

# GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE) UPDATE

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Council Work Session  
January 6, 2021



# AGENDA

1. Racial Equity Background
2. Overview of GARE Program
3. Applying the Racial Equity Tool
4. Next Steps

# RACIAL INEQUITY IN THE UNITED STATES MEANS:

Race is a predictor of how well a person does in informal and formal systems



# RACIAL EQUITY MEANS:

Eliminating racial disparities so that race does not predict one's success.

To do so, we have to:

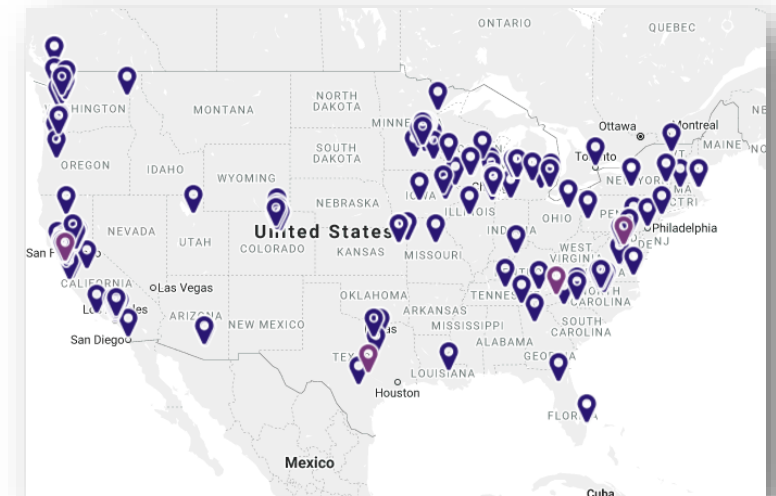
- Target services to focus on improving the current situation
- Move beyond services and focus on changing policies, institutions and structures

# CHAPEL HILL RACIAL EQUITY BACKGROUND

- Overarching priority Council Strategic Goals and Objectives
- Priority of Community Connections Strategy
- Staff racial equity training
- Council resolution on community safety

