

Race and Equity Pocket Questions

Title: Legislative Public Hearing Text Amendment for Advisory Boards & Commissions

Purpose: *The proposed text amendment makes three key changes: (1) establishing a requirement for training for Planning Board members and Board of Adjustment members; (2) amending the Safe Routes to School subcommittee to allow for more flexibility in membership, and redistributing the share of members who reside in the city limits versus the ETJ for the TMGAC; (3) Redistributing the share of CEAC members who reside in the city limits versus the ETJ, adding more flexibility to the percentage of meetings a CEAC member can miss within a year, and changing the language about CEAC members responsibilities.*

Department:

1. What are the root causes of inequity in Carrboro and/or overall as it pertains to this subject area?

People of color and members of historically marginalized communities are often underrepresented in government, including elected boards, staff, and volunteers.

2. Who is experiencing community burden now? Who will experience community burden if this action is passed? Will others experience community burden if this action is NOT passed?

- Advisory board membership is an unpaid volunteer position that requires time
- Community members face barriers to “free-time” may find it difficult to serve on an advisory board due to:
 - irregular or shift work schedules
 - multiple jobs
 - limited to no access to childcare
 - limited access to transportation
 - limited access to internet
- Proposed changes do not impact or change sociodemographic burdens.

3. Who is experiencing community benefit now? Who will experience community benefit if this action is passed? Will others experience community benefit if this action is NOT passed?

- Community members who have more “free-time” to serve on an advisory benefit currently

- Proposed changes add more flexibility in who is eligible to serve on boards will slightly improve access

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

- Confusion from volunteers who move from one board to another regarding the difference in attendance requirements between the CEAC and other boards
- Changes in make-up of the boards could not increase access as expected, and lead to quorum issues

5. What steps has your department taken to mitigate any burdens, inequities, and unintended consequences? What strategies might your department take to address these in the future? NOTE: This does not reflect a formal commitment by the Town of Carrboro.

- Continued communication about the responsibilities of and opportunities to serve on advisory board members by the Town
- Continued monitoring of attendance and barriers related to volunteer service, to incorporate into a future text amendment and/or the New Carrboro UDO.