



Brief Management Team on GARE Convening	2/12/2019	Complete
Develop CORE TEAM and meet	By 3/12/2019	Complete
Present timeline to Board of Aldermen	3/12/2019	In progress
Seek interest in regional vision/partnership with Orange County	3/2019	*
Evaluate Town's practices and procedures	4-8/2019	*
Attend Annual GARE Meeting and Training Conference	4/2019	*
Meet with Orange County representatives on regional partnership	By 5/2019	*
Participate in the North Carolina Learning Community/Cohort	6/2019-1/2021	*
Working with departments through the CORE team	On going	*

\*denotes pending board approval

The cohort experience would allow 4-8 jurisdictions across the state to engage teams of staff - CORE TEAM and/or Management Team to participate in a 12-18-month process of peer learning and strategy sessions. The basic curriculum in the learning community/cohort facilitated by GARE leadership includes the trainings listed below. In addition to trainings, jurisdictions are provided with training and technical assistance in between sessions as well as participate in a speaker's series to learn from others in the state and across the country. Opportunities for train the trainers are also included which is an option we strongly plan to consider. If the cohort does not occur during the time frame identified, the town will work with our Regional GARE Project Manager to provide training opportunities for Town staff.

Learning Community Curricula

1. Advancing Racial Equity: The Role of Government (staff attended at the convening)
2. Results Based Accountability for Racial Equity
3. Using a Racial Equity Tool
4. Developing a Racial Equity Action Plan
5. Leading for Racial Equity
6. Tools for Organizational Change

**FISCAL & STAFF IMPACT:** The anticipated cost is \$50,000 for the Racial Equity Initiative requested over the next two fiscal years. That figure includes annual membership renewal - \$1,000, training needs of CORE Team and/or Management Team - \$1,000 per staff member for training component and accommodations for staff during training period. This budgeted amount or at least the majority of the amount is requested to cover the next two fiscal years. If the cohort begins in June 2019 some funds may be needed in this fiscal year for training kick-off. Also, departments may cover cost of printing materials, etc. during self-evaluation.

**RECOMMENDATION:** Staff recommends that the Board of Aldermen adopt the attached resolution.