

Town of Carrboro

301 W. Main St., Carrboro, NC 27510



Meeting Agenda - Final

Tuesday, January 17, 2023

7:00 PM

Council Chambers - Room 110

Town Council

7:00-7:05**A. POETRY READING, RESOLUTIONS, PROCLAMATIONS, AND ACKNOWLEDGEMENTS****7:05-7:10****B. ANNOUNCEMENT OF UPCOMING MEETINGS****7:10-7:20****C. PUBLIC COMMENT**

Comments are limited to three minutes per speaker.

7:20-7:25**D. CONSENT AGENDA**

1. [23-8](#) Adoption of 2023 Town Council Meeting Calendar
PURPOSE: The purpose of this item is for Town Council to adopt the 2023 meeting calendar.

Attachments: [Attachment A- Draft 2023 Town Council Meeting Schedule](#)
[Attachment B- List of Previously Held Council Work Session dates](#)

2. [23-9](#) Appointment of Chief Chris Attack to the Orange County Schools Safety Task Force
PURPOSE: The purpose of this agenda item is to request that the Town Council appoint Chief Chris Attack to serve on the Orange County School Safety Task Force.

Attachments: [Attachment A- School Safety Task Force Composition and Charge](#)
[Attachment B- Schools Safety Task Force Resolution](#)

E. OTHER MATTERS**7:25-7:45**

1. [23-3](#) Update on Town Race and Equity Initiatives
PURPOSE: The purpose of this agenda item is to provide an update on town race and equity initiatives.

Attachments: [Attachment A - Carrboro Race and Equity Journey](#)
[Attachment B - 2022 Town of Carrboro Racial Equity Accomplishments](#)

F. MATTERS BY COUNCIL MEMBERS



Agenda Item Abstract

File Number: 23-8

Agenda Date: 1/17/2023
In Control: Town Council
Version: 1

File Type: Agendas

TITLE:

Adoption of 2023 Town Council Meeting Calendar

PURPOSE: The purpose of this item is for Town Council to adopt the 2023 meeting calendar.

DEPARTMENT: Town Clerk

CONTACT INFORMATION: Wesley Barker, Town Clerk, wbarker@carrboronc.gov
<<mailto:wbarker@carrboronc.gov>>, 919-918-7309

INFORMATION: This proposed 2023 meeting calendar has been prepared to include Council meetings for the entire year. The Council approved the January 2023 meeting schedule at the December 6, 2022 meeting. Beginning in February 2023, the second Tuesday of the month will be dedicated to Council work sessions. Additionally, the town calendar would be updated to reflect any meeting cancellations.

The clerk's office researched previous Council agendas where work sessions were held by Council. Most of the work sessions held were part of a regular business meeting with the work session being held at the end of the business meeting. However, a few meetings were held as standalone work session meetings. Attachment B details these previously held work sessions with the date, purpose, and if a work session was part of a regular business meeting, or standalone work session.

Additionally, the clerk's office researched surrounding jurisdictions meeting schedules and have provided the information below as it relates to regular meetings and work sessions:

- The Town of Chapel Hill holds two regular meetings and one work session each month with some special meetings added throughout the year.
- The Town of Hillsborough has one regular meeting and one work session per month unless a special meeting is needed.
- The Town of Apex holds two regular meetings per month, with a separate optional work session meeting allotted once a month.
- The City of Burlington holds two meetings per month, with one work session per month.
- The Town of Pittsboro holds two regular meetings per month, with scheduled work

sessions around the budget.

It has been requested that the Town Council not hold a meeting on Tuesday, April 11th, 2023 due to this being the Tuesday after the Easter Friday holiday. For the month of November 2023, no regular council business meeting will be held on the first Tuesday of the month due to Election Day (11/7/23). Due to this, the second Tuesday in November (11/14/23) will instead be a regular council business meeting. The reason for this is so council can hold a regular business meeting for the month of November as the third & fourth Tuesdays in November are typically not meeting days due to the Thanksgiving holiday.

The Council should review the meeting dates proposed and adopt the calendar (Attachment A), making any changes necessary.

