

# ONEORANGE

CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY

## County Racial Equity Plan: A Framework for Moving Forward Update

Draft

Presenter: Shenekia Weeks, DEI Officer

Date: 04/06/2022

# Agenda

- **Overview**
  - **Pillars**
- **Training & Organizational Capacity**
  - **DEI Training Plan**
- **Community Engagement**
  - **Community Engagement Compensation Pilot**
- **Racial Equity Assessment Lens**
  - **Results Based Accountability (RBA) Framework Community Capacity Building Training**
- **Data Index**
  - **Status Update**
- **Racialized History (Reckoning Document)**
  - **Status Update**

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# Racial Equity as the Catalyst for Change



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A man in a blue and white striped shirt is writing on a whiteboard with a blue marker. He is wearing a gold watch and glasses. In the background, several other people are looking at the whiteboard. The scene is brightly lit, suggesting an indoor setting like a classroom or meeting room.

# Training

TOCH DEI Training Plan

# DEI Training Plan

## Why

The TOCH is focused on building an inclusive organization where staff have equitable access to growth opportunities by recruiting, retaining, promoting, and training a diverse workforce. The DEI Training plan to provide training to policymakers, managers, staff, boards and commission members, community partners, and the general public to build capacity to advance racial equity and to embed racial equity into countywide systems.

## How

The first step to creating an organization that centers diversity, equity, and inclusion is understanding where the TOCH currently stands. The Town of Chapel Hill Diversity, Equity and Inclusion Assessment is based on feedback received in the 2017 Employee Engagement Survey and the 2018 VISIONS qualitative employee interviews, and provides cultural, systemic, and personal/interpersonal employee observations, and broad set of values, training, systemic employee recommendations aligned with the Town's Respect Values.

## What

Lean heavily on the Government Alliance of Race and Equity Framework, the maturing assessment, and evolving needs of community and staff to develop an actionable, institutionalized Workforce DEI Training Plan that internally and externally align with TOCH goals and the One Orange Racial Equity Pan.

<b>Responsibility</b>	The Senior Leadership Team will model behavior and decisions reflecting equity and inclusion	<ol style="list-style-type: none"> <li>1. Use the Government Alliance on Race as a framework for Senior Leadership Team Training</li> <li>2. Improve clarity and consistency around employee role in decision making on Race and Equity program</li> </ol>
<b>Equity</b>	The Town will increase diversity at the supervisory and middle management level.	<ol style="list-style-type: none"> <li>1. Recruit and retain for diversity</li> <li>2. Examine how succession planning is playing out from an equity standpoint</li> <li>3. Performance appraisal and promotional transparency</li> <li>4. Develop career advancement policies</li> </ol>
<b>Safety</b>	The Town will be an open and affirming workplace for anyone regardless age, sex, race, color, religion, non-job-related disability, national origin, sexual orientation, gender identity, gender expression, or marital status.	<ol style="list-style-type: none"> <li>1. Create Town-wide training for all employees to set safety expectations for the workplace and skills for talking about DEI topics</li> <li>2. Hold conversations about past discrimination</li> <li>3. Facilitate dialogue for stressed units</li> <li>4. Create awareness and space for LGBTQ+ employees</li> <li>5. Adopt strategies to improve safety when airing concerns.</li> </ol>
<b>Professionalism</b>	The Town will take actions to improve municipal access and influence for marginalized residents of Chapel Hill.	<ol style="list-style-type: none"> <li>1. Pilot Government Alliance on Race Toolkit with Police and Housing and Community</li> <li>2. Use Government Alliance on Race as a framework for Senior Leadership Team Training</li> <li>3. Train and develop employees to work effectively with diverse groups</li> <li>4. Develop multi-lingual and multi-cultural resources</li> <li>5. Town employee resource teams</li> <li>6. Provide cross-cultural learning opportunities</li> </ol>
<b>Ethics</b>	The Town will increase the level of trust in Town managers and senior leadership.	<ol style="list-style-type: none"> <li>1. Training course for managers to lead with Diversity, Equity and Inclusion</li> <li>2. Conduct deeper analysis of employee engagement results around employee satisfaction with trust</li> </ol>
<b>Communications</b>	The Town will improve employee satisfaction with communication.	<ol style="list-style-type: none"> <li>1. Conduct deeper analysis of employee engagement results around employee satisfaction with communication</li> </ol>
<b>Teamwork</b>	The Town will increase innovation and creativity through including diverse perspectives, skills and backgrounds in work groups, training cohorts and teams.	<ol style="list-style-type: none"> <li>1. Consider Diversity, Equity and Inclusion expectations for work groups, training cohorts and teams</li> <li>2. Open a dialogue with departments that are notably segregated by race and gender and consider how to add perspectives to their teams.</li> </ol>

