning processes. The department will continue to evaluate the environmental justice and equity tools used in these processes for selecting and proceeding with projects and programs in relation to the racial equity lens.