The calendar may also be revised at any time throughout the year, upon approval by the Council.

FISCAL & STAFF IMPACT: N/A

RECOMMENDATION: It is recommended that the Town Council adopt the 2023 meeting schedule.

2023 Town Council Meeting Schedule

Approved 1/__/23

Date	Time	Meeting Type	Place
January			
January 10th	7:00 PM	Business Meeting	Town Council Chambers
January 17th	7:00 PM	Business Meeting	Town Council Chambers
February			
February 7th	7:00 PM	Business Meeting	Town Council Chambers
February 14th	7:00 PM	Work Session*	Town Council Chambers
February 21st	7:00 PM	Business Meeting	Town Council Chambers
February 28th	7:00 PM	Business Meeting	Town Council Chambers
March			
March 7th	7:00 PM	Business Meeting	Town Council Chambers
March 14th	7:00 PM	Work Session*	Town Council Chambers
March 21st	7:00 PM	Business Meeting	Town Council Chambers
March 28th	7:00 PM	Business Meeting	Town Council Chambers
April			
April 4th	7:00 PM	Business Meeting	Town Council Chambers
April 18th	7:00 PM	Business Meeting	Town Council Chambers
April 25th	7:00 PM	Business Meeting	Town Council Chambers
May			
May 2nd	7:00 PM	Business Meeting	Town Council Chambers
May 9th	7:00 PM	Work Session*	Town Council Chambers
May 16th	7:00 PM	Business Meeting	Town Council Chambers
May 23rd	7:00 PM	Business Meeting	Town Council Chambers
June			
June 6th	7:00 PM	Business Meeting	Town Council Chambers
June 13th	7:00 PM	Work Session*	Town Council Chambers
June 20th	7:00 PM	Business Meeting	Town Council Chambers
June 27th	7:00 PM	Business Meeting	Town Council Chambers
September			
September 12th	7:00 PM	Work Session*	Town Council Chambers
September 19th	7:00 PM	Business Meeting	Town Council Chambers
September 26th	7:00 PM	Business Meeting	Town Council Chambers
October			
October 3rd	7:00 PM	Business Meeting	Town Council Chambers
October 10th	7:00 PM	Work Session*	Town Council Chambers
October 17th	7:00 PM	Business Meeting	Town Council Chambers
October 24th	7:00 PM	Business Meeting	Town Council Chambers
November			
November 14th	7:00 PM	Business Meeting	Town Council Chambers
December			
December 5th	7:00 PM	Organizational/Business Meeting	Town Council Chambers

Town Council Chambers, 301 W. Main St., Carrboro

***notable dates for no Council meetings**

Day after New Years holiday- Jan. 3rd
 Apr. 11th- Tuesday after Easter holiday
 Months of Jul.-Aug. - Summer Break
 Day after Labor Day- Tue., Sept. 5th
 Election Day- Tue., Nov. 7th
 Thanksgiving week -Tue. Nov. 21st
 Tuesday after Thanksgiving- Nov. 28th
 Dec. 12th, 19th, 26th- Winter Break

List of previous work sessions held by Town Council (or Aldermen)

- [10/11/22](#) Cemetery discussion (this work session was part of a regular business meeting)
- [6/14/22](#) FY 23 Budget Discussion (this work session was part of a regular business meeting)
- [3/8/22](#) Carrboro Connects Work Session (a work session on this item was part of a regular business meeting)
- [10/5/21](#) Work Session on Preliminary draft of Carrboro Connects Comp Plan (a work session on this item was part of a regular business meeting)
- [10/20/20](#) Reparations discussion (this appears to be a full work session with exception of consent agenda items included)
- [9/12/17](#) Public assemblies work session led by Town Attorney (a work session on this item was part of a regular business meeting)
- [5/9/17](#) Lloyd property development (This appears to be a full work session with exception of consent agenda items included)
- [4/11/17](#) Tiny Homes Discussion (a work session on this item was part of a regular business meeting)
- [9/13/16](#) Draft of Advisory Board Policy (a work session on this item was part of a regular business meeting)
- [6/10/14](#) Zoning strategy NSA implementation (a work session on this item was part of a regular business meeting)
- [5/13/14](#) NCNGN-AT&T Network Development (a work session on this item was part of regular business meeting)
- [3/11/14](#) Environmentally friendly development projects work session (a work session on this item was part of regular business meeting)
- [1/14/14](#) General Use Zoning/NSA Implementation (a work session on this item was part of regular business meeting)
- [6/11/13](#) continuation from the 5/14/13 work sessions on parking & construction management and development (a work session on this item was part of a regular business meeting)
- [5/14/13](#) (Budget work session plus discussion on parking & other items- This appears to be a full work session of various items)



