County Racial Equity Plan: A Framework for Moving Forward Update 2023
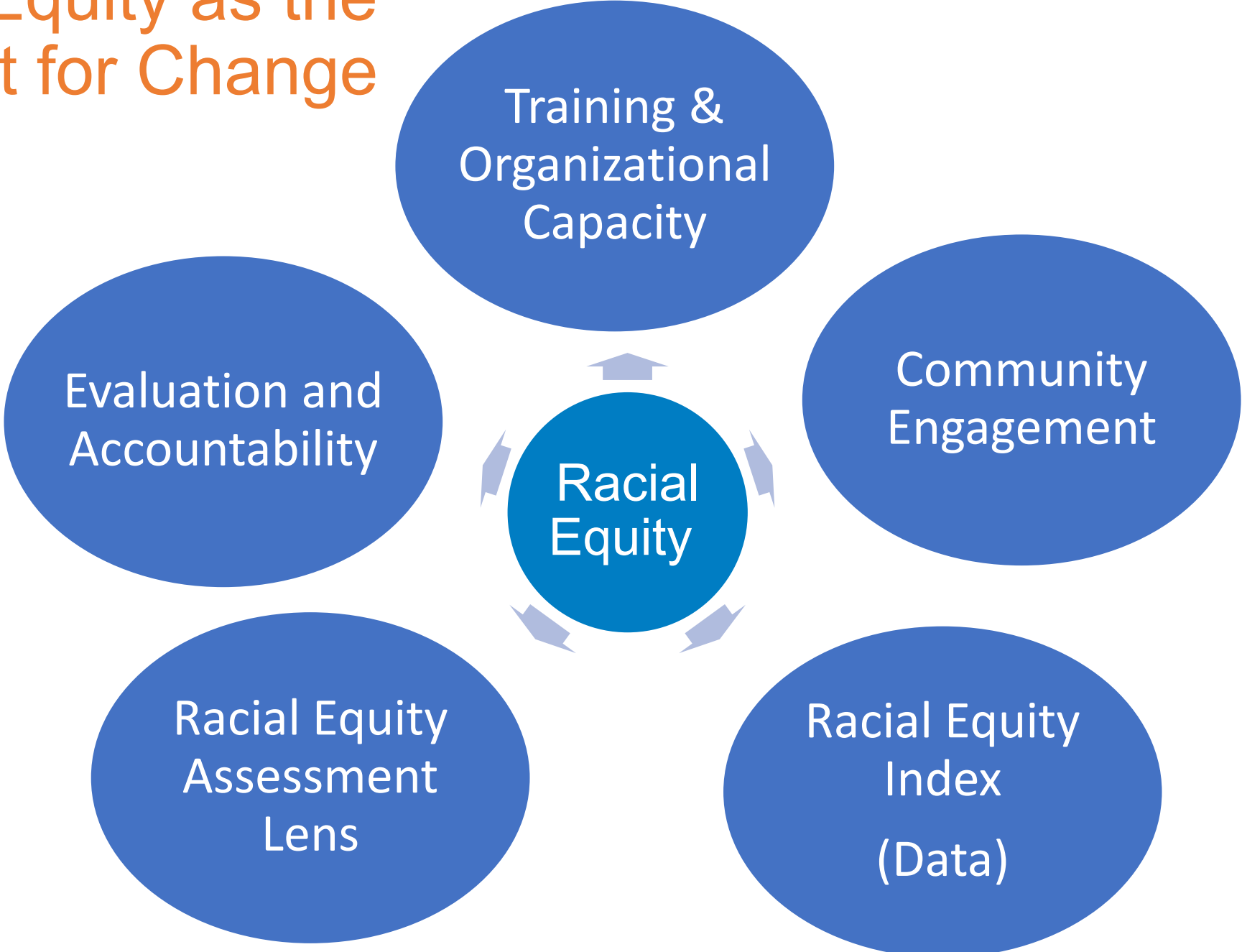
Presenters: Shenekia Weeks, Diversity, Equity, and Inclusion Officer
Alysha Phanord, Diversity, Equity, and Inclusion Program Analyst

