

## 06-16-2021 Town Council Meeting Responses to Council Questions

### **ITEM #6: Review Draft Orange Countywide Racial Equity Plan Framework**

**Council Question:**

What is the status of the Town's own Racial Equity toolkit that the Council requested at its January work session to be worked on to apply to Council decision-making?

**Staff Response:**

*The draft review tool is included in the Draft Orange Countywide Racial Equity Plan on page 49 of the Council packet. Applying the review tool requires research, data collection and collaborative community engagement. We recommend that the Council work with the Diversity, Equity, and Inclusion Officer to select decisions that the tool would be used with.*

**Council Question:**

Which people (positions) in this coalition have been working together on the Orange County Racial Equity Plan?

**Staff Response:**

*The GARE team leads are listed below, by municipality:*

- *Annette Moore, Orange County, Director, Human Rights and Relations*
- *Nancy Coston, Orange County, Director, Department of Health and Human Services*
- *Anita Jones-McNair, Town of Carrboro, Director, Parks and Recreation*
- *Jenifer Della Valle, Town of Hillsborough, Assistant to the Town Manager/Deputy Budget Director*
- *Haley Bizzell, Town of Hillsborough, Interim Director, Human Resources*
- *Rae Buckley, Town of Chapel Hill, Director, Organizational and Strategic Initiatives*
- *Sarah Vinas, Town of Chapel Hill, Assistant Director, Housing and Community*

**Council Question:**

To what extent were community partners involved in the creation of this Plan? If so, which ones?

**Staff Response:**

*Staff held a Public Comment Period and an Information Session on the Racial Equity Framework and sent the draft to community stakeholders across housing, economic development, human services and community development organizations. The responses received from this outreach included:*

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- *The Community wanted to be involved in developing a racial equity plan;*
- *The Community thought we must reach out to marginalized communities; and*
- *The Community believed we must get schools involved in our Plan.*

### **Council Question:**

Who were on each of the five multi-jurisdictional subcommittees?

### **Staff Response:**

*Please see list of employees below:*

#### *Racial Equity Index Subcommittee*

- *Nancy Coston, Orange County*
- *Diogenes DeLosSantos, Orange County*
- *Lindsey Shewmaker, Orange County*
- *Juliet Sheridan, Orange County*
- *Annette Moore, Orange County*
- *Julie Eckenrode, Town of Carrboro*
- *Rae Buckley, Town of Chapel Hill*
- *Sarah Vinas, Town of Chapel Hill*

#### *Community Engagement Subcommittee:*

- *Melvyn Blackwell, Orange County*
- *Sarah Pickhardt, Orange County*
- *Rachel Raper, Orange County*
- *Jim Walker, Town of Carrboro*
- *Catherine Lazorko, Town of Carrboro*
- *Catherine Wright, Town of Hillsborough*
- *Sarah Vinas, Town of Chapel Hill*
- *Rae Buckley, Town of Chapel Hill*

#### *Racial Equity Review Tool Subcommittee:*

- *Brennan Bouma, Orange County*
- *Robert Williams, Orange County*
- *Anita Jones-McNair, Town of Carrboro*
- *Stephanie Trueblood, Town of Hillsborough,*
- *Sarah Vinas, Town of Chapel Hill*
- *Rae Buckley, Town of Chapel Hill*

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### *Training Subcommittee:*

- *Brenda Bartholomew, Orange County*
- *Desmond Frierson, Orange County*
- *Erica Bryant, Orange County*
- *Tom Clark, Town of Chapel Hill*
- *Allie Hansen, Town of Carrboro*
- *Jenifer Della Valle, Town of Hillsborough*
- *Haley Bizzell, Town of Hillsborough*

### *Evaluation and Accountability Subcommittee:*

- *Eli Valsing, Town of Hillsborough*
- *Patricia McGuire, Town of Carrboro*
- *Shannon Bailey, Town of Chapel Hill*
- *Jennifer Galassi, Orange County*
- *Quintana Stewart, Orange County*

### **Council Question:**

Will any funding be necessary to the implement this countywide racial equity plan? If so, how much?

### **Staff Response:**

*The cost of implementing the Countywide Racial Equity Plan is currently the staff time related to the project. For example, the Council authorized the hiring of a Diversity, Equity and Inclusion Officer who will assume responsibility for this project and provide strategic leadership for the Town's DEI projects. Following the County-wide Racial Equity Plan, the next step is that each municipality will create individual goals and action plans. A discussion of funding will be involved in that process.*

### **Council Question:**

Will our new DEI officer, Ms. Weeks, be on board in time to share her thoughts on the framework with Council before we forward comments to the county?

### **Staff Response:**

*The new Diversity Equity and Inclusion Officer will start employment with the Town on June 21. Ms. Weeks will assume leadership of the project and be prepared to offer her thoughts when the draft returns to the Council in the fall.*