

Attachment A - The Town of Carrboro Equity Tools

Three equity tools are available to assist with embedding equity in town governance and inform decision-making.

I. Tool - The REAL – (Racial Equity Assessment Lens)

Purpose – Measure how communities of color and other marginalized citizens are affected by short- and long-term governmental decisions. The focus is to evaluate existing and new initiatives, centering on “who, what, where, why and how”. The word "initiative" is broadly used to cover policies, practices, processes, procedures, services, projects, and proposals. The county-wide racial equity lens sub-committee will review the first iteration of this tool in the upcoming months.

Users – Decision makers - Elected officials, staff, boards, commissions, community partners, and stakeholders.

Application – Town Council adopted the One Orange Racial Equity Framework which included the REAL on February 1, 2022. Launched - 4/2022. Initially, staff completed the analysis based on community/employee impact. Since the comprehensive plan adoption, the order of completion is based on the date/priority of comprehensive plan projects/strategies and community impact. Once the evaluation lens is completed, the CORE Team reviews the packet and for non-operational evaluations, the Racial Equity Commission. Recommendations are shared with the evaluation team and town manager. A summary of the equity analysis will be given to the Town Council annually in June and December.

II. Tool – Decision Making for Racial Equity (DRE tool)

Purpose – Practical guide for building an organization-wide practice and culture of centering Black, Indigenous and People of Color and equity with continuous inward and outward facing decision-making.

Users – Staff

Application – Staff training culminated -1/31/23. Use as needed. Staff is encouraged to adapt worksheet as needed including adding and skipping discussion questions, depending on which apply to choice point and different circumstance. No review is needed.

III. Tool – Pocket Questions

Purpose – Provide a preliminary view of whether racial equity is included in a project, grant consideration, and other time sensitive proposals in the absence of a racial equity assessment lens evaluation.

Users - Elected officials, boards, commissions, staff, community partners, and stakeholders.

Application – Questions have been used in the past year to help in decision making. Official launch – 3/7/23. The Agenda Item Cover Sheet will reflect additional information related to Council direction. The use of pocket questions should also accompany time sensitive projects such as grant applications, preliminary review of a proposal or Council agenda items that require action in the absence of a racial equity assessment lens evaluation.

Critical thinking is the main component of this exercise which relies on facts, conversations, historical perspective, brainstorming, and root cause analysis. Please note that when considering root causes, sometimes underlying assumptions emerge. The process requires continuing to ask “why” so that the root of the issue and underlying causes of disparities surface. Continuing to ask why (up to five times) during the analysis produces the foundation upon which all actions and next steps are built. When incomplete, the process can cause confusion and/or unanswered questions.