

RACIAL EQUITY COMMISSION

Background

The Carrboro Town Council and Staff made a commitment to LISTEN to the voices of Carrboro, ENGAGE the voices of Carrboro, PROVIDE services and PLAN for ALL the voices of Carrboro. This purposeful decision was voted on unanimously by the Town Council to begin race and equity work in October 2018. The town joined GARE (Government Alliance for Race and Equity) and started their journey.

With *one voice*, the Town envisions all people that live and work in Carrboro are thriving. Unfortunately, to thrive is only a notion when fundamentally for many black, brown and other marginalized residents basic needs are lacking. Often times structural and institutional racism plagues many communities. Facing truth and finding reconciliation provides healing and direction. The Town will commit to providing equitable operations and services, economic sustainability, affordable housing, food security, and equitable climate change mitigation for ALL of Carrboro.

Purpose

Carrboro seeks to incorporate equitable policies, procedures and practices. The goal is to create a community in which political, economic, social and cultural institutions are no longer predicted and influenced by race. That is why the Racial Equity Commission is so important!

The Carrboro Racial Equity Commission is being established as the community advisory, leadership support team of the Town's racial equity commitment. The commission will work with the Town Council, Race and Equity Officer and Town staff.

Mission

The mission of the Racial Equity Commission is to educate, provide leadership and facilitate on-going equitable engagement with the immediate and greater Carrboro community. The focus is to foster a welcoming and inclusive environment that enhances the overall social, physical, mental and economic well-being of Carrboro.

Carrboro seeks to incorporate equitable policies, procedures and practices for real change based on both short and long term strategies to address disparities. Necessary resources and budgetary appropriations can start as soon as 2021 because our focus is building greater equity within the community.

Criteria of the Carrboro Racial Equity Commission

Commission make-up

Comprised of eight commission members who complete race and equity training provided by the Town's Core Team. All representatives should live in Carrboro.

More specifically, four representatives from the community. (Two members that lived in the community for at least 20 years and two for at least 10 years.) Also each of these members should have a lived experience based on being a person of color. That expertise will help to educate others and deepen viewpoints and practices. We believe individuals that are closest to the pain can be change agents and closer to the power structures that are currently in place. These community members should stay in place until appropriate replacements can be found because they are the foundation of this commission and will provide leadership and stability.

1 representative from the AHAC
1 representative EAB
1 representative ESC
1 representative from the Farmer's Market Board
2 non-voting Town Council Liaisons
Race and Equity Officer – Staff Liaison

Inaugural group will begin staggering terms after second year so that membership will not disrupt continuity.

Commission members will serve two year terms. (Option to serve two sequential terms)

Begin advertising for membership in February 2021 – Black History Month.

Annual duties

Evaluate the mission, purpose and annual duties. Present any recommended changes to the Town Council for approval. (first year)

Conduct quarterly community meetings which includes an opportunity to educate the residents and businesses about resources, opportunities, and any updates. (first two years)

Conduct semi-annual community meetings. (or as needed, beginning third year)

Conducts routine bi-monthly listening sessions and engagement. (as needed, on-going)

Research and develop a Carrboro Reparation proposal for Carrboro including funding considerations. (annually)

Gather and review data to gain a deeper understanding of disparities in town and provide recommendations to address.

Assess, acknowledge and envision next steps based on change and recommendations.

Collaborate with other organizations, committees and task force working to address racial inequities in the community; intra and inter jurisdictional needs.

Review evaluations of town's practices and procedures once completed by departments and representatives. Provide feedback.

Annual administrative expectations:

Present annual "at a glance" presentation to the Town Council.

Conduct semi-annual meetings with the Truth Plague Committee. (and as needed)

Conduct semi-annual meetings with Community Safety Task Force. (and as needed)

Share recommendations and reports with the other Boards and Commissions for feedback and agreement as appropriate.