

**Carrboro RACE AND EQUITY Journey**

2018-2021

Action Item	Timeline October 2018 – December 31, 2021	Responsibility	Other information
Joining the Government Alliance on Race and Equity (GARE)	October 2018	Board of Aldermen Town Staff	Presentation to Board of Aldermen and discussion.
Establishing first race and equity officer position. The Recreation Parks and Cultural Resources Director will assume those duties.	January 2019	Town Manager	
Updating the Board of Aldermen on (GARE) initiative	March 2019	Recreation Parks and Cultural Resources Director/Race and Equity Officer	<ul style="list-style-type: none"><li>• Introduced Town's CORE TEAM</li><li>• Attend GARE meetings and trainings - GARE convening, annual conference and first NC Learning Community/Cohort</li><li>• Develop Orange County vision/partnership with jurisdictions</li><li>• Work with departments through the CORE team</li><li>• Incorporate train the trainer's model to train all staff</li><li>• Evaluate Town's practices and procedures</li></ul>
Unveiling first truth plaque at Town Hall site	April 2019	Town Council Truth Plaque Task Force	To acknowledge the ties of the Town's namesake to racial segregation and other truths about Carrboro's history.
Conducting first Employee Racial Equity Survey	June 2019	Town Manager Recreation Parks and Cultural Resources Director/Race and Equity Officer HR	GARE provides survey and employee feedback sent directly to GARE for analysis.

Updating Town Council	February 2020	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	Attended annual GARE Conference and CORE team participating in NC Learning Cohort. Completed racial equity employee survey. Developed Town vision statement and logo.
Discussing how COVID 19 is Disproportionately Affecting Blacks, Latinos and Other Underserved and Marginalized Communities	June 2020	Town Council	Community shared feedback. Council Members will provide their priorities for action and have a discussion at the next Town Council meeting.
Continuing the discussion on how COVID-19 is disproportionately affecting Blacks, Latinos and other underserved and marginalized communities and action steps adoption	June 2020	Town Council	<p>Each item below is listed as a priority of the Town Council and initial steps to be taken on items shown in bold:</p> <p><b>Housing</b></p> <ul style="list-style-type: none"> <li>• <b>Direct financial assistance for housing/rental assistance and utility fees - TOC and County Housing departments, requesting CARES Act funds to assist with this effort</b></li> <li>• Affordable Housing Special Revenue Fund</li> </ul> <p><b>Public Health</b></p> <ul style="list-style-type: none"> <li>• <b>Consult with Health Department and see how we can support this - Support for health department COVID19 needs - need space and funding to expand testing access and other COVID-related activities especially for Carrboro residents.</b></li> <li>• Need more efficient data collection</li> <li>• Access and provision of PPE - ongoing and should continue, giving priority to the most vulnerable, marginalized and underserved community members</li> <li>• Access to free testing with expanded testing sites</li> </ul>

			<ul style="list-style-type: none"> <li>Identify and connect community members with readily accessible mental health services</li> </ul> <p><b>Outreach/Education/Engagement</b></p> <ul style="list-style-type: none"> <li>Outreach/Education/Engagement- multiple languages, intentional cultural sensitivity around language, values and perspectives. Everyone does not receive/process information the same way, meeting people where they are at is key. Need a strategic plan sooner rather than later</li> </ul> <p><b>Additional Comments</b></p> <ul style="list-style-type: none"> <li><b>GARE Initiative - keep it fully funded and on track, no delays!</b></li> <li>Engage in County Recovery Plan for more access to resources</li> <li>Police racial bias and equity efforts/Orange County Bias Free Policing Coalition - audit to assess potential for re-allocation of resources from policing— &gt;address basic human needs and other root causes, criminal justice reform/debt fund</li> <li>Make housing and food a BUDGET PRIORITY - even if it means cutting other items</li> <li><b>Investigate with Legal - Public benefit vs public charge rule - for those who are on track for a green card, what are implications?</b></li> <li>Collaboration with non-profits when possible.</li> <li><b>Another round of COVID Emergency - loans for minority businesses, grants, or training, Town Manager to work with staff with this</b></li> <li><b>Voter registration and education along with how to register for absentee voting to communications platform</b></li> </ul> <p>STAFF SHOULD REPORT BACK BY JUNE 23RD FOR THE CARES ITEM AND PROVIDE UPDATES AS THEY ARISE FOR OTHER PRIORITIES.</p>
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Appropriating CARES funding for eligible COVID related expenditures	June 2020	Town Council Town Manager Finance Director	Eligible computer costs (General Fund: \$41,500), for the rental assistance program (Affordable Housing Fund: \$120,000), and for emergency loan grants (Emergency Loan Fund: \$47,500).
Reading 400 Years of the African American Story Resolution	June 2020	BIPOC Elected Officials of Orange County Staff	This Juneteenth presentation was made available on social media platforms in each county jurisdiction due to COVID.
Adopting a resolution to advance racial equity in law enforcement and public safety in Carrboro	June 2020	Town Council	
Adopting a resolution to recognize Juneteenth as a paid holiday for employees	July 2020	Town Council	Beginning 2021
Adopting the Town's Inclusive Carrboro Communication and Engagement Plan	August 2020	Town Council	
Discussing Reparations including the disproportionality of trees in BIPOC neighborhoods in Carrboro	September 2020	Town Council	Discussion on how zoning and governance decisions still impact life in Carrboro, including affordability and those who can afford to live in Carrboro. Voted to schedule a work session to acknowledge the Town's past, where the Town is on matters of race in this country, and how to define reparations in the Town of Carrboro.
Adopting a resolution to Support Reparations for Black Carrboro and discussion of Reparations Part II	October 2020	Town Council	The resolution – 1. Apologizes and makes amends for (what would later be named) Carrboro's participation in and sanctioning of the Enslavement of Black People. 2. Apologizes and makes amends for its abominable history of unjustly empowering white supremacists and even naming its town after one, and enforcement of segregation and its accompanying discriminatory practices.

