

Attachment A

Racial Equity Pocket Questions

1. What are the racial impacts?

Town properties including parks and other green spaces have a significant impact on quality of life, and maintenance of those green spaces is important to enjoyment of them.

Westwood Cemetery, included in this contract, is important as a place to pay respects for many people of color in Carrboro, and being well maintained is key in fulfilling that purpose. Baldwin Park is a property included in this contract that is within the racially diverse Lloyd-Broad neighborhood.

Maintaining those green spaces accessible to historically underserved demographics is a vital aspect of ensuring that that town resource is being provided equitably to Carrboro's residents.

2. Who is or will this experience burden?

The following may experience burden:

- Community members with disabilities that are unable to access the properties serviced in the contract.
- Community members may experience noise and other disturbances during mowing.
- Contractor may be burdened due to time involved in providing the mowing service.
- Town staff may be burdened due to time involved in managing the contract.

3. Who is or will this experience benefit?

The following may benefit:

- Community members who use Town properties serviced by the contract.
- Community members in the neighborhood and surrounding areas benefit from a healthier, more aesthetically pleasing environment.
- Motor vehicle users and pedestrians due to improved visibility in the right-of-way.

4. What are the root causes of inequity?

Marginalized communities have been historically excluded from involvement in Town planning and civic participation due to lack of representation among decision makers and lack of information. Structural racism in government decisions, particularly those relating to land use, as well as residents' personal experiences with government, can further alienate community members.

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

Unintended consequences of the mowing may include temporary disruptions on Town properties during mowing, noise and other disturbances from mowing may temporarily affect individuals' quality of life, or a negative perception of the operation.