# DEI Training Plan Components

Intro GARE	Racial Equity Tools	Results-Based Accountability	Cycle of Socialization	Social Identity	Interrupting Racism
<ul style="list-style-type: none"> <li>• Understand the role of government in advancing racial equity</li> <li>• Gain shared definitions and framework for advancing racial equity</li> <li>• Be motivated to take action</li> </ul>	<ul style="list-style-type: none"> <li>• Understand how to measure the ways communities of color are affected by short- and long-term governmental decisions</li> <li>• Gain an understanding of how to increase equity in potential programs, policies, and practices</li> </ul>	<ul style="list-style-type: none"> <li>• Establish results and indicators of community well-being</li> <li>• Identify performance measures for programs, agencies, and service systems improvement</li> <li>• Link program accountability to cross-community efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Explore the socialization messages received in various stages of life</li> <li>• Understand how socialization impacts your beliefs about yourself and others</li> <li>• Understand how socialization reinforces structural inequality</li> </ul>	<ul style="list-style-type: none"> <li>• Understand social identity theory</li> <li>• Identify your social identities</li> <li>• Discuss power systems</li> <li>• Discuss the other's lived experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Define micro-Aggressions</li> <li>• Understand unconscious Bias</li> <li>• Learn and Practice Intervention Strategies</li> </ul>

## Recruit, Retain, Promote Academy ( Workforce Equity)

- Identify what are the significant demographic disruptions and predictions for workforce of today and in the future;
- Describe innovative recruitment strategies that will enable them to source, attract and hire top diverse talent.
- Describe how biases impact decision making in the candidate and employee life cycle and how they can interrupt their biases to enable greater equity and inclusion.
- Employ key strategies for increasing employee engagement and fostering a psychologically safe workplace.
- Identify career development strategies that will build your organization's bench strength and grow your high performing talent.



**Equity Lab, ERGs, Staff**

Fall 21 -Ongoing

**Boards & Commission**

RTO

Feb 22 – Ongoing

**Policymakers**

Spring 22- Ongoing

**Community Partners**

Summer 22- Ongoing

	Intro GARE	Racial Equity Tools	Results-Based Accountability	Recruitment, Retention, & Promotion Academy	Social Identity	Interrupting Racism	Cycle of Socialization
Equity Lab, ERGs, Staff Fall 21 -Ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Boards & Commission RTO Feb 22 – Ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
Policymakers Spring 22- Ongoing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				
Community Partners Summer 22- Ongoing			<input checked="" type="checkbox"/>				





# Community Engagement

Community Engagement Compensation Pilot

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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.

