

**Attachment E**  
**Racial Equity Pocket Question Form**  
*Festival Latinoamericano*

1. What are the racial impacts?

The *Festival Latinoamericano* is a free family-friendly event that provides an opportunity for community members to “learn and experience traditional and contemporary Latin American culture through music, entertainment, arts and food.” In addition, the event provides an opportunity for BIPOC/marginalized community members to learn about available resources in Carrboro and surrounding areas.

The event provides an opportunity for the Latin Community to feel welcome, included, and heard.

2. Who is or will this experience burden?

The *Festival Latinoamericano* may burden:

- Community members with language barriers.
- Community members with disabilities that are unable to access the event.
- Community members not aware the event occurs annually.
- Shift workers and people who have limited time, transportation choices and may have difficulty finding time to attending the event.
- Event organizers and partners due to time and costs involved in organizing and holding the event.
- Town staff due to time involved planning and holding the event.

3. Who is or will this experience benefit?

The *Festival Latinoamericano* will benefit community members who do not have any of the burdens listed above and are able to fully participate in event. The event is intended to benefit community members from Carrboro-Chapel Hill and surrounding areas and create a “cultural space where residents can discover, learn and experience traditional and contemporary Latin American culture through music, entertainment, arts and food.”

El Centro Hispano (ECH) is an established 501c3 grassroots community-based organization “dedicated to strengthening the Latino community and improving the quality of life of Latino residents”. Their mission is to “strengthen the community, build bridges, and advocate for equity and inclusion.”

El Centro Hispano, Inc. invites other organizations to participate in the event. This may give other BIPOC business and organizations and opportunity to engage with the community.

4. What are the root causes of inequity?

Structural racism in government decisions, as well as residents’ personal experiences, can alienate those that may find it difficult to attend events such as like working individuals and families and contribute to a reticence by historically marginalized people to participate in Town-sponsored events.

Economic disparities from historic racism, including education, job opportunities, lending policies, among others can contribute to disproportionate representation in shift or similar work schedules, which

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can lead to disparities between white and BIPOC residents and other community members in taking part in Town sponsored events.

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

Unintended consequences of the program may include:

- Some community members may have negative perception of the event.
- Due to lived experiences, members of historically marginalized communities may be uncomfortable interacting in some community events.