

Race and Equity Pocket Questions

Title and purpose of this initiative:

Report on Carrboro Connects Comprehensive Plan Implementation and Schedule for Land Use Ordinance Update. To report on the status of comprehensive plan implementation and other priorities, including the anticipated workplan and schedule for updating the Town's land use regulations.

Department: Planning

What are the racial and equity impacts?

Thirty-five (35) of the projects outlined in the implementation chapter of the Carrboro Connects 2022-2042 Comprehensive Plan were identified by stakeholders and staff as priority projects. These projects were chosen because they were identified by community members and the Carrboro Connects Task Force as strategies and/or projects that would best advance race and equity, and climate action. Additionally, they were identified as priorities due to their likelihood of having the greatest cross-cutting, positive community impact over the next five years. Some priority projects have a specific geographic scope, most of which call for the determination of such areas of interest/impact to center the consideration of race and equity. Projects that relate to policies and/or to the Town as a whole outline specific steps to analyze and address racial inequities. More detail can be found in Carrboro Connects Chapter 11 – Implementation (11-Implementation (carrboronc.gov)). The Town Council 2023 Retreat also included the review and selection of priorities from the Comp Plan and other sources. Reporting on the progress of implementation of both sets of linked priorities occurs routinely via Communication and Engagement channels (e.g. open houses, tabling, TICs, news flashes and newsletters and related), is posted on the Town's website, and is scheduled for Town Council action where needed.

Who is or will experience community burden?

Due to the wide breadth of scope and topic projects—five projects from each of the seven elements of the plan— those who will experience burden will vary in relation to the specific projects, and on the phase of each project's implementation and will be assessed and evaluated as those phases and projects proceed, consistent with the use of One Orange tools including pocket question and REAL lens completion.

Who is or will experience community benefit?

Due to the wide breadth of scope and topic projects—five projects from each of the seven elements of the plan— those who will experience benefit will vary in relation to the specific projects, and on the phase of each project's implementation and will be assessed and evaluated as those phases and projects proceed, consistent with the use of One Orange tools including pocket questions and

REAL lens completion.

What are the root causes of inequity?

Inequities stem from systemic racism, from policies that have excluded marginalized communities and from planning theories that do not adequately recognize, or address, disparity. Addressing these root causes is a foundational element of the Comprehensive Plan and a primary factor in the selection of the projects. More information regarding the respective inequities, unintended consequences, and mitigation strategies can be found within *Carrboro Connects*, the Race and Equity Action Plan, as well as part of relevant pocket questions and REAL lenses.

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

Carrboro Connects contains many projects and priorities, as do other adopted plans in the Town. These projects can affect opportunities and experiences, land values, and the quality of life for surrounding property owners and occupants in ways that can be beneficial and, albeit for some, less desirable. Due to the large number of projects, an unintended consequence of advancing any of them is that others will not be advanced. The Town's policies and procedures seek to maximize engagement by assessing stakeholders in relation to the details of actions or projects – however, some may be missed.

With published notice, signage, mailings, and social media releases, some people may not learn of engagement sessions and input opportunities in time to provide input and/or feel that they understand the project and/or approval process enough to fully participate.

Shortages of staff or other resources may limit capacity to carry out projects, and related communications and engagement, in a routine manner. Racial equity analyses may lengthen project completion; some may be more, and others less, complete based on availability of applicable data.

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 to prevent and remove requirements that result in new or perpetuate existing disparities based on race. The department will continue to evaluate the environmental justice and equity tools used in these processes to determine if they assist with improving and expanding engagement beyond the requirements associated with state law and the Town's authority to adopt and amend its land use regulations. The department anticipates continued refinement of racial equity tools internally and with regional municipal partners can improve racial equity analysis procedures and help identify data gaps that partners can work long-term to fill.