

ONEORANGE

CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY

One Orange Countywide Racial Equity Framework: Catalyst For Moving Forward



One Orange Mission Statement

One Orange is a commitment by Orange County leaders and staff to uncover and address implicit racial biases in our institutions to ensure that race can no longer be used to predict life outcomes in our community.

Tonight's Agenda

1. Introduction & Overview

2. Racial Equity Pillars Updates

- Training & Organizational Capacity
- Community Engagement
- Racial Equity Index
- Racial Equity Assessment Lens
- Evaluation and Accountability

3. Town Implementation

4. Next Steps

5. Questions

Requested Action

That the Council adopt Resolution 7, adopting the One Orange County-Wide Racial Equity Framework.

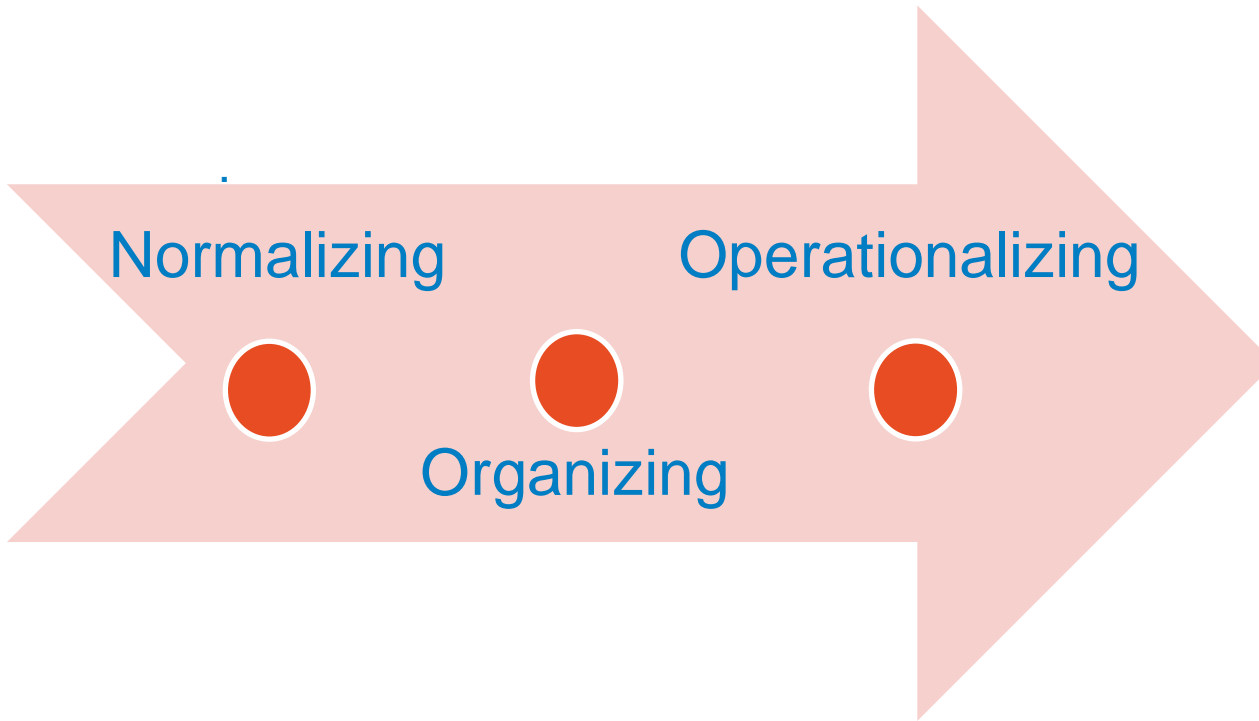
What is Racial Equity?

- When race can no longer predict life outcomes.
- People of all races struggle, and when you compare outcomes across most indicators, black and brown people struggle the most.

Why Equity?

