

RACE AND EQUITY WORK Update

(Update since last presentation)

Action Item (update)	Timeline (June 2021 to February 1, 2022)	Responsibility	Other information
Council Presentation on County Racial Equity Framework	June 15, 2021	Race and Equity Officer	Council supports the development of the framework.
Second Racial Equity Employee Survey	July 2021	Race and Equity Officer Human Resources	Employee feedback sent directly to GARE for analysis.
Advancing Racial Equity: The Role of Government training for new employees, Board, and Commission members	Ongoing	CORE Team Race Equity Officer	Collaborate with County jurisdictions on foundational training.
Mobile Recreation Opportunities	June 2021 – ongoing	Recreation Parks and Cultural Resources	Transport recreation opportunities to neighborhoods and parks
Continuing the Conversation Sessions for employees	July 2021 – ongoing	Race and Equity Officer CORE Team Department Heads	Town-wide and Department sessions support training and normalizing the conversation.
Emergency Housing Assistance - \$900,000 CDBG-CV grant for Carrboro residents through Dept. Of Commerce	July 2021-Present	Housing and Community Services	In calendar year 2021, 59% of recipients identified as Black/African American, 13% Multiracial, and 18% Hispanic.
Launch of the online BIPOC New Business Resource Center	August 2021	Economic Development	http://townofcarrboro.org/2516/New-Business-Resource-Center
All CIP projects evaluated based on answers to racial equity questions	October 2021-February 2022	Finance Officer Department Heads Race and Equity Officer	Designed to determine impact.
Town Practices, Procedures and Policies Document created	October 2021	All Departments	Document summarizes town policies, practices, processes and procedures. The racial equity assessment lens will be used in the evaluation process.
Interactive Map	November 2021	Planning Zoning and Inspections	Used to assist in gathering data and other information.
The Facing Race Embracing Equity section of the Carrboro Roundtable, employee newsletter	November 2021 – ongoing	Race and Equity Officer Communication and Engagement Director CORE Team	Helps to advance racial equity by sharing information, resources and updates.
Mitigation Assistance for small businesses with an emphasis on BIPOC businesses - \$326,000 awarded.	November 2021-present	Economic Development	21% of applicant pool were BIPOC applicants (target of 23%). All BIPOC businesses were (or will be) awarded grants.

Launched Buy BIPOC Business listing	November 2021	Economic Development	Listing of BIPOC businesses in Carrboro. http://townofcarrboro.org/2582/Buy-BIPOC-Listing
Toured existing park outdoor signage kiosk	November 2021	Public Works Recreation Parks and Cultural Resources Communication and Engagement	Expand and improve messaging capability in parks
Emphasis placed on connecting and listening to non-English speaking and underserved populations	December 2021 – ongoing	Communication and Engagement	Related to ARPA funding and enhancing overall communication in town. Worked with Refugee Community Partnership and ETC Institute. Update presented to Town Council later this month - February 2022.
Town received second racial equity employee survey report	December 2021 January 2022 February 2022	GARE Race and Equity Officer Department Heads	Executive summary and report of findings. Departments heads will discuss and evaluate information. Findings shared with employees.
Traffic Stop Policy	Adopted January 2022	Police Department	Policy designed to focus traffic enforcement on safety and away from regulatory and equipment violations that don't create a safety concern.
Proclamation issued for National Day of Racial Healing	January 2022	Mayor and Town Council	Celebrated throughout the US -is a way to promote relationship-building, truth telling, racial equity healing, solidarity, and transformative action.
Update employee electronic racial equity resources	Ongoing	Race and Equity Officer CORE Team	Add information such as articles, definitions of terms, and other resources.
Include Race & Equity component to Transportation Demand Management (TDM)	Ongoing First year of program aligns with FY22-23—July 22. Anticipate that R&E program will continue to be part of the TJCOG TDM grant program and that the Town will continue to build efforts based on success.	Planning Zoning and Inspections Advisory boards – Transportation Advisory Board, Racial Equity Commission and Climate Action Team	TDM program presented at Town Council Meeting on 1/18/22
Providing KN-95 or N-95 masks to the community	January 2022	Fire Housing and Community Services	Reaching out to non-profits and other community partners. Targeting low income and historically marginalized populations. As of 1/26 - distributed 5,047 masks.

Green Neighborhoods Grant Program	Program Launch- February 2022 Application Deadline – Spring 2022 Project Work Begins- Spring 2022 Projects Complete, Final Reports Due – December 2022	Planning, Zoning and Inspections	Grant Program will engage and empower residents to address climate change. Program rubric contains a separate section for social justice and racial equity, ensuring that projects engage and benefit low-income households and communities of color. Program outreach will be modeled after the extensive and inclusive outreach strategies utilized for the Carrboro Connects Comprehensive Plan.
One Orange Racial Equity Framework presented to all Elected Officials in Orange County for approval	By February 2022	Race and Equity Officer	Approval to date 1/18/22 - Orange County Board of Commissioners 1/24/22 – Hillsborough Board of Commissioners 1/26/22 – Chapel Hill Town Council
Next Steps/Goals – 2022	Timeline	Responsibility	Other information
After staff orientation, departments will begin the use of the racial equity assessment lens to evaluate policies, practices, procedures and services after orientation.	Begin by March/April 2022	Race and Equity Officer Department Heads All Departments	Once assessment lens are completing, CORE Team and Racial Equity Commission will review and provide feedback.
Expand Mobile Recreation Opportunities	Spring 2022	Recreation Parks and Cultural Resources	Expand recreation opportunities to neighborhoods and parks
Use of additional town-owned land for the development of affordable housing	AHAC working on now - to Council this Spring	Affordable Housing Advisory Commission Housing and Community Services	Strategy to use town-owned land for affordable housing, with an emphasis on housing for historically marginalized populations.
Human Services process assessment	by Summer 2022	Housing and Community Services	Jointly using the racial equity assessment process with Chapel Hill and Orange County on the Human Services Framework.