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.

Framework Report

1. Introduction & Overview

2. Racial Equity Pillars Updates
    - Training & Organizational Capacity
    - Community Engagement
    - Racial Equity Index
    - Racial Equity Assessment Lens
    - Evaluation and Accountability

3. Next Steps

4. Questions

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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.
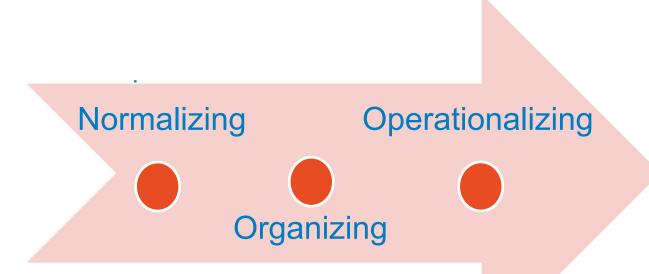
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Why Equity?

- 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

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Why Race?

Normalizing

Organizing

Operationalizing

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

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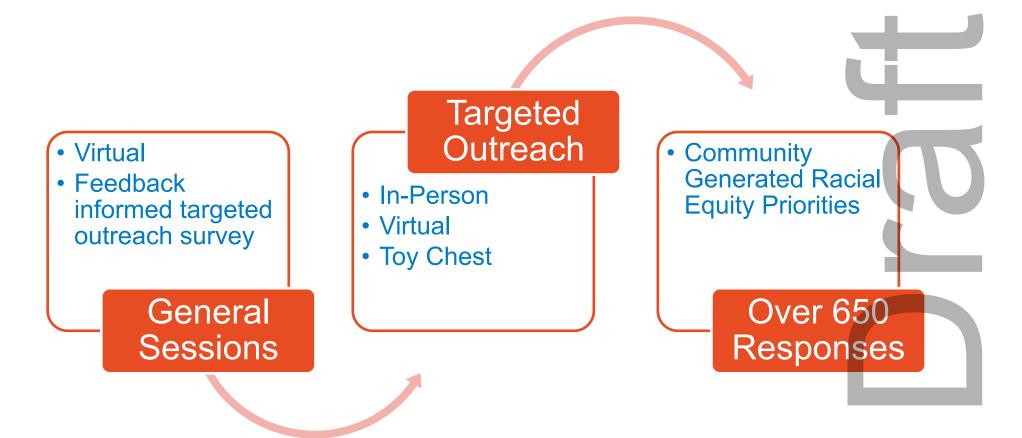# Government Alliance on Race and Equity ("GARE")

- Support state and local jurisdictions that are advancing racial equity;

- Build internal capacity to uncover racism and bias within their organization; and

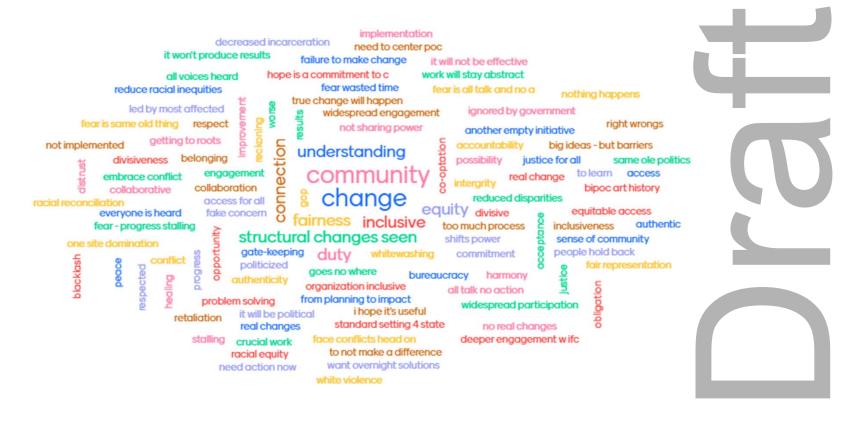- Help expand and strengthen local and regional collaboration.

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Community Engagement

- Virtual
- Feedback informed targeted outreach survey

General Sessions

Targeted Outreach

- In-Person
- Virtual
- Toy Chest

- Community Generated Racial Equity Priorities

Over 650 Responses

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What is one hope and one fear about this Countywide Racial Equity Framework?

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

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Racial Equity: Catalyst for Change

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Training & Organizational Capacity

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

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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.

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Key Updates

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

Step 1 CLARIFY	Step 2 DETAIL & TAILOR	Step 3 SELECT STRATEGY
• Community Engagement Design Tool	• Community Engagement Matrix Tool	• IAP2 Methods Matrix

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Racial Equity Index (Data Process)

Racial Equity Index

Statistical analysis of causal factors

Uncover & document disparities

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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.

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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.
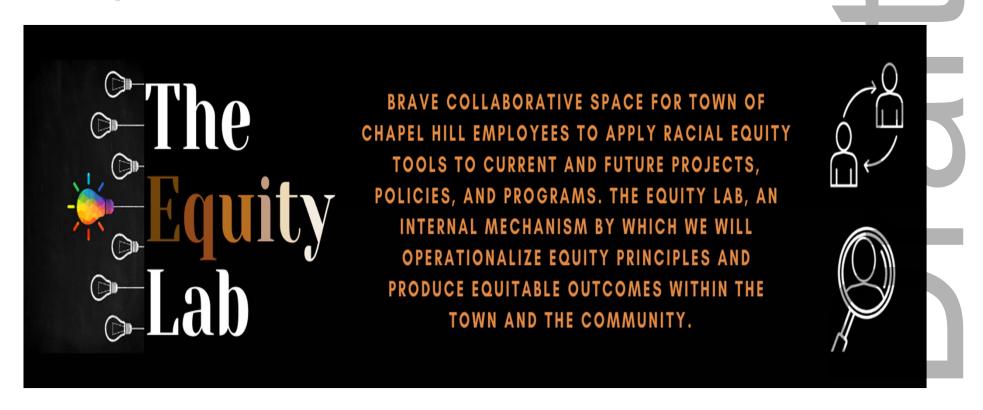
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Training Implementation

- 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

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Racial Equity Assessment Lens Implementation

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.

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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

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Next Steps

- ## Continued Collaboration

  - ### Develop racialized history

  - ### Design racial equity index, evaluation and accountability

  - ### Racial equity capacity building training

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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 you interests?