

Strategy		Timeline
    		<p>The BIC team completed a <b>prioritization activity</b> to help identify short, medium, and long term strategies. Members of the team reviewed each strategy and scored each on the following criteria:</p> <ol style="list-style-type: none"> <li><b>Impact:</b> Scope and reach to which the solutions improve one's (or community's) quality of life</li> <li><b>Value:</b> The importance of the strategy to the community</li> <li><b>Cost:</b> staff time, equipment needed for this strategy</li> </ol> <p>The BIC Team reviewed scores, with most scores in agreement, and prioritized strategies as seen above.</p>
	1.4 Provide information to immigrant and refugee residents in their preferred language highlighting their ability to use CHT services and future public transit (e.g. Bus Rapid Transit, Light Rail).	Short
	6.3 CHPD continues to present <i>Know Your Rights</i> sessions at events like Faith ID Drives and in neighborhoods with large immigrant and refugee populations including Public Housing.	Short
	10.1 Create a Town-wide Language Access Plan, in partnership with community organizations serving residents with low English proficiency, with particular focus on language justice and legal compliance.	Short
	2.1 Non-governmental affordable housing providers amend policies to allow residents without documentation status to be eligible for homeownership and rental housing.	Short
	10.2 Town establishes a contract for interpretation and translation services for identified critical languages.	Short
	10.4 Establish a standardized message about language accessibility and other information (e.g. all are welcome, no identification required, this is a safe space, etc.) to include on all publicity for Town meetings.	Short
	1.1 Collaborate with Chapel Hill Transit (CHT) on short-term transit planning process. ☑Extend service to neighborhoods with immigrant and refugee residents whose primary method of transportation is public transit	Short
	4.1 Translate critical public housing documents into key identified languages, including application process and application form.	Short
	4.2 Provide interpretation for critical public housing appointments with staff.	Short
	5.2 Update Chapel Hill manufactured home resident engagement efforts to include legal education related to housing resources for home ownership and rental housing options, etc.	Short
	6.1 Chapel Hill Police Department (CHPD) creates a more centralized and intentional outreach request process.	Short
	2.2 Support the Town's Public Housing Master Plan project to facilitate the involvement of immigrant and refugee residents in the Plan process.	Short
	4.3 Provide housing education and outreach opportunities for immigrant and refugee residents. Suggested topics include: housing rights, power of attorney, homeownership lending options	Short
	8.1 Engage immigrant and refugee youth in the Town's current Youth Initiative.	Short
	9.1 Strengthen the Peoples Academy recruitment and curriculum to include immigrant and refugee residents through 1) more targeted and intentional outreach in multiple languages at community events, 2) outreach to immigrant and refugee focused community organizations, and 3) testimonials of Peoples Academy graduates so that the composition of participants reflects the diversity of the community.	Short
	8.4 Expand Town Hall visits to a broader range of schools (public, private, charter, homeschool), grade-levels, and classes, with particular focus on recruitment of groups with a large number of immigrant and refugee students.	Short
	8.2 Develop and launch a Youth Peoples Academy.	Short
	7.2 Establish a liaison to welcome and guide immigrant and refugee born residents as they participate in boards, commissions, and committees. The liaison can also provide support for translation, answer questions, etc.	Short
	10.3 The Town supports community organizations to develop solutions to existing language access issues among low English proficient communities that the Town does not currently reach.	Medium
	8.3 Engage youth to participate in Town decision-making processes (i.e. public comment at Council meetings, participation in advisory board meetings, emails to Council, etc.).	Medium
	7.1 Create and launch a recruitment process to Town boards, commissions, and committees that is strategic, intentional, iterative, and accessible to immigrant and refugee residents. A focus will be given to bilingual residents while the Town builds capacity to accommodate low English proficient residents.	Medium
	3.1 Continue to focus on increasing the capacity of existing public housing maintenance staff and improving maintenance efforts of the Town's Public Housing inventory.	Medium
	3.2 Continue to increase the Town's capacity to address and enforce code compliance in all areas within the town's limits, with a focus on communities serving immigrant and refugee residents.	Medium
	6.4 Jointly design a series of presentations on gun violence, youth drug abuse, etc. with local organizations that serve immigrants and refugees and offer them to their clients. Provide presentations in multiple languages.	Medium
	2.3 Continue implementation of the Town's <a href="#">Affordable Housing Strategies</a> <sup>[1]</sup> and identify national best practices for affordable housing that serves immigrant and refugee populations.	Long
	12.3 Expand the Town's collaboration with local government and institutions across Orange County to implement the BIC Action Plan.	Long
	11.1 Further develop a cohort of multi-lingual and multi-cultural Town employees.	Long
	12.2 Strengthen the Town's connections to community organizations that serve immigrant and refugee residents through more extensive partnerships and increased financial support when needed.	Long
	1.2 Engage Chapel Hill employers with a significant immigrant and refugee workforce in improving transportation options for their 2 <sup>nd</sup> and 3 <sup>rd</sup> shift workers.	Long
	12.1 Develop Town staff and appointed board, commission, committee, and council members to work effectively with diverse groups of people including immigrants and refugees.	Long
	5.1 Continue implementation of the Town's <a href="#">Manufactured Home Strategy</a> <sup>[1]</sup> . ☑Engage immigrant and refugee residents of manufactured home park communities in jointly designing solutions.	Long
	6.2 CHPD increases its attendance at events and meetings where there are opportunities to interact and build relationships with immigrant and refugee residents and organizations, with particular focus on immigrant and refugee populations to which the CHPD has not historically had strong connections.	Long
	11.2 Town continues to explore cross-cultural learning opportunities for employees to deepen their understanding of different cultures and languages.	Long
	1.3 Pilot a CHT demand based transportation solution.	Long

