GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE) UPDATE

Council Work Session

January 6, 2021

DRAFT

AGENDA

1. Racial Equity Background

2. Overview of Racial Equity Program and GARE

3. Applying the Racial Equity Tool

4. County-wide Racial Equity Framework

5. Proposed Next Steps

DRAFT

RACIAL INEQUITY IN THE UNITED STATES

From infant mortality to life expectancy, race predicts how well you will do...

RACIAL EQUITY MEANS:

Eliminating racial disparities so that race does not predict one's success, while also improving outcomes for all.

To do so, we have to:

- Target strategies to focus improvements for those worse off

- Move beyond services and focus on changing policies, institutions and structures

DRAFT

CHAPEL HILL RACIAL EQUITY BACKGROUND

- Council Strategic Goals and Objectives overarching priority

- Priority of Community Connections Strategy

- Staff racial equity training

- Council resolution on community safety

DRAFT

GOVERNMENT ALLIANCE ON RACE & EQUITY (GARE)

- A national network of government working to achieve racial equity

- Network includes 237 local and regional government organizations

- Provide tools to put theory into action

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

NC COHORT PROGRAM OVERVIEW

- Year-long program for NC local government organizations

- Structured curriculum focuses on:

  1. **Normalizing** conversations about race
  2. **Organizing** internal structures to support the work of institutional culture change
  3. **Operationalizing** new practices, procedures and policies by using racial equity tools

DRAFT

COHORT PROGRAM COMPONENTS

- **In-person skill-building sessions**

- **Advancing Racial Equity Speaker Series** during skill building sessions

- **Peer-to-peer exchanges** for strategy development and problem solving

- **Homework** between sessions to build leadership for institutional change

- Schedule changed due to COVID

DRAFT

OUR TEAM

- **Rae Buckley -** Manager's Office (Team Lead)

- **Sarah Vinas -** Housing and Community (Team Lead)

- **Maurice Jones -** Manager's Office

- **Mary Jane Nirdlinger –** Manager's Office

- **John Richardson –** Manager's Office

- **Tom Clark** - Human Resources Development

- **Loryn Clark –** Housing and Community

- **Celisa Lehew** - Police

- **Johnnie Britt** - Police

- **Charlie Pardo** - Police

- **Lisa Edwards –** Public Housing

- **Shannon Bailey** – Library

- **Corey Liles** – Planning

DRAFT

APPLYING RACIAL EQUITY TOOL KIT - WHAT WE'RE DOING

- Incorporating racial equity questions into evaluation of COVID-19 response efforts

  - Who benefits?

  - Who is burdened?

  - Who is disproportionately impacted?

§ Piloting new approaches

- Adding racial equity questions to funding applications

- Neighborhood Support Circles

- Tracking demographic information for community engagement efforts
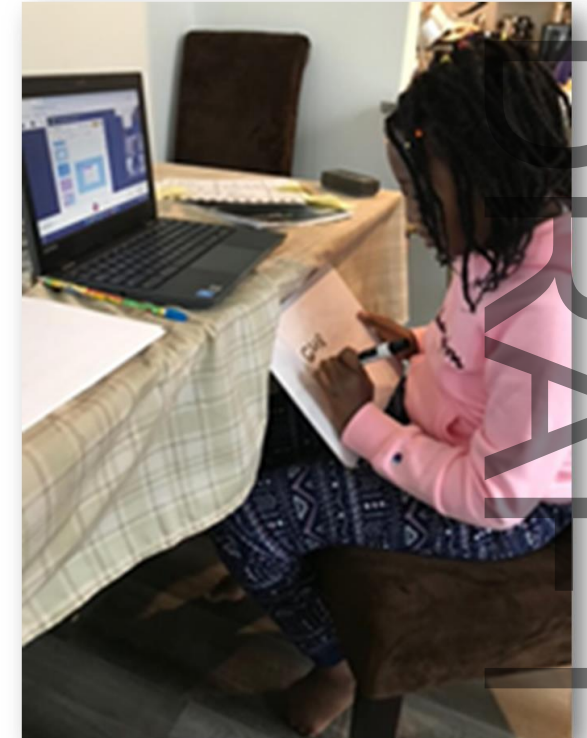
APPLYING RACIAL EQUITY TOOL KIT - WHAT WE'RE DOING (CONTINUED)

