

Race and Equity Pocket Questions

Title and purpose of this initiative: Town Council 2023-2024 Retreat Summary; This item presents an opportunity for Council to discuss and formalize topics addressed in the 2024 Council retreat.

Department: Town Managers Office

What are the racial and equity impacts? This item alone has no race and equity impacts, however, if all the topics in this item were to be actionized then there would be many race and equity considerations. This item has three main topics: the LUO rewrite, the FY24-25 budget, and Council norms. During discussions of the LUO rewrite, Council discusses the racial equity specifically as an important consideration moving forward. Council also discusses racial equity as a key consideration in long term budget planning with the potential implementation of a community safety task force, a language access plan, and other race and equity initiatives. These proposals would ideally make Carrboro a more equitable, accessible, inclusive, and safe environment for all residents to live and work in.

Who is or will experience community burden? This item discusses a wide range of topics that would affect various sects of residents. There is a potential burden for those that benefit from current initiatives that may be cut or altered with the addition of new town initiatives. There is a potential burden on staff for being responsible for new initiatives. Neither of these burdens appear to be intended because of this item.

Who is or will experience community benefit? This item discusses a wide range of topics that would affect various sects of residents. First, there is a benefit to all Carrboro residents to have access to the retreat summary through this meeting so they may be more informed about initiatives by councilmembers. There is a potential benefit to business owners and entrepreneurial community members that may benefit from the LUO rewrite. There is a potential benefit for new residents, staff, and other community members that could benefit from new program included in the budget. There is also a benefit to Council with the establishment of the Council norms that ensure a respectful and productive working environment.

What are the root causes of inequity? There are no known causes of inequity in this item but one potential area for inequity would be that it was drafted solely by Carrboro Town Council. Councilmembers are elected by the public to represent their best interests, but the Mayor and Council are a small percentage Carrboro's resident base, making it difficult to represent all of the diverse interests of residents.

What might be the unintended consequences of this action or strategy? This item is not invoking formal action and thus should not have any consequences on its own. The LUO rewrite would potentially alter several of the town permitting and reporting requirements which could



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make it easier or more difficult for businesses and landowners in the town. It may change or alter services offered by the Town to accommodate for new services. It could also change the way in which Town Councilmembers interact with each other and residents of Carrboro as a result of new norms. Actions that could be taken as a result of this item may increase the workload of staff members.

How is your department planning to mitigate any burdens, inequities, and unintended consequences? This item requires no action and thus does not have any impact on the community at this time. As items are created with the direction of the council retreat, they will be evaluated for burdens, inequities, and unintended consequences at that time.