



Legislation Text

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TITLE:

Carrboro Moving Forward with GARE Initiative

PURPOSE: The purpose of this agenda item is to update the Board of Aldermen on the progress and timeline of the GARE initiative

DEPARTMENT: Town Management

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

INFORMATION: The Town of Carrboro is now a member of GARE (Government Alliance on Race and Equity) because of the approval given by the Board of Aldermen on October 9, 2018. During that meeting, the Board directed at least one staff member attend the January 2019 GARE North Carolina Convening Meeting. Three staff members were able to attend the convening. In February, an overview of the convening was shared with the Management Team and a CORE team developed.

The CORE team includes the following employees:

Finance - Cary McNallan, Fire - Morgan Joyce, Ray Enoch, Walter Mills, Human Resources - Julie Eckenrode, Administration - Rebecca Buzzard, Planning - Patricia McGuire, Police - Tony Frye, Public Works - Angelo Pucinischi, Recreation and Parks - Anita Jones-McNair. The initial meeting of the CORE team was held on March 5, 2019.

Also during the October meeting, staff was asked to bring back next steps during the budget process. Below is a draft time line of next steps. Attachment B provides general information about GARE.

TASK	TIMELINE	STATUS
Attend GARE Convening	1/16-18/2019	Complete
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.