# Building Integrated Communities Action Plan Implementation Timeline

Note: This is a implementation timeline for the short-term (0-2 years) strategies identified in the BIC Action Plan.

Strategy	FY19		FY20		FY21				Current Status	
	Apr - Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr - Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr - Jun	(as of September 2019)
10.1 Create a Town-wide Language Access Plan, in partnership with community organizations serving residents with low English proficiency, with particular focus on language justice and legal compliance.	←	→								Plan under development, anticipated to be presented to Council for consideration in November 2019.
10.2 Town establishes a contract for interpretation and translation services for identified critical languages.										Contract under development and being reviewed internally.
10.4 Establish a standardized message about language accessibility and other information (e.g. all are welcome, no identification required, this is a safe space, etc.) to include on all publicity for Town meetings.										Multi-lingual Town Hall welcome signage designed and being printed; general message under development.
4.1 Translate critical public housing documents into key identified languages, including application process and application form.		←	→							Resident notices routinely translated; translation of additional vital documents anticipated with LAP implementation.
4.2 Provide interpretation for critical public housing appointments with staff.										Demand-based interpretation provided by outside contractor.
5.2 Update Chapel Hill manufactured home resident engagement efforts to include legal education related to housing resources for home ownership and rental housing options, etc.		←							→	Workshops under development in partnership with Empowerment and other community partners.
1.4 Provide information to immigrant and refugee residents in their preferred language highlighting their ability to use CHT services and future public transit (e.g. Bus Rapid Transit).		←							→	Interpretation and multi-lingual outreach flyers provided for BRT community input meetings.
6.3 CHPD continues to present <i>Know Your Rights</i> sessions at events like Faith ID Drives and in neighborhoods with large immigrant and refugee populations including Public Housing.	←								→	CHPD supported an estimated 15 Know Your Rights sessions as of September 2019, with additional workshops scheduled for remainder of the year.
2.1 Non-governmental affordable housing providers amend policies to allow residents without documentation status to be eligible for homeownership and rental housing.				←		→				To begin in FY20 3rd Quarter.
1.1 Collaborate with Chapel Hill Transit (CHT) on short-term transit planning process. Extend service to neighborhoods with immigrant and refugee residents whose primary method of transportation is public transit										Interpretation and multi-lingual outreach flyers provided for BRT community input meetings.
6.1 Chapel Hill Police Department (CHPD) creates a more centralized and intentional outreach request process.		←							→	Process under development.
2.2 Support the Town's Public Housing Master Plan project to facilitate the involvement of immigrant and refugee residents in the Plan process.										Interpretation and multi-lingual outreach flyers provided for master plan input meetings.
4.3 Provide housing education and outreach opportunities for immigrant and refugee residents. Suggested topics include: housing rights, power of attorney, homeownership lending options		←							→	Workshops under development in partnership with community partners.
8.1 Engage immigrant and refugee youth in the Town's current Youth Initiative.	←								→	Partnered with local community groups and community members serving immigrant and refugees to help recruit youth for the Town's Youth Design Team.
9.1 Strengthen the Peoples Academy recruitment and curriculum to include immigrant and refugee residents.						←			→	To begin in FY20 4th Quarter for 3rd People's Academy Cohort.
8.4 Expand Town Hall visits to a broader range of schools (public, private, charter, homeschool), grade-levels, and classes, with particular focus on recruitment of groups with a large number of immigrant and refugee students.							←		→	To be implemented in FY21 2nd Quarter.
8.2 Develop and launch a Youth Peoples Academy.						←			→	To be implemented in FY20 4th Quarter.
7.2 Establish a liaison to welcome and guide immigrant and refugee born residents as they participate in boards, commissions, and committees. The liaison can also provide support for translation, answer questions, etc.										In development. Currently drafting materials to support welcoming and inclusive Town meeting spaces.

Icons: Building Integrated Communities Logo with 5 key issue areas