Agenda Item Abstract

File Number: 23-9

Agenda Date: 1/17/2023
In Control: Town Council
Version: 1

File Type: Agendas

TITLE:

Appointment of Chief Chris Attack to the Orange County Schools Safety Task Force

PURPOSE: The purpose of this agenda item is to request that the Town Council appoint Chief Chris Attack to serve on the Orange County School Safety Task Force.

DEPARTMENT: Manager's Office/Police Department

CONTACT INFORMATION: Richard J. White III, Town Manager, Phone: 919-918-7315, Email: rwhite@carrboronc.gov <<mailto:rwhite@carrboronc.gov>>; Chris Attack, Chief of Police, Phone: 919-918-7407, Email: catack@carrboronc.gov <<mailto:catack@carrboronc.gov>>

INFORMATION: On November 15, 2022, the Orange County Board of Commissioners (BOCC) approved the creation of a Schools Safety Task Force that will begin meeting in January 2023. The purpose of this task force is to discuss ways in which Orange County government, schools, law enforcement, and the community can enhance the safety of the school environment to protect from external threats and promote the education of Orange County K-12 public school students.

Additionally, the task force will recommend to the BOCC new or amended policies, ordinances, and/or practices that will address those external threats and provide a safer school environment for the students. The task force is composed of 18 members to include residents of the Chapel-Hill Carrboro City School district, the Orange County school district, students from each school district, BOCC representatives, superintendents of each school district, the Sheriff, and the police chiefs of each town in Orange County. The BOCC would like to have law enforcement representation - police chief or designee (e.g., deputy/assistant police chief, etc.) - on the Task Force. There are a total of four positions for Chapel Hill Carrboro City School District and Orange County School District residents to apply for consideration.

FISCAL & STAFF IMPACT: The police chief or designee will be required to attend the task force meetings. At this time, the BOCC is recommending at least six meetings between January and June 2023. There is no fiscal impact to the Town to make the appointment.

RECOMMENDATION: The Town Manager recommends that the Town Council appoint Police Chief Chris Attack to serve on the Orange County School Safety Task Force.

ORANGE COUNTY SCHOOLS SAFETY TASK FORCE CHARGE AND COMPOSITION

The Task Force charge will include but not necessarily be limited to:

1. Discuss ways in which the Orange County government, schools, law enforcement, and community can enhance the safety of the school environment to protect from external threats and promote the education of Orange County K-12 public school students;
2. Recommend to the Board of County Commissioners new or amended policies, ordinances, and/or practices that will address those external threats and provide a safer school environment for our students.

Position #	Representation	Appointment Process
1	Resident – Chapel Hill Carrboro City School District	Application
2	Resident – Chapel Hill Carrboro City School District	Application
3	Resident – Orange County School District	Application
4	Resident – Orange County School District	Application
5	Orange County Schools Student	Superintendent Appointment
6	Orange County Schools Student	Superintendent Appointment
7	Chapel Hill Carrboro City Schools Student	Superintendent Appointment
8	Chapel Hill Carrboro City Schools Student	Superintendent Appointment
9	Board of Commissioners Representative	BOCC Appointment
10	Board of Commissioners Representative	BOCC Appointment
11	Board of Education Representative – CHCCS	Board of Education Appointment
12	Superintendent or Designee - CHCCS	Superintendent Appointment
13	Board of Education Representative – OCS	Board of Education Appointment
14	Superintendent or Designee - OCS	Superintendent Appointment
15	Sheriff or Designee	Sheriff Appointment
16	Carrboro Police Chief or Designee	Town Appointment
17	Chapel Hill Police Chief or Designee	Town Appointment
18	Hillsborough Police Chief or Designee	Town Appointment

Attachment B

A RESOLUTION MANKING AN APPOINTMENT TO THE SCHOOLS SAFETY TASK FORCE

Section 1. The Carrboro Town Council hereby appoints the following person to the Schools Safety Task Force.

