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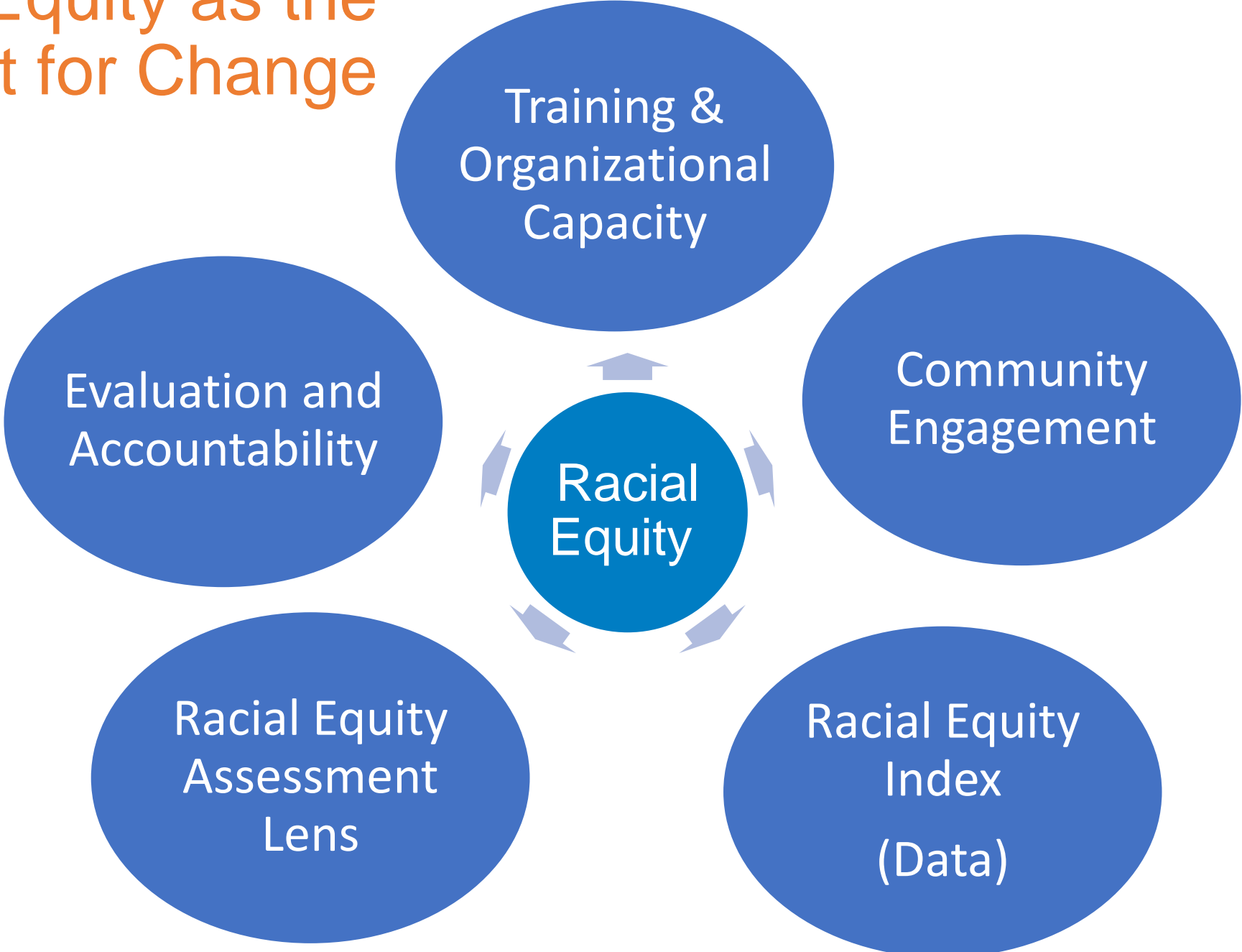
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Presenters: Shenekia Weeks, Diversity, Equity, and Inclusion Officer
Alysha Phanord, Diversity, Equity, and Inclusion Program Analyst