			<p>3. Seeks to establish, within a year, a Racial Equity Commission that will be empowered to make short, medium, and long-term recommendations that will make significant progress toward repairing the damage caused by public and private systemic racism, boosting economic mobility and opportunity and creating generational wealth in the Black community.</p> <p>4. Empowers the Commission to hold community conversations to educate the public on the mission of the commission and discuss implementation of the above recommendations.</p> <p>5. Directs the Town Manager to give, at a minimum, a bi-annual update to the Town Council on the progress of work performed as it relates to this resolution.</p> <p>6. Calls on the Truth Plaque Task Force to continue to uncover the truth and shine the light on centuries of institutional and systemic racism.</p> <p>7. Supports and actively participates in the Government Alliance for Racial Equity, a national network to achieve racial equity and advance opportunities for all, and encourages town staff and Town Council to participate in racial equity training.</p> <p>8. Calls on the state of North Carolina to begin policy making and enact a program to allocate funding for reparations to governments at the local level, healing some of the deepest wounds we face today and reaffirming our commitment to a more inclusive future.</p> <p>9. Calls on the federal government to work toward the immediate enactment of the following</p>
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Partnering with CommunityWorx on Carrboro's first Black Lives Matter mural	December 2020	Town Council Arts Committee Staff Community art students Regional artist	Mural located on the CommunityWorx Building - 125 W Main St, Carrboro, NC.
Hosting BIPOC business roundtables, consulting, and other resources	2020 Ongoing	Economic Development	
Establishing the Racial Equity Commission	January 2021	Town Council Mayor Pro Tem Foushee	Inaugural meeting of commission 6/23/2021.
Adopting Town Code Amendment and	April 2021	Council Member Haven-O'Donnell Recreation Parks and Cultural Resources Director/Race and Equity Officer	

Completing a second Black Lives Matter mural	January 2021	Town Council Staff Artist	Mural located Century Center – 100 North Greensboro Street, Carrboro, NC.
Facilitating Advancing Racial Equity, the Role of Government training for all town employees	January 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	
Establishing the Community Safety Task	April 2021	Town Council Council Member Haven-O'Donnell Council Member Slade Chief Race and Equity Officer Chief of Police Housing and Community Services Director	Inaugural meeting of the task force 3/16/22.
Completing Diversity, Equity and Inclusion in the Workplace Certification	May 2021	Recreation Parks and Cultural Resources Director/Race and Equity Officer	University of South Florida, Muma College of Business
Updating the Town Council on Carrboro's Racial Equity Initiative and the One Orange County Racial Equity Plan: A Framework for Moving Forward	June 2021	Town Council	Council accepted the update.
Facilitating racial equity training for Town advisory boards and commissions	June 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	
Conducting second racial equity employee survey	June 2021	GARE Town Manager Recreation Parks and Cultural Resources Director/Race and Equity Officer HR Director	GARE provides survey and employee feedback sent directly to GARE for analysis.
Providing Emergency Housing Assistance - \$900,000 CDBG-CV grant for Carrboro	July 2021	Housing and Community Services	In calendar year 2021 - 59% of recipients identified as Black/African American, 13% Multiracial, and 18% Hispanic.

residents through Dept. Of Commerce			
Continuing the Conversation Sessions for employees and resources and tools to assist in the work	July 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team Communications and Engagement Director Department Heads GARE	Town-wide and department sessions. Supports training and normalizing the conversation and work, for example establishing a column in the employee newsletter and an online shared file that includes updated information, best practices, tools, and other resources.
Unveiling second truth plaque at former site of the Freedmen's School on East Main Street	August 2021	Town Council The Truth Plaque Task Force	To acknowledge the ties of the Town's namesake to racial segregation and other truths about Carrboro's history.
Launching of the online BIPOC New Business Resource Center	August 2021	Economic Development	<a href="http://townofcarrboro.org/2516/New-Business-Resource-Center">http://townofcarrboro.org/2516/New-Business-Resource-Center</a>
Evaluating all CIP projects based on answers to racial equity questions designed to determine impact	October 2021	Finance Officer Department Heads Recreation Parks and Cultural Resources Director/Race and Equity Officer	
Creating Town Practices, Procedures and Policies Document	October 2021	All departments	Document summarizes town policies, practices, processes, and procedures. The racial equity assessment lens will be used to evaluate each.
Creating Facing Race Embracing Equity section of the Carrboro Roundtable, employee newsletter	November 2021 Ongoing	Communication and Engagement Director Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	Helps to advance racial equity by sharing information, resources, and updates.
Providing Mitigation Assistance for small businesses with an emphasis on BIPOC businesses	November 2021	Economic Development	21% of applicant pool were BIPOC applicants (target of 23%). All BIPOC businesses were (or will be) awarded grants. \$326,000 awarded.
Launching Buy BIPOC Business listing	November 2021	Economic Development	Listing of BIPOC businesses in Carrboro. <a href="http://townofcarrboro.org/2582/Buy-BIPOC-Listing">http://townofcarrboro.org/2582/Buy-BIPOC-Listing</a>