

## **Attachment C**

### **Racial Equity Pocket Questions**

#### **1. What are the racial impacts?**

Access to opportunities for BIPOC communities to engage in Town programs such as the monuments located on Town property are exacerbated by existing racial inequities. Carrboro has an opportunity to identify racial discrepancies and impacts in the Town's existing *Policy and Application Form for Monuments Located on Town Property* and revise the policy and monument guidelines to be more accessible and inclusive for all community members.

#### **2. Who is or will this experience burden?**

The following may experience burden:

- Individuals that may not have the financial means to honor an individual, a place, or an event.
- Individuals with accessibility barriers that may not have access to the monument if it doesn't meet ADA specifications.
- Individuals with language barriers as monument plaques are typically typed in English only.
- Town staff may be burdened due to time involved.

#### **3. Who is or will this experience benefit?**

The monument will benefit:

- Martha Mandell
- Monument applicants
- Park visitors that utilize the monument (bench).

#### **4. What are the root causes of inequity?**

Root causes of inequality can include "historical racial segregation, governmental policies, a stagnating minimum wage, outsourcing, globalization, changes in technology, and the waning power of labor unions." (Johnson, 2022)

Regarding the monument's location, according to a 2020 report, "Analysis of the Disparities in Nature Loss and Access to Nature", the Conservation Science Partners found that:

- Communities of color are 3 times more likely than white communities to live in nature deprived places.
- 70% percent of low-income communities across the country live in nature-deprived areas.
- More than 76% of people who live in low-income communities of color live in nature-deprived places.

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

Unintended consequences include:

- A negative perception of the monument; policy; or individual, place, or event being memorialized.
- Potential negative perception of the program due to lack of standardized guidelines.