

## **2022 Town of Carrboro Racial Equity Accomplishments**

### **Orange County**

1. The OneOrange Racial Equity Framework was adopted by each jurisdiction in Orange County, NC.
2. Offered the foundational training, Advancing Racial Equity, The Role of Government to jurisdictional Elected Officials in Orange County, NC.

### **Town Council**

1. Proclamation issued for National Day of Racial Healing January 2022.
2. Carrboro Connects 2022-2042 Comprehensive Plan adopted, which has race and equity as one of its two foundational themes.
3. Approved in the 2022-2023 budget a full-time chief race and equity officer and race and equity manager positions.
4. Approved funds for a disparity study that will inform changes to the Town's procurement policies to increase opportunities for minority- and women-owned business enterprises.
5. Racial Equity Commission presented first year synopsis. This presentation included a proposed plan of action and community feedback from the Carrboro Day Survey. The Council approved a change to the commission membership - representative from the Farmer's Market Board or BIPOC business owner.
6. Approved two additional members to the Community Safety Task Force.
7. Heard recommendations from the Racial Equity Commission concerning the Housing Implementation Plan.

### **Town**

1. Providing KN-95 or N-95 masks to the community. Reaching out to non-profits and other community partners. Targeting low income and historically marginalized populations. As of 1/26 - distributed 5,047 masks.
2. Departments began using the REAL (racial equity assessment lens) to evaluate policies, practices, procedures, and services. Once the racial equity evaluation is completed, the CORE Team reviews the completed packets and provides recommendations. The Racial Equity Commission reviews nonoperational policies, practices, procedures, and services. The REAL is the assessment tool included in the One Orange Racial Equity Framework.
3. Town Manager's appointment of Carrboro's first Chief Race and Equity Officer.
4. Racial Equity Analysis was placed within the budget process and the ARPA funding program.
5. New employees are required to go through the self-paced Advancing Racial Equity, the Role of Government training.

6. Partnered with the Carrboro Cybrary in creating a brochure of racial equity resources available for staff and the public to check out to learn more about the importance of and normalizing race and equity work.
7. Chief Race and Equity Officer selected to serve on the ICMA Equity Officer Cohort.
8. Strengthening and developing community partnerships and opportunities in community.

### **Communications and Engagement Department**

1. QCT Survey - To hear voices from residents who are historically hard to reach, incorporated a second survey as part of the Town's biennial Community Survey conducted in January 2022. This special survey sought input from residents who live in the town's Qualified Census Tracts. These tracts have 50 percent of households with incomes below 60 percent of the Area Median Gross Income (AMGI) or have a poverty rate of 25 percent or more. <https://www.carrboronc.gov/CivicAlerts.aspx?AID=2109>
2. Honorable Mention Award goes to Town of Carrboro in May 2022 from the NC League of Municipalities for the Town Information Center project. This award recognizes "municipalities that have adapted their approaches or changed services or practices to address inequity in an area of concern for the community." <https://www.townofcarrboro.org/CivicAlerts.aspx?AID=2109>
1. Carrboro In Motion/Comunidad en Movimiento launched in fall 2022 to increase neighbor-to-neighbor participation and engagement with a focus on underserved neighbors. <https://www.townofcarrboro.org/CivicAlerts.aspx?AID=2306>
2. Partnered with Public Works to expand non-digital outreach – constructed five new Town Information Centers (kiosks) during summer 2022, bringing the public information network to a total of nine.
3. Carrboro Town Calendar 2023 is published in English/Spanish in December 2022 and distributed to underserved communities.

### **Economic Development**

1. Hosted Entrepreneurial Business Accelerator Series.

### **Housing and Community Services Department**

1. Identified and completed assessments of the department's initiatives that provide the greatest community impact. (Outside Agency Funding and Affordable Housing Special Revenue Funding)
2. Revised the Outside Agency Funding Application to gather data on the non-profit agency's racial equity work.
3. Worked collaboratively with jurisdictional partners to remove language barriers for Commission members and residents to attend Outside Agency Funding hearings.
4. Worked collaboratively with Orange County to translate Emergency Housing Assistance flyer into additional languages.

### **Human Resources Department**

1. Annual Employee 2022 Spring Picnic – 100% of the food vendors were BIPOC, and several of the gifts were from BIPOC businesses.
2. Started actively reviewing the self-reported race data on applications to open positions within the Town to ensure candidate pools for vacancies are diverse in terms of race and gender.
3. New Hire Orientation - started including information about the Town's participation in GARE as part of the new hire orientation to set a clear expectation for incoming employees that the Town is prioritizing racial equity work.

### **Planning, Zoning, and Inspections Department**

1. Updated a demographic inquiry for Carrboro in Motion and other engagement events.
2. Incorporated equity when planning and implementing transportation demand management and climate action outreach events, such as the Lighten Up event and Solarize outreach.
3. Developed a web map with demographic info for the Town:  
<https://tocgis.ci.carrboro.nc.us/CarrboroEdit/Demographics/>

### **Police Department**

1. Adopted a Traffic Policy that limits certain low-level stops while balancing the traffic safety needs of the community.
2. Adopted a Suspicious Person/Condition Policy – provides a framework for our officers to respond to reports of suspicious people or conditions.
3. Enhanced the quarterly traffic reports shared with the Town Council related to traffic stops.
4. Implemented a Recruitment and Retention Plan that involves advertising our job opening with law enforcement organizations that have a broader race and gender focus.

### **Recreation, Parks and Cultural Resources Department**

1. Worked with department's registration/reservation software company to add ethnicity data field to begin tracking and evaluating participation data.
2. Partnered with tenant associations, nonprofit organizations, and a community health center to implement community events, including a back to school event and distribute information about programs and resources.
3. Expanded the summer Fun on Wheels program to utilize the recreational mobile play unit to take games and family fun into communities.
4. Co-sponsored the first annual in person Juneteenth Celebration with the Town of Chapel Hill and the NAACP Youth Council.

5. Provided support to the Racial Equity Commission and the Community Safety Task Force through opportunities for public engagement at various special events and festivals.
6. Attended El Centro's Festival Latino Americano in August to distribute department information and collect Americans for the Arts surveys to show the impact of these events on the local economy.
7. Utilized new professional organizations and online groups to distribute job announcements to diversify the application pool for positions.
8. Financial Assistance Program documentation requirements streamlined to make the process simpler for applicants who live in public housing.
9. Continued to build new relationships and work with BIPOC-owned vendors in support of Town events.
10. Partnered with the Orange County Community Remembrance Coalition in hosting Black History Month programming.
11. Created "Lesson Plans" for upcoming and potential Dept. Equity Events, including agendas, activities, and discussion questions.
12. Created lists of Recreation and Parks equity related videos, links, and additional resources.