



Town of Carrboro

Robert and Pearl Seymour Center

2551 Homestead Road

Chapel Hill, NC 27516

Meeting Minutes Board of Aldermen

Sunday, February 28, 2016

10:00 AM-4:00 PM

Great Hall

Present: Mayor Lydia Lavelle, Alderman Damon Seils, Alderman Sammy Slade, Alderman Bethany Chaney, Alderman Michelle Johnson, Alderman Jacquelyn Gist, Alderman Randee Haven-O'Donnell

Also Present: David Andrews, Town Manager, Catherine Dorando, Town Clerk, Nick Herman, Town Attorney, Carol Dorsey, Human Resources Director, Trish McGuire, Planning Director

Retreat Presenters: James Svara, UNC School of Government, Aspen Romeyn, Triangle J Council of Governments

Retreat Facilitator: Andrew Sachs, Dispute Settlement Center

DESIRED OUTCOMES

- Clarification of what equity can mean in the context of leadership and local government
- Understanding progress and disparity in Carrboro and Orange County, utilizing Triangle J COG's Equitable Growth Profile recommendations as one comparison.
- Appreciation for concrete tools that can be used at the department and municipal level to advance equity in operations and policy making
- Board priorities and next steps with regard to equity
- Identification of possible ways the Board can work even better together as it addresses the community's challenging issues

RETREAT KICKOFF

The Board retreat began by breaking into pairs, then groups, to discuss why it is important for the Board to talk about equity and what hopes individuals had for how the Board talks about equity today.

PRESENTATION ON PROGRESS AND DISPARITY IN CARRBORO AND ORANGE COUNTY

Aspen Romeyn, with Triangle J Council of Governments provided the presentation on Carrboro's Equitable Growth Profile. From that, the Board discussed present inequities and created a list of ideas to explore further in the future. This list was referred to as a "parking lot" of ideas for the Board.

PARKING LOT IDEAS

- Subpar banking – what can we do?
- How diverse is our economy (wage vs. salary, etc.) (Sectors of employment)
 - Deepen our Economic Development Conversation
 - How do we move the "local economy" needle toward equity?
 - Survival of local businesses
 - Home-based businesses
- Racial/ethnic disparities persist across the economic data
 - Where and why are those disparities sustained and what can we do?
- Orient thinking around the nature of the problem
- What are departments seeing with regard to younger growth, Latino population?
- Population of 16-24 year-old's not in school or working...How? Why?
- Racial and ethnic disparities
 - Underbanked
 - Police
 - Housing and energy costs
 - 16-24 year-olds not in school or working – bigger issue for African Americans
- Apply racial equity lens to local living economy
 - Loan funds
 - Cultivating minority owned businesses
 - Are minority workers getting what they need?
- Apply racial/ethnic/gender lens
- Liaison to school board re: 16-24 year-olds disconnected
- Equity: look at what people in different groups need and respond to that. Translate what we do through this lens, e.g. loans
- Entrepreneurship club. Grants to young kids, mentorship, Carrboro Business based. See 2013 retreat notes re: Art Menius.
- Role of Carrboro re: schools to address disconnected youth. Claim our role!
 - Shifting demographic ethnic/racial component
 - Where are underperforming students living?
 - Town services/conditions?
 - Collaborating on "Parent U"
 - Partner with Durham Tech on program for 16-24 year-olds for degrees and entrepreneurship
 - Youth "agency"/ Empowerment through schools, link to students through advisory boards
- Neighborhood-level social equity
 - Facilitate direct participation by those who need to be involved
- Move away from broad use of the word "minority" and be specific about which group; e.g. "people of color" "women"
- Note institutional racism in schools will frustrate programs/initiatives
 - Where do we have power/influence with schools?
- Participation/inclusion/engagement

- What's our measure for success, beyond "notification"
- Teaching about financing and government participation in schools
- Controlling what happens "on the map"
- Encouraging housing diversity
- Connectivity/density
- How to raise the conversation?
- Turnover?