- Racial equity is about making sure our policies and practices no longer cause harm to black and brown communities.
- When we do this, we make things better for everyone.
 - Equity is about fairness
 - Equality is about sameness

Why Race?

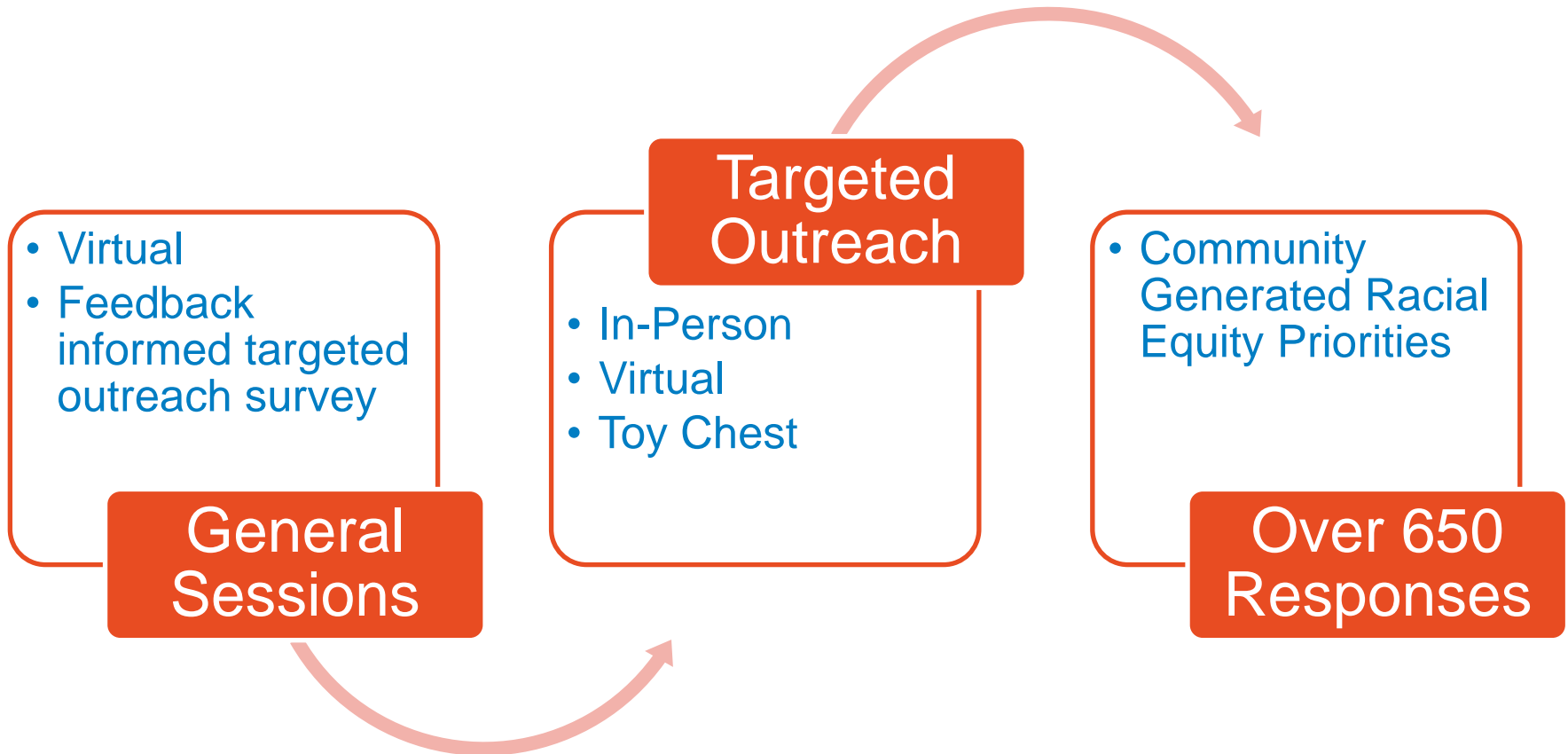


Systems are built that better address wealth inequity and recognize bias for all people.

