



## Legislation Text

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**File #:** 17-641, **Version:** 1

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**TITLE:**

Town of Carrboro Equity Discussion

**PURPOSE:** The purpose of this agenda item is for the Board of Aldermen to discuss the topic of equity and determine how this standard integrates within our town governance.

**DEPARTMENT:** Town Management

**CONTACT INFORMATION:** Anita Jones-McNair, Recreation and Parks Director, 919-981-7381 and Rebecca Buzzard, Project Manager, 919-918-7438.

**INFORMATION:** Equity is an important principle used to shape Town of Carrboro practices and procedures. The attached staff report provides definitions pertinent to the topic of equity, background information and examples of resource programs/models. (See Attachment A) The first model - The Social Justice Goal Impact Review Tool focuses on social justice. (See Attachments B and C) The second model - Government Alliance of Race & Equity Toolkit (GARE) provides a multi-layered approach for maximum impact that focuses initially on racial equity.

In summary, the topic of equity was included during several Board Retreats and Work Sessions in 2015 and 2016:

- February 15, 2015: Retreat - the Board discussed values and decision-making strategies including the alignment around the concept of justice.  
<https://carrboro.legistar.com/MeetingDetail.aspx?ID=374813&GUID=FD5CE812-1243-434F-82D4->  
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- October 20, 2015: Work Session - the Board reviewed Carrboro's Vision 2020 plan and discussed its usefulness in guiding decision-making, particularly in relation to social impact/equity.  
<https://carrboro.legistar.com/MeetingDetail.aspx?ID=414414&GUID=080F0318-625E-4B50-A8E8->  
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- February 16, 2016: Work session - the Board looked at local government examples, identified questions, and additional resources that would best inform the retreat activities. A closer examination of the local government experience was identified as a way for the Board to see how equity as a community value has been examined, prioritized, and integrated into local government's operations. The focus of a staff presentation was primarily the experiences in Seattle and King County, Washington.  
<https://carrboro.legistar.com/MeetingDetail.aspx?ID=461005&GUID=F741A609-42AA-40F5-B94D->  
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- February 28, 2016: Retreat - the Board received clarification of what equity can mean in the context of leadership and local government. Triangle JCOG gave a presentation about progress and disparity in Carrboro and Orange County. The Board was presented with a set of concrete tools that could be used at the department and municipal level to advance equity in operations and policymaking.

<https://carrboro.legistar.com/MeetingDetail.aspx?ID=456718&GUID=2770DCA0-809E-478E-94B2->

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In addition, the following documents were designed with inclusivity, social justice and community needs as focal points through the years - Facilitated Small Area Plan for Carrboro's Northern Study Area, Carrboro's Vision 2020, Downtown Carrboro New Vision, Community Climate Action Plan, Policing Equity Report and The Economic Sustainability Plan. The Board has also considered equity and social justice in discussions about a future comprehensive plan.

The Board of Aldermen and town departments continue to find ways to create a welcoming and inclusive environment that enhances the overall social, physical and mental well-being of our community.

**FISCAL & STAFF IMPACT:** None at this time. Any fiscal impact will vary based on specified follow-up actions.

**RECOMMENDATION:** Staff recommends that the Board of Aldermen accept the Equity Report, discuss the topic of equity and provide staff direction on how to integrate equity in future town governance.