Agenda

- **Overview**
- **Training & Organizational Capacity**
- **Community Engagement**
- **Racial Equity Assessment Lens**
- **Data Index**
- **Racialized History (Reckoning Document)**
- **Accountability and Evaluation**

Racial Equity as the Catalyst for Change

Training & Organizational Capacity

Community Engagement

Racial Equity

Evaluation and Accountability

Racial Equity Assessment Lens

Racial Equity Index (Data)

Questions

Did we miss any REAL Tool application opportunities?

Feedback

Are we headed in the right direction with the priorities of Education, Employment, and Housing?

Suggestions

Are there additional priorities you would like OneOrange to consider regarding Racial Equity Index or Racialized History ?

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1

Training & Organizational Capacity

Capacity Building RBA-Non-Profits & Department Directors

Elected Official Training

Town DEI Training Calendar

Equity Lab, New Year-long Cohort Starting This Month

Customized Departmental Trainings

Town of Chapel Hill STAFF DEI Training Schedule

- Jan & Feb GARE Training (3hrs) and REAL Tool (1hr)

- March- GARE Training (3hrs) and Social Identity (2hrs)

- April & May: GARE Training (3hrs) and REAL Tool (1hr)

- June: Socialization (2hrs)

- July & August: GARE Training (3hrs) and REAL Tool (1hr)

- September: Interrupting Racism (2hrs)

- Oct-Nov: GARE Training (3hrs) and REAL Tool (1hr)

What is RBA?

Framework	Process	Culture
Organizes how people work together	Creates measurable improvement	Values results

(Data-Driven Decision Making)

Turn the Curve Thinking

1. How are we doing?

2. What is the story behind the curve?

3. Who are the partners who have a role to play in turning the curve?

4. What works to turn the curve?

5. What is our action plan to turn the curve?

Turn the Curve?

