

Racial Equity Pocket Questions  
The Carol Woods Charitable Fund, Inc.

**What are the racial impacts?**

As part of the One Orange Racial Equity Lens evaluation on the Recreation, Parks & Cultural Resources Department's programming, demographic information from our registration system indicated that participation among underserved populations, especially African American participants, was higher on average in our Active Life/Senior programming than in other programming categories. Therefore, this funding has a direct impact in supporting affordable programming for these residents as well as residents of all races and ethnicities.

**Who is or will experience burden?**

Due to the nature of the activities provided, we do not anticipate anyone will experience burden from the acceptance and use of these funds.

**Who is or will experience benefit?**

The primary beneficiaries of these funds will be our older adult population who participate in our Active Life programming. Indirectly, these funds help to offset the impact of programming recreation services through the general fund and thus reduce fiscal pressure of taxpayer funded programming.

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

Participation in recreational programming by seniors is often adversely affected due to program costs. The Town strives to provide free to low-cost programming for this group to address income inequities that may be the result of historical differences in compensation, retirement benefits, etc. Additionally, transportation can sometimes lead to inequity, so this funding allows the department to periodically take some programs to senior facilities such as Covenant Place, Carolina Springs, and Manley Estates.

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

We do not anticipate any negative unintended consequences. Positive outcomes from the participation in diverse and well-rounded recreational opportunities should provide physical, mental, and social benefits for those who participate.