

## **Race and Equity Pocket Questions**

### **Title and purpose of this initiative:**

Authorize the Mayor to execute an employment contract with Patrice Toney for the position of Town Manager.

### **Department:**

Town Council/Human Resources

### **What are the racial and equity impacts?**

The recruitment process for the Town Manager position aimed to cast as wide net as possible with the assistance of a recruitment firm to receive a diverse applicant pool and find a highly qualified candidate for the position.

### **Who is or will experience community burden?**

The community-at-large may be burdened in terms of levels of customer service when a key position like Town Manager is vacant.

### **Who is or will experience community benefit?**

The community will benefit from the efficiencies and expertise the selected candidate will provide within the Town's organizational structure.

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

The GARE Core team has discussed root causes of inequity in hiring for a few years. Some root causes include unconscious bias (names that are generally associated with a particular race, for example) and systemic and structural racism related to education opportunities for BIPOC individuals and how that correlates with minimum job requirements.

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

Unintended consequences of this action may include reinforcing the aforementioned root causes of inequity. An example may include strict educational requirements for job descriptions in lieu of equivalent experience. Additionally, when recruitment includes internal qualified candidates who are not selected to promote within the organization, employees may look elsewhere for promotional opportunities. This results in the loss of organizational knowledge and impacts employee morale.

### **How is your department planning to mitigate any burdens, inequities, and unintended consequences?**

Ways to mitigate burdens, inequities, and unintended consequences include using best practices for writing job descriptions including allowing for an educational requirement or years of experience to be equitably considered, using a variety of advertising methods to try to attract diverse candidate pools, and periodically reviewing demographic data related to the Town's



TOWN OF CARRBORO • NC  
FACING RACE, EMBRACING EQUITY

employee make-up. Organizational development opportunities can help current employees grow in their roles. The Town aims to keep a pulse on employee morale with appreciation events and opportunities for employee feedback including employee surveys and listening sessions.