2
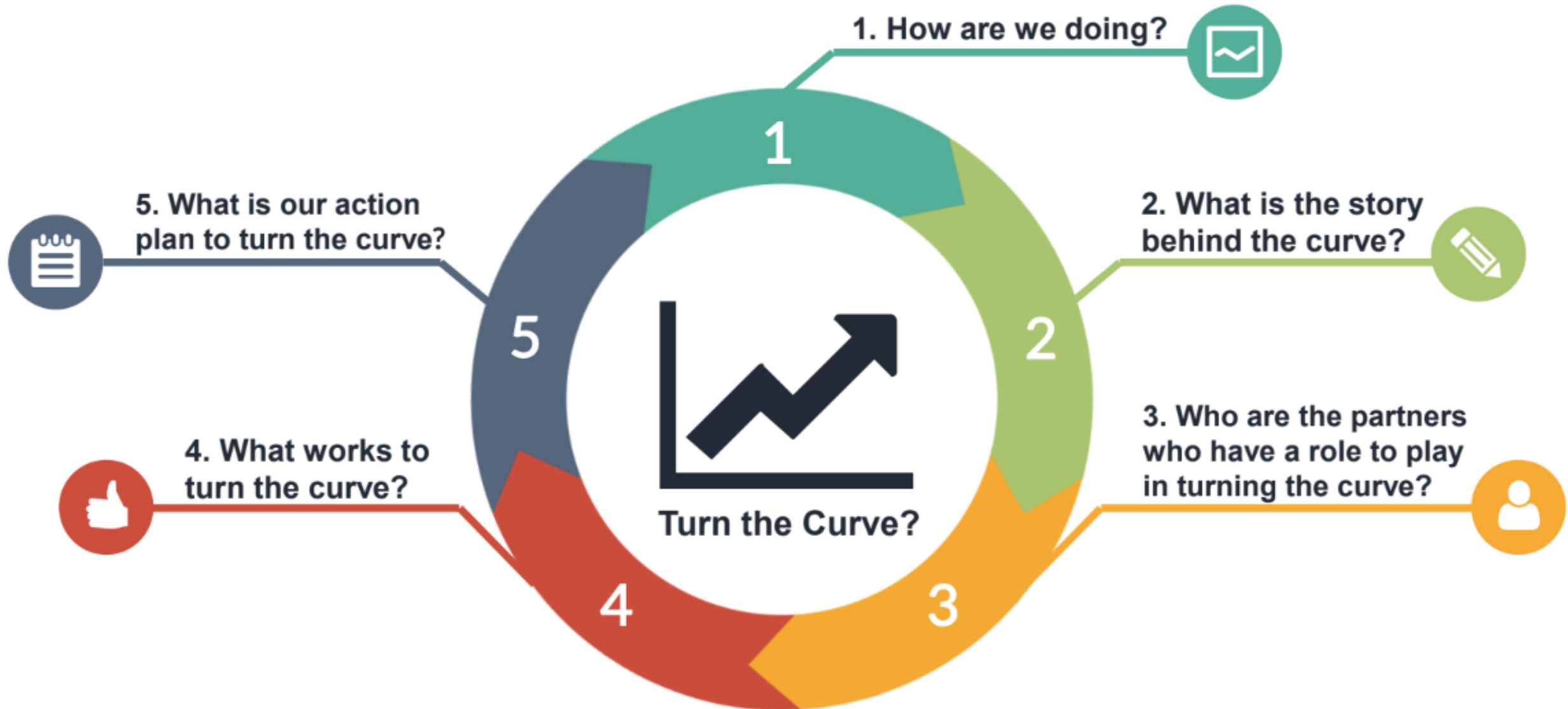
Racial Equity Assessment Lens

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- Drivers- Organizational capacity or jurisdictional directive
- Feedback- REAL Lens evaluation
- Joint Application- Human Services Funding Application

Town of Chapel Hill Applications

- Board and Commission Recruitment
- Splash Pad Feasibility
- Public Housing Waitlist Process
- Housing Choices LUMOTA
- Complete Community Integration with Staff
- Public Life Study Survey Questions
- Community Survey Questions
- Human Services Funding Process
- Public Library Weekly Schedule
- Shaping Our Future
- ARPA Grant Process

Racial Equity Pocket Guide

◎ What are the <u>racial impacts</u>?

◎ Who is or will experience <u>burden</u>?

◎ Who is or will experience <u>benefit</u>?

◎ What are the <u>root causes </u>of inequity?

◎ What might be the <u>unintended consequences</u> of this action or strategy?

Community Engagement

Town of Chapel Hill

- Community Engagement Compensation Pilot
  - Community Engagement Gap Analysis
  - Shaping Our Future

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- Reengagement of Orange County DSS Toy Chest participants

Toy Chest 2021

285	Improved Education Outcomes for Children of Color
285	Increased Affordable Housing Options
162	Increased Employment Opportunities for People of Color
157	Improved Health Outcomes for People of Color
146	Decreased Criminal Justice Involvement for People of Color
140	Increased Opportunities for Youth Voice(s)
138	Increased Community Unity
119	Increased Decision-Making Opportunities for People of Color
108	Increased Influence on Budget/Resource Allocations
82	Increased Community Engagement for People of Color
82	Increased Local Government Accountability to Communities of Color