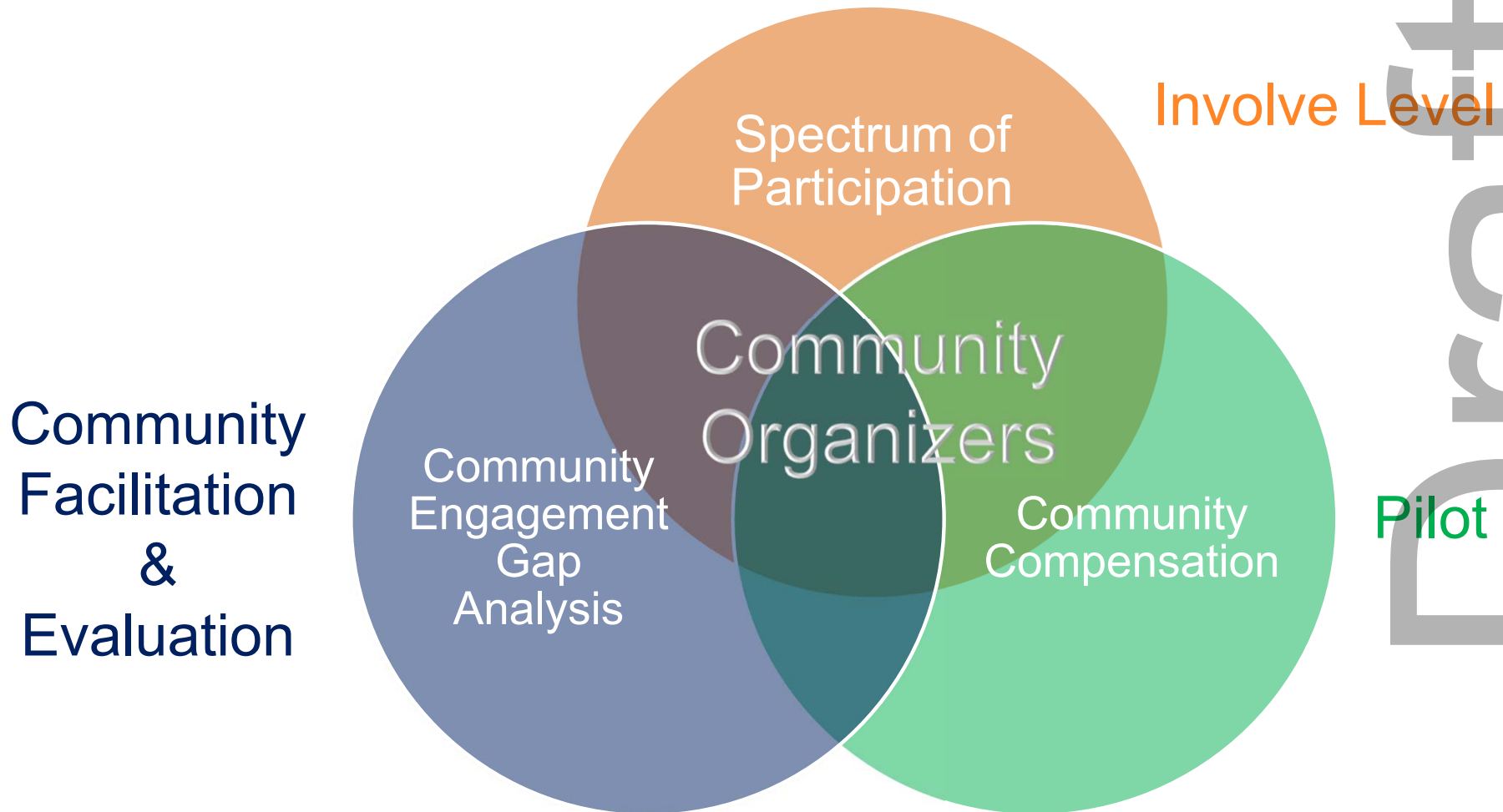
Commit to listen, learn, and implement solutions from all communities, especially impacted communities of color

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

# Gap Analysis








# Leveraging & Braiding Processes



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# Draft Spectrum of Public Participation & Compensation Overlay

	<b>Inform</b>	<b>Consult</b>	<b>Involve</b>	<b>Collaborate</b>	<b>Empower</b>
<b>Goal</b>	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives and/or solutions.	To obtain public feedback on analysis, alternatives and/or decision.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision, including the development of alternatives and identification of the preferred solution.	To place final decision-making in the hands of the public.
<b>Example Engagement Methods</b>	<ol style="list-style-type: none"> <li>1. Website</li> <li>2. Open House</li> <li>3. Fact Sheet</li> </ol>	<ol style="list-style-type: none"> <li>1. Public Comment</li> <li>2. Focus Groups</li> <li>3. Surveys</li> </ol>	<ol style="list-style-type: none"> <li>1. Workshops</li> <li>2. Deliberate Polling</li> </ol>	<ol style="list-style-type: none"> <li>1. Advisory Committees</li> <li>2. Participatory Decision Making (Task Force &amp; Work Group)</li> </ol>	<ol style="list-style-type: none"> <li>1. Citizen Juries</li> <li>2. Town Council</li> <li>3. Delegated Decisions</li> </ol>
<b>Commitment &amp; Compensation</b>					

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# Racial Equity Assessment Lens