Appointee	Term Expiration
Police Chief Chris Atack	N/A

Section 2. This resolution shall become effective upon adoption.

This the 10th day of January 2023.



Agenda Item Abstract

File Number: 23-3

Agenda Date: 1/17/2023

File Type: Agendas

In Control: Town Council

Version: 1

TITLE:

Update on Town Race and Equity Initiatives

PURPOSE: The purpose of this agenda item is to provide an update on town race and equity initiatives.

DEPARTMENT: Town Managers Office

CONTACT INFORMATION: Anita Jones-McNair, Chief Race and Equity Officer,
amcnair@carrboronc.gov <<mailto:amcnair@carrboronc.gov>>, 919.918.7381

INFORMATION: Anita Jones-McNair, Chief and Equity Officer, provided a race and equity update to the Town Council on February 1, 2022 when the One Orange Racial Equity Framework was adopted. This recap of the town's race and equity initiatives is in preparation of the upcoming Council retreat and in response to Council Member Foushee's request for an update.

On October 9, 2018, the Town Council voted to join the Government Alliance on Race and Equity (GARE). Attachment A covers highlights from 2018 to 2021. Attachment B includes accomplishments from last year, 2022.

In 2023, all town employees are participating in Decision Making for Racial Equity (DRE) Training this month. The One Orange Racial Equity Jurisdictional Team are having follow-up meetings to discuss implementation of the One Orange Racial Equity Framework which all Orange County governing bodies have adopted. The team is comprised of employees responsible for leading race and equity initiatives in each jurisdiction. Town staff will also work on a race and equity action plan that will connect town initiatives.

FISCAL & STAFF IMPACT: There is no fiscal impact associated with this update.

RECOMMENDATION: The Town Council is requested to accept the race and equity update.

Carrboro RACE AND EQUITY Journey

2018-2021

Action Item	Timeline October 2018 – December 31, 2021	Responsibility	Other information
Joining the Government Alliance on Race and Equity (GARE)	October 2018	Board of Aldermen Town Staff	Presentation to Board of Aldermen and discussion.
Establishing first race and equity officer position. The Recreation Parks and Cultural Resources Director will assume those duties.	January 2019	Town Manager	
Updating the Board of Aldermen on (GARE) initiative	March 2019	Recreation Parks and Cultural Resources Director/Race and Equity Officer	<ul style="list-style-type: none"> • Introduced Town's CORE TEAM • Attend GARE meetings and trainings - GARE convening, annual conference and first NC Learning Community/Cohort • Develop Orange County vision/partnership with jurisdictions • Work with departments through the CORE team • Incorporate train the trainer's model to train all staff • Evaluate Town's practices and procedures
Unveiling first truth plaque at Town Hall site	April 2019	Town Council Truth Plaque Task Force	To acknowledge the ties of the Town's namesake to racial segregation and other truths about Carrboro's history.
Conducting first Employee Racial Equity Survey	June 2019	Town Manager Recreation Parks and Cultural Resources Director/Race and Equity Officer HR	GARE provides survey and employee feedback sent directly to GARE for analysis.