In total, there were 660 responses. It is important to note that the majority of the responses were gathered from the Orange County Toy Chest targeted community engagement in 2021.
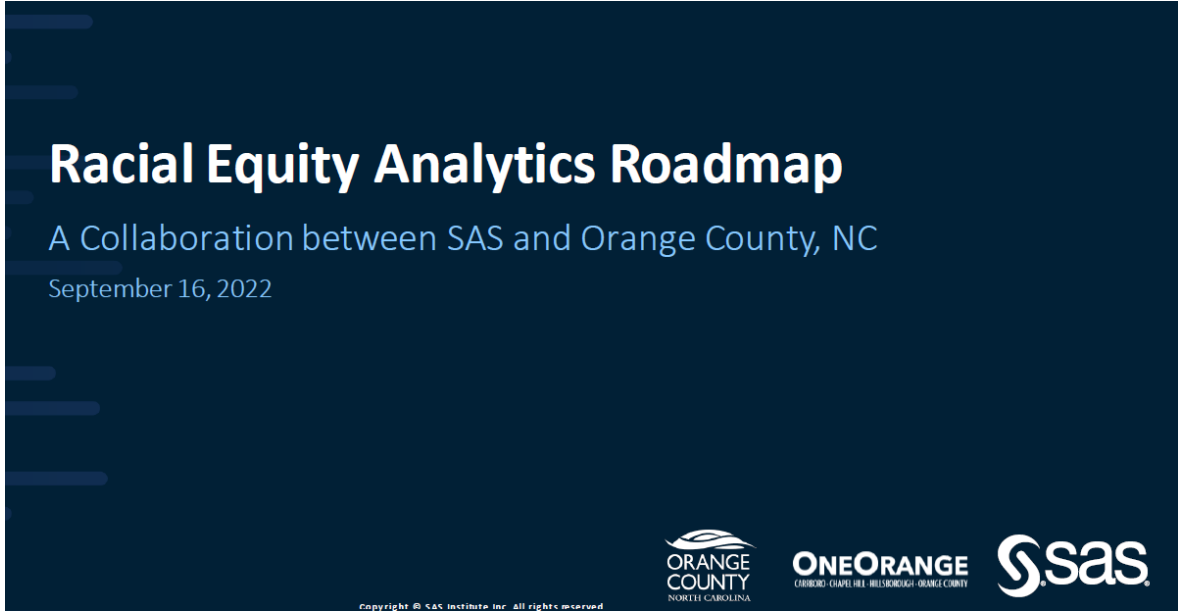
180 Participant Responses

Education

Employment

Housing

Racial Equity Index

Racial Equity Analytics Roadmap

A Collaboration between SAS and Orange County, NC

September 16, 2022

ORANGE COUNTY NORTH CAROLINA   **OneOrange** CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY   §.sas

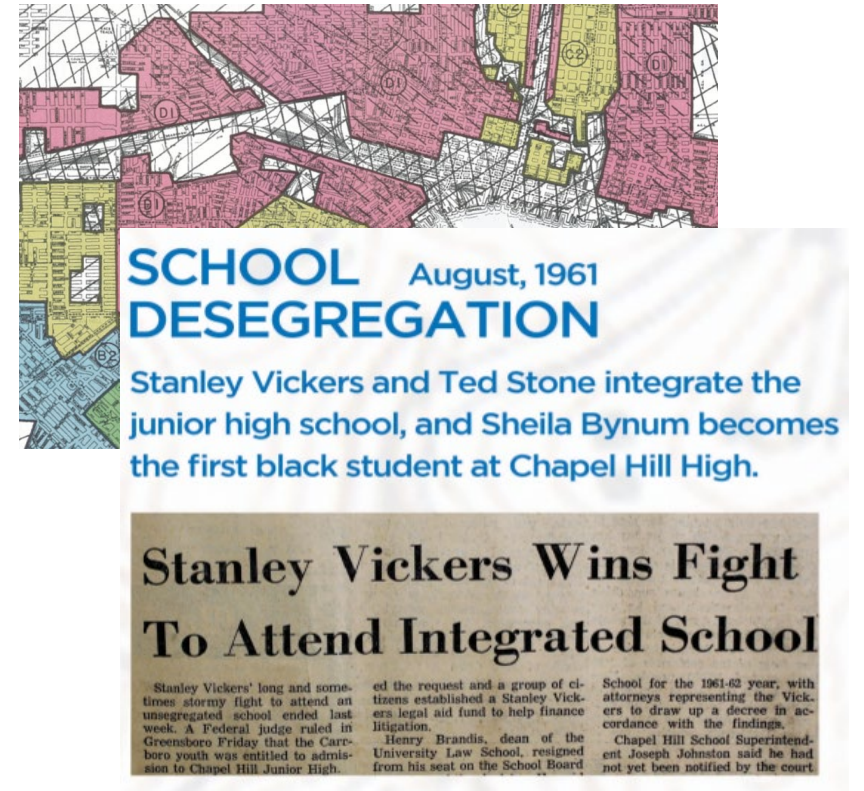Copyright © SAS Institute Inc. All rights reserved.