Government Alliance on Race and Equity (“GARE”)

- Support state and local jurisdictions that are advancing racial equity;
- Build internal capacity to uncover racism and bias within their organization; and
- Help expand and strengthen local and regional collaboration.

Community Engagement



What three results regarding racial equity would you like to see?

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

Racial Equity: Catalyst for Change



Training & Organizational Capacity

- Developed a plan to provide training to key stakeholders to advance racial equity and embed racial equity into countywide systems.

Community Engagement

Principles

Commit to change toward a new power dynamic for shared decision-making, working together with the community.

Commit to co-design desired results and engagement processes (IAP2 Spectrum of Public Participation) with the community.

Commit to listen, learn, and implement solutions from all communities, especially impacted communities of color

Commit to provide training and technical assistance for employees seeking to engage and build partnerships with the community.

Key Updates

- Community Engagement Framework
 - International Association for Public Participation (IAP2) Model
- 3-Step Community Engagement Process

Step 1

CLARIFY

- Community Engagement Design Tool

Step 2

DETAIL & TAILOR

- Community Engagement Matrix Tool

Step 3

SELECT STRATEGY

- IAP2 Methods Matrix

Racial Equity Index (Data Process)



**Racial Equity
Index**

Statistical analysis
of causal factors

Uncover &
document
disparities

Racial Equity Assessment Lens

- Approach to evaluate existing and new policies, practices, services and other initiatives using a racial equity lens.
- Aligns racial equity outcomes to racial equity goals.

Evaluation and Accountability

- The Evaluation and Accountability Committee will develop an Evaluation Plan based on the principles of the Results-Based Accountability (“RBA”) framework.
- RBA is a national model and provides a disciplined, data-driven, decision-making process to help local governments take action to solve problems.
- An Evaluation Plan will help local governments apply racial equity principles embedded into the Results-Based Accountability (RBA) methodology into Racial Equity Action Plans.

Training

- GARE's Racial Equity Training
- Recruitment, Retention, and Promotion Academy for Town employees
- Wellness Lunch & Learn on Medical Microaggressions
- Black History Lunch & Learn Series
- Racial Equity Institute Training

Racial Equity Assessment Lens



**The
Equity
Lab**

BRAVE COLLABORATIVE SPACE FOR TOWN OF CHAPEL HILL EMPLOYEES TO APPLY RACIAL EQUITY TOOLS TO CURRENT AND FUTURE PROJECTS, POLICIES, AND PROGRAMS. THE EQUITY LAB, AN INTERNAL MECHANISM BY WHICH WE WILL OPERATIONALIZE EQUITY PRINCIPLES AND PRODUCE EQUITABLE OUTCOMES WITHIN THE TOWN AND THE COMMUNITY.

The graphic features the text 'The Equity Lab' on the left, with 'The' and 'Lab' in white and 'Equity' in orange. To the left of the text are several lightbulbs, one of which is glowing with a rainbow spectrum. On the right side of the graphic, there are two white line-art icons: one showing two people in a circular flow, and another showing a magnifying glass over a person icon.

Community Engagement

- American Rescue Plan Act Implementation ARPA
- RICS Implementation
- Community Connections Strategies
- Let's Talk Town
- LUMO Revision
- Boards and Commissions Recruitment Strategies
- TOWN Community Survey

Next Steps

- Continued Collaboration
 - Develop racialized history
 - Design racial equity index, evaluation and accountability
 - Racial equity capacity building training

Multi-Jurisdictional Leads

Carrboro: Anita Jones-McNair

Chapel Hill: Shenekia Weeks

Hillsborough: Haley Bizzell, Jen Della Valle

Orange County: Erica P. Bryant, Nancy Coston, Sharron Hinton

Special Acknowledgement: Annette M. Moore

Does this
plan
meet
your
interests?

Staff Recommendation

Adopt R-7
One Orange
Racial Equity
Framework