Updating Town Council	February 2020	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	Attended annual GARE Conference and CORE team participating in NC Learning Cohort. Completed racial equity employee survey. Developed Town vision statement and logo.
Discussing how COVID 19 is Disproportionately Affecting Blacks, Latinos and Other Underserved and Marginalized Communities	June 2020	Town Council	Community shared feedback. Council Members will provide their priorities for action and have a discussion at the next Town Council meeting.
Continuing the discussion on how COVID-19 is disproportionately affecting Blacks, Latinos and other underserved and marginalized communities and action steps adoption	June 2020	Town Council	<p>Each item below is listed as a priority of the Town Council and initial steps to be taken on items shown in bold:</p> <p>Housing</p> <ul style="list-style-type: none"> • Direct financial assistance for housing/rental assistance and utility fees - TOC and County Housing departments, requesting CARES Act funds to assist with this effort • Affordable Housing Special Revenue Fund <p>Public Health</p> <ul style="list-style-type: none"> • Consult with Health Department and see how we can support this - Support for health department COVID19 needs - need space and funding to expand testing access and other COVID-related activities especially for Carrboro residents. • Need more efficient data collection • Access and provision of PPE - ongoing and should continue, giving priority to the most vulnerable, marginalized and underserved community members • Access to free testing with expanded testing sites

			<ul style="list-style-type: none"> Identify and connect community members with readily accessible mental health services <p>Outreach/Education/Engagement</p> <ul style="list-style-type: none"> Outreach/Education/Engagement- multiple languages, intentional cultural sensitivity around language, values and perspectives. Everyone does not receive/process information the same way, meeting people where they are at is key. Need a strategic plan sooner rather than later <p>Additional Comments</p> <ul style="list-style-type: none"> GARE Initiative - keep it fully funded and on track, no delays! Engage in County Recovery Plan for more access to resources Police racial bias and equity efforts/Orange County Bias Free Policing Coalition - audit to assess potential for re-allocation of resources from policing— >address basic human needs and other root causes, criminal justice reform/debt fund Make housing and food a BUDGET PRIORITY - even if it means cutting other items Investigate with Legal - Public benefit vs public charge rule - for those who are on track for a green card, what are implications? Collaboration with non-profits when possible. Another round of COVID Emergency - loans for minority businesses, grants, or training, Town Manager to work with staff with this Voter registration and education along with how to register for absentee voting to communications platform <p>STAFF SHOULD REPORT BACK BY JUNE 23RD FOR THE CARES ITEM AND PROVIDE UPDATES AS THEY ARISE FOR OTHER PRIORITIES.</p>
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Appropriating CARES funding for eligible COVID related expenditures	June 2020	Town Council Town Manager Finance Director	Eligible computer costs (General Fund: \$41,500), for the rental assistance program (Affordable Housing Fund: \$120,000), and for emergency loan grants (Emergency Loan Fund: \$47,500).
Reading 400 Years of the African American Story Resolution	June 2020	BIPOC Elected Officials of Orange County Staff	This Juneteenth presentation was made available on social media platforms in each county jurisdiction due to COVID.
Adopting a resolution to advance racial equity in law enforcement and public safety in Carrboro	June 2020	Town Council	
Adopting a resolution to recognize Juneteenth as a paid holiday for employees	July 2020	Town Council	Beginning 2021
Adopting the Town's Inclusive Carrboro Communication and Engagement Plan	August 2020	Town Council	
Discussing Reparations including the disproportionality of trees in BIPOC neighborhoods in Carrboro	September 2020	Town Council	Discussion on how zoning and governance decisions still impact life in Carrboro, including affordability and those who can afford to live in Carrboro. Voted to schedule a work session to acknowledge the Town's past, where the Town is on matters of race in this country, and how to define reparations in the Town of Carrboro.
Adopting a resolution to Support Reparations for Black Carrboro and discussion of Reparations Part II	October 2020	Town Council	The resolution – 1. Apologizes and makes amends for (what would later be named) Carrboro's participation in and sanctioning of the Enslavement of Black People. 2. Apologizes and makes amends for its abominable history of unjustly empowering white supremacists and even naming its town after one, and enforcement of segregation and its accompanying discriminatory practices.