Agenda

- **Overview**
  - **Pillars (Review)**

- **Training & Organizational Capacity**
  - **RBA & Asset-Based Community Development |Elected Officials | GARE Training | Training Calendar (Chapel Hill)**

- **Community Engagement**
  - **Toy Chest Community Engagement |Community Engagement Compensation Pilot (Chapel Hill)**

- **Racial Equity Assessment Lens**
  - **Results Based Accountability (RBA) Training**
  - **Application: Human Services Funding (Joint)| Jurisdiction Application**

- **Data Index**
  - **Carolina Demography Racial Disparities |Child Welfare Pilot**
  - **Fiscal Impact**

- **Racialized History (Reckoning Document)**
  - **Initial Orange County Overview | Jurisdiction Autonomy**
  - **Fiscal Impact**

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Racial Equity as the Catalyst for Change

Training & Organizational Capacity

Evaluation and Accountability

Community Engagement

Racial Equity

Racial Equity Assessment Lens

Racial Equity Index (Data)

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Questions

Do you have any priority initiatives for REAL Tool application in the short-term?

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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Racial Equity Assessment Lens

Town of Chapel Hill Applications

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

OneOrange Update

- Each is implementing the lens based on organizational capacity or jurisdictional directives
- Feedback on the REAL Lens is underway to inform future iterations
- Human Services Funding Application

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Racial Equity Pocket Guide

1. What are the racial impacts?
2. Who is or will experience burden?
3. Who is or will experience benefit?
4. What are the root causes of inequity?
5. What might be the unintended consequences of this action or strategy?

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Community Engagement

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- Reengagement of Orange County DSS Toy Chest participants

Town of Chapel Hill

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

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Toy Chest 2022

- In 2021, we engage community members at the Toy Chest event to inform them of OneOrange and to ask for help identifying priorities for the Racial Equity Plan. See priorities to the right.

- In December 2022, the One Orange team, returned and shared data around the priorities.

- We also asked the attendees for the event for additional help understanding why these problems exist in our communities. We explored the top three priorities.

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.

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180 Participant Responses

Education

High Priority
- Infrastructure – 35.5%
- More Support – 18.2%

Medium Priority
- Home Life – 13.6%
- Staff – 12.7%
- Curriculum – 10.9%

Long-Term Priority
- Policy – 6.4%
- Disability – 1.8%
- Other – 0.9%

Employment

High Priority
- Opportunities/Access – 25.8%
- Discrimination/Racism – 15.7%

Medium Priority
- Policy – 11.2%
- Livable Wage – 9%
- Experience – 7.9%
- Infrastructure – 7.9%

Long-Term Priority
- Exploitation – 5.6%
- Education – 5.6%
- Other – 4.5%
- Language – 3.4%
- Working Conditions – 3.4%

Housing

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

Medium Priority
- Policy – 20.9 %
- Discrimination/Racism – 16.5%

Long-Term Priority
- Education – 5.5%
- Infrastructure – 5.5%
- Language – 1.1%

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Racial Equity Index

Racial Equity Analytics Roadmap

A Collaboration between SAS and Orange County, NC

September 16, 2022

ORANGE COUNTY NORTH CAROLINA

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

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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

Training & Organizational Capacity

- Capacity Building RBA-Non-Profits

- Elected Official Training

- Town DEI Training Calendar

- Equity Lab, new year-long starting this month

- Customized Departmental Trainings

TOCH 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)

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Evaluation and Accountability

- RBA- Training
- Continued application of the REAL Tool for programs and policy
- Equity Outcomes evaluation is a long-term measure and will be fully implemented when Data Index is complete, and programs and strategies are aligned.

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Questions — Do you have any priority initiatives for REAL Tool application in the short-term?

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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