

## RACE AND EQUITY WORK Update

### At a Glance

Action Item	Time line	Responsibility	Other information
Town Council established the Racial Equity Commission Adopted Town Code Amendment and appointed members	1/19/2021  4/20/2021	Town Council Mayor Pro Tem Foushee Council member Haven-O'Donnell Race and Equity Officer	Inaugural meeting of commission is scheduled for 6/23/2021
Advancing Racial Equity: The Role of Government training for employees	Scheduled completion - July 2021 On-going as new employees are hired	Race and Equity Officer CORE Team	82% of all staff members trained. Collaborate with county jurisdictions on future training offerings.
Can We Talk Sessions for employees	January – July 2021 Continued monthly/quarterly options	Race and Equity Officer CORE Team	Current sessions support training and normalize the conversation. Supplement with additional activities such as current event/news articles and elaboration on terms/definitions.
Collaborating with County jurisdictions on Racial Equity Plan	Started in February 2021 Presentation scheduled to Elected Officials – June and Fall 2021	Jurisdictional Team Leads CORE Team Sub-committee members	Initially subcommittees formed to assist with this effort.
Diversity, Equity and Inclusion in the Workplace Certification	Completed 3 month course in May 2021	Race and Equity Officer	University of South Florida, Muma College of Business
Attended the Annual GARE Meeting – “Democracy for All: Governing for Racial Equity”	May 2021	Race and Equity Officer CORE Team Member	The Race and Equity Officer presented at the session - GARE Racial Equity Employee Survey: Leveraging Insights into Action.
Update jurisdictions on race and equity work and County Racial Equity Plan	June 15, 2021	Race and Equity Officer	Dates vary for other jurisdictions
Boards, Commissions and Task Force racial equity training	June 2021 – ongoing	Race Equity Officer CORE Team	Carrboro Comprehensive Plan Task Force – June 2021 Racial Equity Commission – July 2021
Second Racial Equity Employee Survey	June-July 2021	GARE Race and Equity Officer HR	Employee survey results go directly to GARE for analysis. The Town receives an executive summary and report of findings. Opportunity to compare with 2019 survey.
Column in Employee Newsletter	Beginning July 2021 Ongoing	Communications Manager CORE Team	Include updated information and resources.
Offer Race the Power of Illusion Episodes 1 and 2 videos to employees	July and August	Race and Equity Officer CORE Team	Opportunity to normalize the race and equity work

Update GARE Initiative Folder on Intranet for employees (resources)	Ongoing	CORE Team	Add information such as articles, definitions of terms, and other resources.
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