			<p>3. Seeks to establish, within a year, a Racial Equity Commission that will be empowered to make short, medium, and long-term recommendations that will make significant progress toward repairing the damage caused by public and private systemic racism, boosting economic mobility and opportunity and creating generational wealth in the Black community.</p> <p>4. Empowers the Commission to hold community conversations to educate the public on the mission of the commission and discuss implementation of the above recommendations.</p> <p>5. Directs the Town Manager to give, at a minimum, a bi-annual update to the Town Council on the progress of work performed as it relates to this resolution.</p> <p>6. Calls on the Truth Plaque Task Force to continue to uncover the truth and shine the light on centuries of institutional and systemic racism.</p> <p>7. Supports and actively participates in the Government Alliance for Racial Equity, a national network to achieve racial equity and advance opportunities for all, and encourages town staff and Town Council to participate in racial equity training.</p> <p>8. Calls on the state of North Carolina to begin policy making and enact a program to allocate funding for reparations to governments at the local level, healing some of the deepest wounds we face today and reaffirming our commitment to a more inclusive future.</p> <p>9. Calls on the federal government to work toward the immediate enactment of the following</p>
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			<p>policies and bills:</p> <ul style="list-style-type: none"> a. A program to provide reparations to the descendants of enslaved Africans sufficient to eliminate the racial wealth gap; b. A program to provide a universal basic income to all citizens sufficient to meet each person's basic needs; c. A program to provide a guaranteed federal or federally-funded living-wage job to all citizens; d. An increase in the federal minimum wage to \$15/hr. or higher, with regular increases to account for increases in cost of living and inflation; e. A program to provide universal health care; f. H.R. 40, a bill to establish a federal Commission to Study and Develop Reparations for African Americans.
Partnering with CommunityWork on Carrboro's first Black Lives Matter mural	December 2020	Town Council Arts Committee Staff Community art students Regional artist	Mural located on the CommunityWorx Building - 125 W Main St, Carrboro, NC.
Hosting BIPOC business roundtables, consulting, and other resources	2020 Ongoing	Economic Development	
Establishing the Racial Equity Commission	January 2021	Town Council Mayor Pro Tem Foushee	Inaugural meeting of commission 6/23/2021.
Adopting Town Code Amendment and	April 2021	Council Member Haven-O'Donnell Recreation Parks and Cultural Resources Director/Race and Equity Officer	

Completing a second Black Lives Matter mural	January 2021	Town Council Staff Artist	Mural located Century Center – 100 North Greensboro Street, Carrboro, NC.
Facilitating Advancing Racial Equity, the Role of Government training for all town employees	January 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	
Establishing the Community Safety Task	April 2021	Town Council Council Member Haven-O'Donnell Council Member Slade Chief Race and Equity Officer Chief of Police Housing and Community Services Director	Inaugural meeting of the task force 3/16/22.
Completing Diversity, Equity and Inclusion in the Workplace Certification	May 2021	Recreation Parks and Cultural Resources Director/Race and Equity Officer	University of South Florida, Muma College of Business
Updating the Town Council on Carrboro's Racial Equity Initiative and the One Orange County Racial Equity Plan: A Framework for Moving Forward	June 2021	Town Council	Council accepted the update.
Facilitating racial equity training for Town advisory boards and commissions	June 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	
Conducting second racial equity employee survey	June 2021	GARE Town Manager Recreation Parks and Cultural Resources Director/Race and Equity Officer HR Director	GARE provides survey and employee feedback sent directly to GARE for analysis.
Providing Emergency Housing Assistance - \$900,000 CDBG-CV grant for Carrboro	July 2021	Housing and Community Services	In calendar year 2021 - 59% of recipients identified as Black/African American, 13% Multiracial, and 18% Hispanic.