- Advancing the Re-Imagining Community Safety Project

  www.townofchapelhill.org/reimaginecommunitysafety

- Developing County-wide racial equity framework

DRAFT

RACIAL EQUITY FRAMEWORK AND PLAN

Phase One:
Framework

- Cross-Jurisdictional Committees
- Key Stakeholder Engagement
- Council Review

Phase Two:
Racial Equity Plan

- Community Engagement
- Data Collection
- Chapel Hill Racial Equity Goals and Objectives
- Council Approval

DRAFT

COMPONENTS OF THE COUNTY-WIDE FRAMEWORK

Shared across the all municipalities

1. Organizational Capacity

2. Racial Equity Tool

3. Racial Equity Index

4. Community Engagement
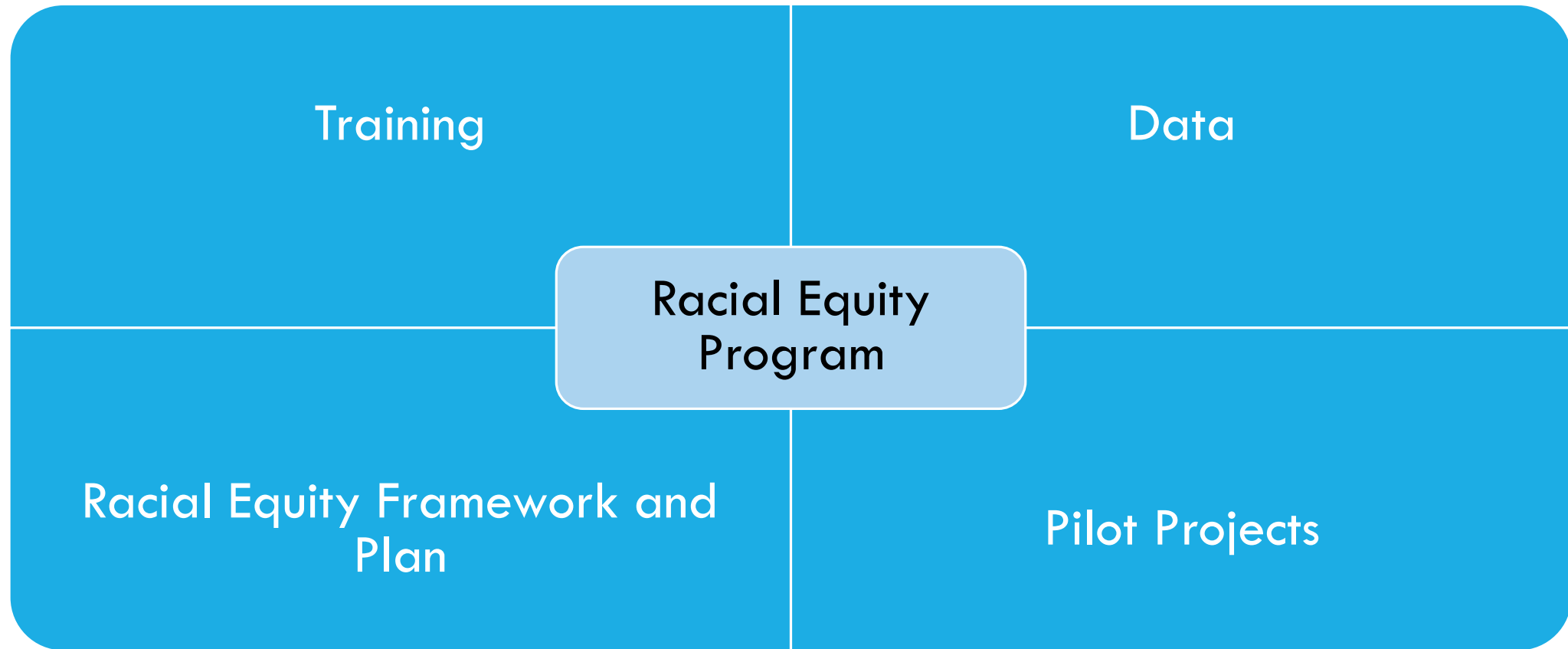
5. Accountability and Urgency

DRAFT

COMPONENTS OF RACIAL EQUITY PLAN

Individual municipalities

1. Desired result

2. Data analysis

3. Strategies and implementation plan

4. Accountability

DRAFT

PROPOSED NEXT STEPS

Training

Data

Racial Equity Program

Racial Equity Framework and Plan

Pilot Projects

DRAFT

QUESTIONS FOR COUNCIL

- What feedback do you have to offer on the Framework?

- What are your racial equity priorities as we consider new approaches to pilot?

DRAFT