

## **Race and Equity Pocket Questions**

### **Title and purpose of this initiative:**

The purpose of this agenda item is for the Community Safety Task Force (CSTF) to submit and present concrete, actionable recommendations to the Town Council that will promote racial equity in law enforcement and the criminal legal system and enhance the safety and well-being of all Carrboro residents.

### **Department:**

Race and Equity

### **What are the racial and equity impacts?**

The recommendations provided by the CSTF should have a positive equitable impact. These recommendations, if accepted and implemented, should provide a safer community for All citizens. Those who experience homelessness and/or mental and physical conditions will be positively affected due to the level of involvement between the community, the Police Department and other response alternatives. Also, those who may have experienced negative experience(s) with the police department should experience a new level of support.

### **Who is or will experience community burden?**

Citizens that feel strongly about the current methodologies and view of the Carrboro Police Department may feel a burden to implement alternatives to policing as a response to public outcry. This could also impact the department because of the need to focus on restructuring, new hires and evaluation of values, mission, and operation.

### **Who is or will experience community benefit?**

All community members should experience a benefit in the acceptance and implementation of the alternatives to policing. This will directly impact those who have felt and experienced adversity from the police department and also benefits everyone as a positive investment in community building and expansion of emergency response levels can be determined.

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

Policing has always been a concern in the United States. According to historians and other scholars, the problem is embedded in the story of the nation and its culture. Rooted in **slavery**, racial disparities in policing and police violence, they say, are sustained by systemic exclusion and discrimination, and fueled by implicit and explicit bias. Given the death and retaliation for the killing of multiple minority citizens in this country, there has been added surveillance and reviewing of policing. The call for a task force to review and suggest alternatives to policies is a direct response to community concern in Carrboro.



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FACING RACE, EMBRACING EQUITY

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

Unintended consequences could be that residents may feel their voice was left out of recommendations and/or implementation of this process. Some community members may not feel like the recommendations reflect what is needed to change the culture of policing.

**How is your department planning to mitigate any burdens, inequities, and unintended consequences?**

The CSTF has attempted to mitigate some burdens by holding a community listening session, another listening session where Durham employees along with local community alternative policing programs shared experiences and partnering with the IFC during their recent phone banking and neighborhood canvassing programs. In the recommendation report, there will be items specific to address and minimize potential burdens and inequities. This will include a way forward to continue to review and respond to inequities. More listening sessions and opportunities to have town and community exchange and healing is needed, along educational opportunities. Other suggestions may surface from a thorough review of the recommendation plan.