residents through Dept. Of Commerce			
Continuing the Conversation Sessions for employees and resources and tools to assist in the work	July 2021 Ongoing	Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team Communications and Engagement Director Department Heads GARE	Town-wide and department sessions. Supports training and normalizing the conversation and work, for example establishing a column in the employee newsletter and an online shared file that includes updated information, best practices, tools, and other resources.
Unveiling second truth plaque at former site of the Freedmen's School on East Main Street	August 2021	Town Council The Truth Plaque Task Force	To acknowledge the ties of the Town's namesake to racial segregation and other truths about Carrboro's history.
Launching of the online BIPOC New Business Resource Center	August 2021	Economic Development	http://townofcarrboro.org/2516/New-Business-Resource-Center
Evaluating all CIP projects based on answers to racial equity questions designed to determine impact	October 2021	Finance Officer Department Heads Recreation Parks and Cultural Resources Director/Race and Equity Officer	
Creating Town Practices, Procedures and Policies Document	October 2021	All departments	Document summarizes town policies, practices, processes, and procedures. The racial equity assessment lens will be used to evaluate each.
Creating Facing Race Embracing Equity section of the Carrboro Roundtable, employee newsletter	November 2021 Ongoing	Communication and Engagement Director Recreation Parks and Cultural Resources Director/Race and Equity Officer CORE Team	Helps to advance racial equity by sharing information, resources, and updates.
Providing Mitigation Assistance for small businesses with an emphasis on BIPOC businesses	November 2021	Economic Development	21% of applicant pool were BIPOC applicants (target of 23%). All BIPOC businesses were (or will be) awarded grants. \$326,000 awarded.
Launching Buy BIPOC Business listing	November 2021	Economic Development	Listing of BIPOC businesses in Carrboro. http://townofcarrboro.org/2582/Buy-BIPOC-Listing

2022 Town of Carrboro Racial Equity Accomplishments

Orange County

1. The OneOrange Racial Equity Framework was adopted by each jurisdiction in Orange County, NC.
2. Offered the foundational training, Advancing Racial Equity, The Role of Government to jurisdictional Elected Officials in Orange County, NC.

Town Council

1. Proclamation issued for National Day of Racial Healing January 2022.
2. Carrboro Connects 2022-2042 Comprehensive Plan adopted, which has race and equity as one of its two foundational themes.
3. Approved in the 2022-2023 budget a full-time chief race and equity officer and race and equity manager positions.
4. Approved funds for a disparity study that will inform changes to the Town's procurement policies to increase opportunities for minority- and women-owned business enterprises.
5. Racial Equity Commission presented first year synopsis. This presentation included a proposed plan of action and community feedback from the Carrboro Day Survey. The Council approved a change to the commission membership - representative from the Farmer's Market Board or BIPOC business owner.
6. Approved two additional members to the Community Safety Task Force.
7. Heard recommendations from the Racial Equity Commission concerning the Housing Implementation Plan.

Town

1. Providing KN-95 or N-95 masks to the community. Reaching out to non-profits and other community partners. Targeting low income and historically marginalized populations. As of 1/26 - distributed 5,047 masks.
2. Departments began using the REAL (racial equity assessment lens) to evaluate policies, practices, procedures, and services. Once the racial equity evaluation is completed, the CORE Team reviews the completed packets and provides recommendations. The Racial Equity Commission reviews nonoperational policies, practices, procedures, and services. The REAL is the assessment tool included in the One Orange Racial Equity Framework.
3. Town Manager's appointment of Carrboro's first Chief Race and Equity Officer.
4. Racial Equity Analysis was placed within the budget process and the ARPA funding program.
5. New employees are required to go through the self-paced Advancing Racial Equity, the Role of Government training.

6. Partnered with the Carrboro Cybrary in creating a brochure of racial equity resources available for staff and the public to check out to learn more about the importance of and normalizing race and equity work.
7. Chief Race and Equity Officer selected to serve on the ICMA Equity Officer Cohort.
8. Strengthening and developing community partnerships and opportunities in community.

