

RACIAL EQUITY POCKET
QUESTIONS
Memorandum of Understanding to
Create the Intergovernmental
Orange County Climate Council

What are the racial impacts?

The Orange County Climate Council is an intergovernmental group focused on information sharing and collaboration related to climate action. Historically marginalized communities suffer and will suffer disproportionately larger impacts due to climate disruption. By pursuing information sharing and collaboration with other local governments and organizations, the Town will be addressing emissions reduction within Carrboro and on a larger scale throughout Orange County. The Town's commitment to reducing climate disruption will lessen the burden that historically disadvantaged groups will face as a result of greenhouse gas emissions. The OCCC will also utilize the [One Orange Racial Equity Framework](#).

Who is or will experience burden?

The Orange County Climate Council is a public body and its meetings are subject to North Carolina Open Meetings Law and shall be open to the public to engage with concerns and ideas regarding climate change, climate justice, and resiliency whether the meetings are conducted in person or remotely.

However, those who are unaware of the meetings may not have a chance to participate. The Orange County Climate Council will coordinate with the Clerk to the Board of Commissioners to notify the public of the means by which the public may access the remote meetings. All documents created by or for the Council are presumed to be public records unless an exception to North Carolina Public Records Law applies.

Who is or will experience benefit?

All residents of Carrboro and Orange County, including historically marginalized and low-income communities, which suffer and will suffer greater impacts due to climate change, will benefit from reduced greenhouse gas emissions.

What are the root causes of inequity?

Historic and deliberate institutional policies at all levels of government and unintended consequences of "race-neutral" policies have created inequities for Black and other marginalized communities in employment, housing, generational wealth and health outcomes. These inequities will only be exacerbated by ongoing climate disruption.

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

It is possible that the group may not have members who belong to BIPOC or low-income communities. The group will consist of one member from the following organizations:

- Orange County Board of Commissioners
- Orange County Commission for the Environment
- Hillsborough Board of Commissioners
- Hillsborough Parks and Recreation Board Representative
- Carrboro Town Council
- Carrboro Climate Action Team
- Chapel Hill Town Council
- Chapel Hill Environmental Stewardship Advisory Board

- CHCCS Board Member
- Orange County Schools Board Member
- UNC Sustainability Lead
- UNC Health Sustainability Lead
- OWASA Sustainability Lead
- NC Cooperative Extension Representative
- Durham Tech Sustainability Lead
- The Chamber for a Greater Chapel Hill Carrboro Partnership for a Sustainable Community Representative

Advisory board and elected representatives from the Town of Carrboro, the Town of Chapel Hill, the Town of Hillsborough, and Orange County will be appointed by their elected boards. All other member entities will choose and appoint their own representative. The Managers of each local government will select the staff who will participate in the Council.

One of the members will be from a Carrboro advisory board, the Climate Action Team. The Town follows an [Advisory Board Appointment and Recruitment Policy](#), which states that the Town Council has a goal of promoting racial and ethnic diversity on advisory boards. To the extent possible, the Town Clerk brings forth applications that will expand the racial and ethnic composition of the existing advisory board. If no applications exist that will expand the racial or ethnic diversity of the advisory board, the Town Clerk notifies the Town Council of the lack of racially or ethnically diverse applicants and at such time requests that the Town Council work to recruit additional applicants.

Other members have similar advisory board policies and/or goals, including:

- The Town of Hillsborough: The town strives to reflect the diversity of its residents in the makeup of its boards. Demographics and residence location are considered during the appointment process.
- The Town of Chapel Hill: The Town has a focus on increasing the diversity of residents engaged in Town processes and opportunities, with an emphasis on engaging populations that have been most impacted and historically disconnected.
- Orange County: Orange County strives for authentically diverse representation on boards and commissions. Residents of all demographic backgrounds, identities, and perspectives are encouraged to apply.