PRESENTATION – CONCRETE TOOLS TO ADVANCE EQUITY IN OPERATIONS AND POLICY MAKING

James Svara, UNC School of Government, provided a presentation regarding tools to advance equity in operations and policy making. The board then discussed the following:

- What we mean by equity? -> Inventory in that context
- Training for staff at large, to help understand what we are talking about
- How will people receive our message?
- Note: Durham County Property appraisal inequities re: gentrification/older neighborhoods
- A common starting point prior to Departmental assessment?
- Be open to current understanding of equity among staff/public (be prepared for surprises)
- Commit to a conversation but not a debate about what equity means
- Be open to who we are defining as experiencing equity:
 - Aging
 - Moderate income
 - Refugees
 - Everybody is treated fairly, depending on circumstances
- Hold Board meetings in the community, outreach, engagement
- Translation: accessible to Spanish speakers; Karen
 - Ask the why
 - Assess
 - Set goals
 - Community
 - Staff
 - Define vision
- First step? Ask the why and commit to assessment.
- Develop Shared Language and framework – "shared language" was discussed noting "we all use language differently" "This is a process of arriving at agreement about what things mean." "Not language policing." "Being clear about what we mean."
- Internal process vs. process with the public
- Throw out constraining factors to make head-way; e.g. recording of meetings; live-streaming
- Keep asking why barriers **are** barriers
- Where can we act alone/locally and where with regional partners (act local to mitigate the systemic problems)
- We train together to get at shared language
 - Organizing Against Racism Training (OAR?)
 - Training with group with local government experience
 - Note Board trainings will be an "Open Meeting"

TOOLS TO BE USED/LESSONS LEARNED FROM OTHER PLACES

- Use Madison, WI and Dane County, WI toolkit
- Use Equity Scorecards from Vermont and Maryland
- Overcome fulltime work schedule challenges
- Austin Independent School District Toolkit
- National Academy of Public Administration
- CHCCS Taskforce

FOLLOWUP FROM ASPEN ROMEYN

The Board requested, and Aspen Romeyn agreed to provide the following data analysis with a goal of delivery within the month:

- Wages 10-20 percentile
- House size demographics
- College students vs others in poverty
- % rental/owner/single family
- Who's moving in (income spread)
- Where do Carrboro residents work?
- Who's moving out? (by age)
- Residential tenure

NEXT STEPS

- Training for us (focused on local government)
- Define what social justice and equity are and vision for Carrboro
- Diversify the training by inviting African Americans to join us?
- Invite other elected officials?
- Follow-up on training
- Ask why->Train->Ask why again
- Clarify how to focus on equity efforts: race? Other groups? Powerless?
- Staff: represents our Town's diversity. Also be humble.
- OAR says "tricky" to train all together due to power dynamics
- Have an authentic conversation about equity
- What's already "in play" in Town"
 - Basic laws, EEOC
 - Person to Person/equity/ "systemic racism"
 - Cooperative Communication Training
- Vision: what we will create (not discriminating) vs what we will not tolerate
- What does equity look like?
- Does working further out on the margins move equity forward for all?
- Including the whole Town along with us requires us to start broad, then narrow
- Address/include the economic middle and the marginalized (noting in the middle class, African Americans suffer the most)

IMMEDIATE PLAN OF ACTION

1. **BEFORE SUMMER:** Have another conversation: What does equity look like? Why do we do it?
2. **WITHIN 8 MONTHS:** Staff Training and Board Training
3. **TBD TIMELINE:** Staff and Board conversation/vision
 - Assessment – Staff and Public
4. **BY MARCH 2017:** Board Goals

HOW WE LEAD TOGETHER AS A BOARD

- Responsibility to treat each other with respect
- Quality of our discourse
- Each meeting is a new meeting; try to forget past hurts; recommit to be “in this relationship”
- Familiar; at ease with one another;
 - Talk things thru
 - Discussion
 - Collaboration
 - For good of the Town
 - Not politicizing
 - Think broadly
- For future consideration/possible discussion:
 - Rotate chair role?
 - Renew commitment to guidelines or take them down?
 - “Spaciousness”
 - “Clear, concise agenda”
 - “Rekindle” the ease, the comfort
 - Carrboro Values: ok to have a courageous conversation
 - Work on dropping assumptions about where we each are on a spectrum re: social justice
 - Respect all values, trust the other person’s values