- Child Welfare Focal OC DSS Progress
- Carolina Demography Racialized Data
- $10K ask per jurisdiction to begin creating a Data Index
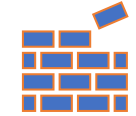
Racialized History

- Thematic truth-telling document still under development

- Guides reparative decision-making

- Team leads recommend starting with the Top (3) community identified issues of Education, Housing, and Employment

- $10K ask per jurisdiction to begin creating a racialized history

SCHOOL DESEGREGATION — August, 1961

Stanley Vickers and Ted Stone integrate the junior high school, and Sheila Bynum becomes the first black student at Chapel Hill High.

Stanley Vickers Wins Fight To Attend Integrated School

Stanley Vickers' long and sometimes stormy fight to attend an unsegregated school ended last week. A Federal judge ruled in Greensboro Friday that the Carrboro youth was entitled to admission to Chapel Hill Junior High.

ed the request and a group of citizens established a Stanley Vickers legal aid fund to help finance litigation.

Henry Brandis, dean of the University Law School, resigned from his seat on the School Board

School for the 1961-62 year, with attorneys representing the Vickers to draw up a decree in accordance with the findings.

Chapel Hill School Superintendent Joseph Johnston said he had not yet been notified by the court

5 Next Steps Towards Evaluation And Accountability

- Continue OneOrange
- Market Training
- Build Capacity
- Strengthen Partnerships

Full implementation when Data Index & Racialized History are complete, and program interventions are aligned.

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Education Outcomes for Children of Color
(Daycares, K-12, Community College)

	Year	White	Black	Hispanic	Asian
Percentage of 3rd graders who met grade level proficiency in reading end-of-grade exam.	**18-19**	**80.67**	**48.92**	**34.56**	**77.06**
Percentage of 8th graders who met grade level proficiency in math end-of-grade exam.	**18-19**	**79.19**	**30.54**	**46.38**	**83.46**
Proportion of enrolled 6, 7, and 8 grade students who had at least one out-of-school suspension.	**2018**	**2.42**	**12.86**	**8.71**	**0.71**
Percentage of students with ACT score 17 or higher.	**20-21**	**87.52**	**32.26**	**46.11**	**83.53**

What is causing this problem?

Write your thoughts on the blue sticky note.

Feedback from the Community:
Education
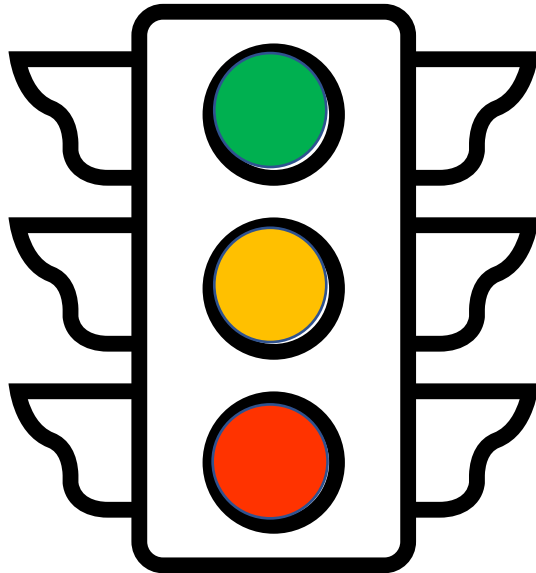
High
- **Infrastructure – 35.5%**
- **More Support – 18.2%**