Communications and Engagement Department

1. QCT Survey - To hear voices from residents who are historically hard to reach, incorporated a second survey as part of the Town's biennial Community Survey conducted in January 2022. This special survey sought input from residents who live in the town's Qualified Census Tracts. These tracts have 50 percent of households with incomes below 60 percent of the Area Median Gross Income (AMGI) or have a poverty rate of 25 percent or more. <https://www.carrboronc.gov/CivicAlerts.aspx?AID=2109>
2. Honorable Mention Award goes to Town of Carrboro in May 2022 from the NC League of Municipalities for the Town Information Center project. This award recognizes "municipalities that have adapted their approaches or changed services or practices to address inequity in an area of concern for the community." <https://www.townofcarrboro.org/CivicAlerts.aspx?AID=2109>
1. Carrboro In Motion/Comunidad en Movimiento launched in fall 2022 to increase neighbor-to-neighbor participation and engagement with a focus on underserved neighbors. <https://www.townofcarrboro.org/CivicAlerts.aspx?AID=2306>
2. Partnered with Public Works to expand non-digital outreach – constructed five new Town Information Centers (kiosks) during summer 2022, bringing the public information network to a total of nine.
3. Carrboro Town Calendar 2023 is published in English/Spanish in December 2022 and distributed to underserved communities.

Economic Development

1. Hosted Entrepreneurial Business Accelerator Series.

Housing and Community Services Department

1. Identified and completed assessments of the department's initiatives that provide the greatest community impact. (Outside Agency Funding and Affordable Housing Special Revenue Funding)
2. Revised the Outside Agency Funding Application to gather data on the non-profit agency's racial equity work.
3. Worked collaboratively with jurisdictional partners to remove language barriers for Commission members and residents to attend Outside Agency Funding hearings.
4. Worked collaboratively with Orange County to translate Emergency Housing Assistance flyer into additional languages.

Human Resources Department

1. Annual Employee 2022 Spring Picnic – 100% of the food vendors were BIPOC, and several of the gifts were from BIPOC businesses.
2. Started actively reviewing the self-reported race data on applications to open positions within the Town to ensure candidate pools for vacancies are diverse in terms of race and gender.
3. New Hire Orientation - started including information about the Town’s participation in GARE as part of the new hire orientation to set a clear expectation for incoming employees that the Town is prioritizing racial equity work.

Planning, Zoning, and Inspections Department

1. Updated a demographic inquiry for Carrboro in Motion and other engagement events.
2. Incorporated equity when planning and implementing transportation demand management and climate action outreach events, such as the Lighten Up event and Solarize outreach.
3. Developed a web map with demographic info for the Town:
<https://tocgis.ci.carrboro.nc.us/CarrboroEdit/Demographics/>

Police Department

1. Adopted a Traffic Policy that limits certain low-level stops while balancing the traffic safety needs of the community.
2. Adopted a Suspicious Person/Condition Policy – provides a framework for our officers to respond to reports of suspicious people or conditions.
3. Enhanced the quarterly traffic reports shared with the Town Council related to traffic stops.
4. Implemented a Recruitment and Retention Plan that involves advertising our job opening with law enforcement organizations that have a broader race and gender focus.

Recreation, Parks and Cultural Resources Department

1. Worked with department’s registration/reservation software company to add ethnicity data field to begin tracking and evaluating participation data.
2. Partnered with tenant associations, nonprofit organizations, and a community health center to implement community events, including a back to school event and distribute information about programs and resources.
3. Expanded the summer Fun on Wheels program to utilize the recreational mobile play unit to take games and family fun into communities.
4. Co-sponsored the first annual in person Juneteenth Celebration with the Town of Chapel Hill and the NAACP Youth Council.

5. Provided support to the Racial Equity Commission and the Community Safety Task Force through opportunities for public engagement at various special events and festivals.
6. Attended El Centro's Festival Latino Americano in August to distribute department information and collect Americans for the Arts surveys to show the impact of these events on the local economy.
7. Utilized new professional organizations and online groups to distribute job announcements to diversify the application pool for positions.
8. Financial Assistance Program documentation requirements streamlined to make the process simpler for applicants who live in public housing.
9. Continued to build new relationships and work with BIPOC-owned vendors in support of Town events.
10. Partnered with the Orange County Community Remembrance Coalition in hosting Black History Month programming.
11. Created "Lesson Plans" for upcoming and potential Dept. Equity Events, including agendas, activities, and discussion questions.
12. Created lists of Recreation and Parks equity related videos, links, and additional resources.