# 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

# 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



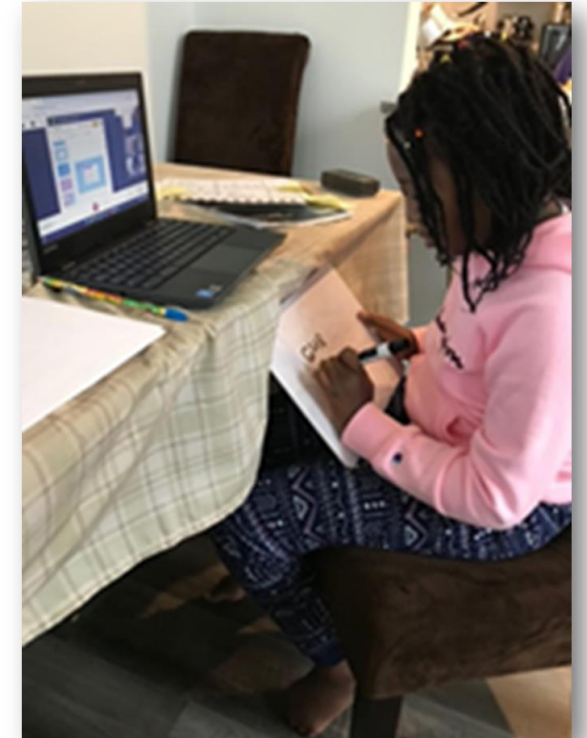
# OUR TEAM

- **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



# 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

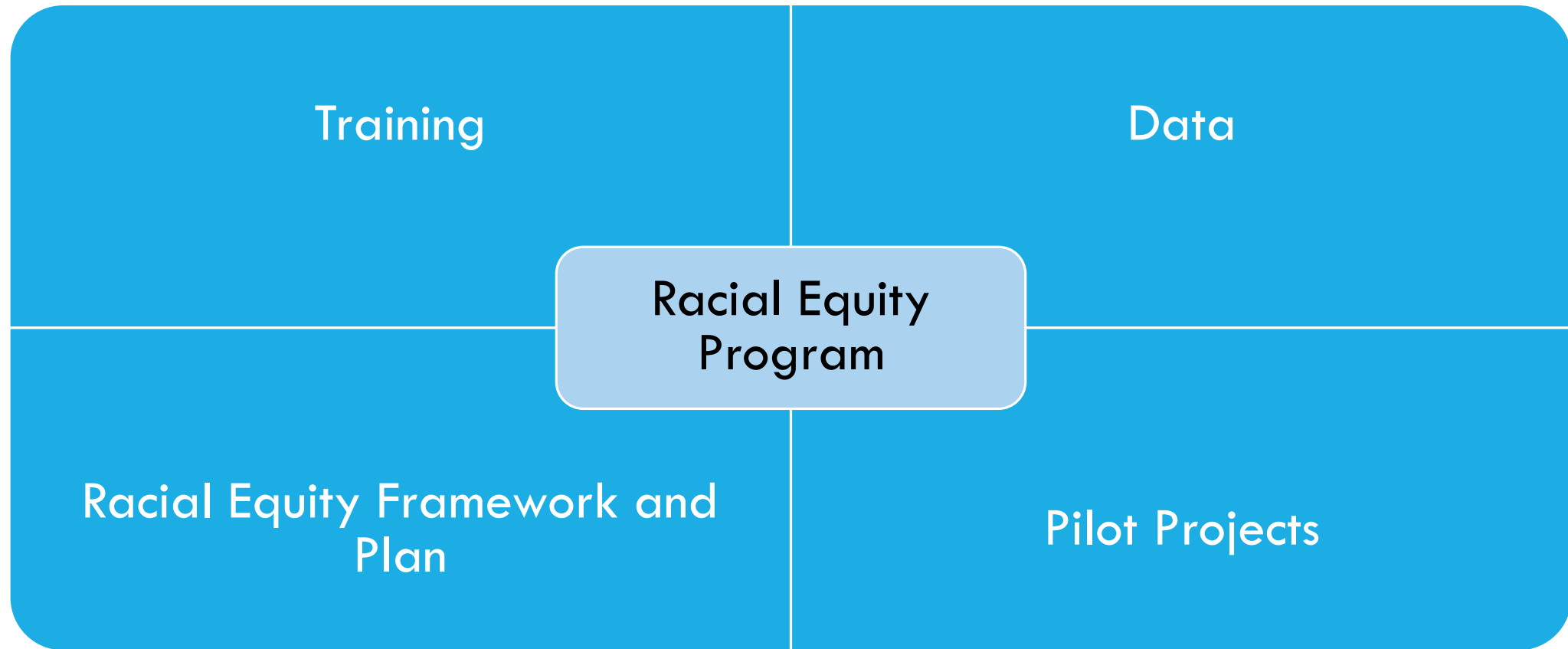


# APPLYING RACIAL EQUITY TOOL KIT - WHAT WE'RE DOING (CONTINUED)

- Advancing the Re-Imagining Community Safety Project  
[www.townofchapelhill.org/reimaginecommunitysafety](http://www.townofchapelhill.org/reimaginecommunitysafety)
- Developing County-wide racial equity framework



# NEXT STEPS



# COUNTY-WIDE RACIAL EQUITY TEAM

- Working together because racial equity work crosses municipal boundaries and policies
- Evolving from “GARE” Program to an “Orange County and Chapel Hill Racial Equity Program”
- Coordinate the racial equity planning work with the elected officials

# COUNTY-WIDE RACIAL EQUITY FRAMEWORK (ADMINISTRATIVE LEVEL)

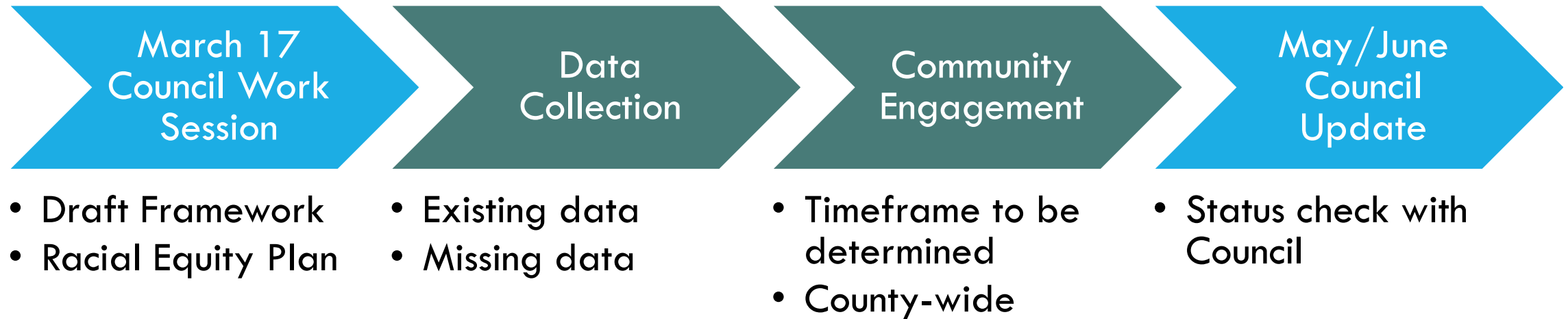
1. Organizational Capacity
2. Racial Equity Tool
3. Data Collection (community indicators disaggregated by race)
4. Community Engagement
5. Accountability and Urgency

# RACIAL EQUITY PLAN (COMMUNITY AND COUNCIL LEVEL)

Individual municipalities

1. Desired result
2. Data analysis
3. Strategies and implementation plan
4. Accountability

# RACIAL EQUITY FRAMEWORK AND PLAN





# QUESTIONS FOR COUNCIL

- Is the work described in this presentation in line with what the Council wants to see staff working on?
- What are the Council's racial equity policy priorities?