Moderately
- **Home Life – 13.6%**
- **Staff – 12.7%**
- **Curriculum – 10.9%**

Slightly
- **Policy – 6.4%**
- **Disability – 1.8%**
- **Other – 0.9%**
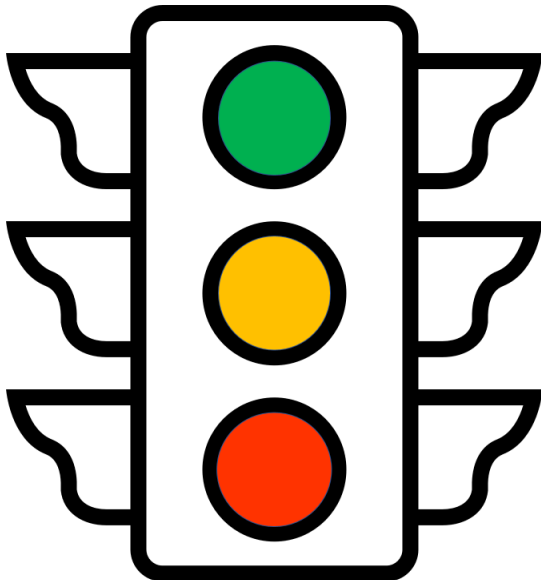
*Percentages based on the proportion of responses

Increased Affordable Housing Options
(Realtors, Landlords, Builders, Lenders, and Non-Profits)

	Year	White	Black	Hispanic	Asian
Percentages of households who own their home	16-20	75.20	49.20	53.10	68.30
Proportion of home loan applications for single-family home purchase denied by lender.	17	6.10	22.08	8.43	6.67
Percentages of households with housing costs exceeding 30% of income	16-20	21.40	40.60	31.30	17.80

What is causing this problem?

Write your thoughts on the green sticky note.

Feedback from the Community:
Housing

High
- Options/Opportunity – 25.3%
- Expensive – 25.3%

Moderately
- Policy – 20.9 %
- Discrimination/Racism – 16.5%

Slightly
- Education – 5.5%
- Infrastructure – 5.5%
- Language – 1.1%

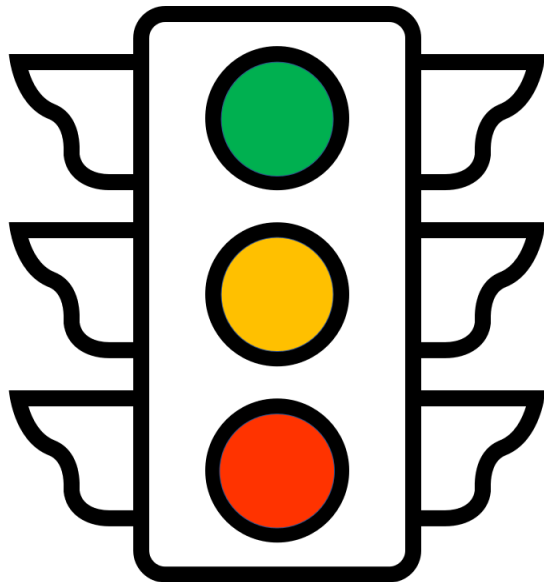*Percentages based on the proportion of responses

Increased Employment Opportunities for People of Color
(Jobs Available, Employers, Transportation, Job Training)

	Year	White	Black	Hispanic	Asian
Percentage of adults aged 25-64 who are self-employed (i.e. own an incorporated or unincorporated business)	16-20	14.40	3.50	15.20	7.20
Percentages of adults aged 25-64 who are unemployed	16-20	3.00	7.20	2.20	5.10
Median hourly wages for adults aged 25-64 employed part-time or full-time	16-20	55,000	33,000	23,000	73,000

What is causing this problem?

Write your thoughts on the yellow sticky note.