Results Based Accountability

# Racial Equity Assessment Lens

 ORIGIN & DESCRIPTION

 DESIRED RESULTS

 DEMOGRAPHICS

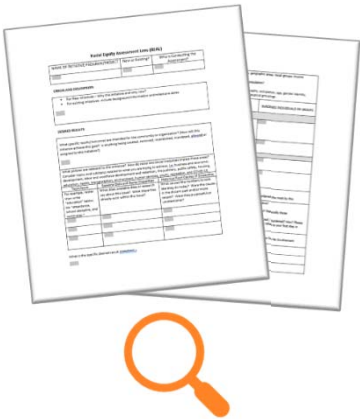
 BENEFITS & BURDENS

 COMMUNITY ENGAGEMENT

 IMPACTS

 ACCOUNTABILITY

 RECOMMENDATIONS



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# Current REAL Application

- Human Services Funding Process (in progress)
- Board and Commission Recruitment (in progress)
- Splash Pad Feasibility (in progress)
- Let's Talk Town (Completed)
- Parks and Recreation Demographic Collections (Completed)
- Public Library Weekly Schedule (in progress)

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# Leveraging & Braiding Processes

Re-Imagining  
Community Safety

Recommendation: Council adopt a  
Community Building Collective Planning  
approach when considering new  
development

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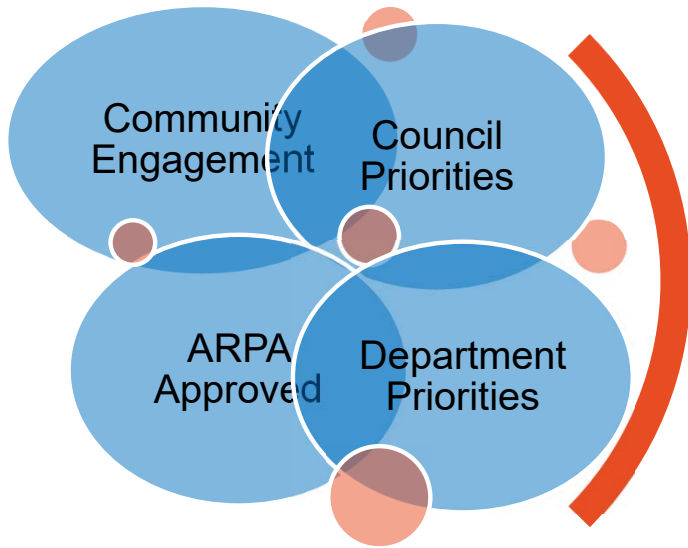
Grant Making

Results Based Accountability  
&  
Community Engagement

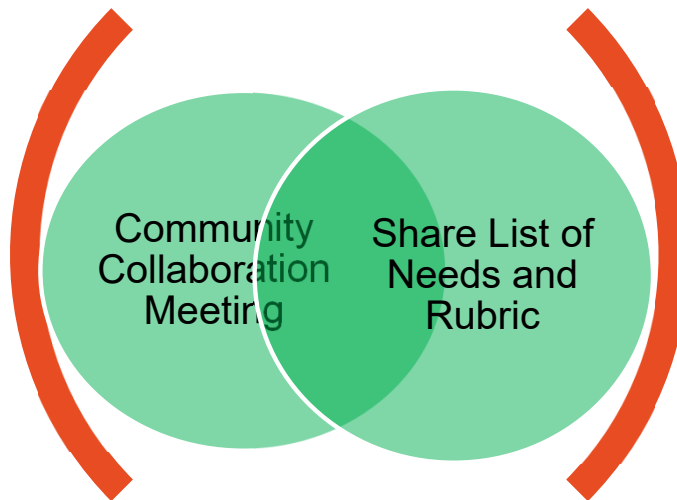
Human Services Funding  
Community Development Block Grant  
America Recue Plan Act

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# ARPA: Synthesize, Leverage, and Support



**Synthesize**  
**List of Community Needs**



**Leverage**  
**Letter of Intent**



**Support**  
**Technical Assistance**

# Results Based Accountability & ABCD

1. What are the quality-of-life conditions (population results) we want for the children, adults, and families who live in our community?

2. What would these conditions look like if we could see them?

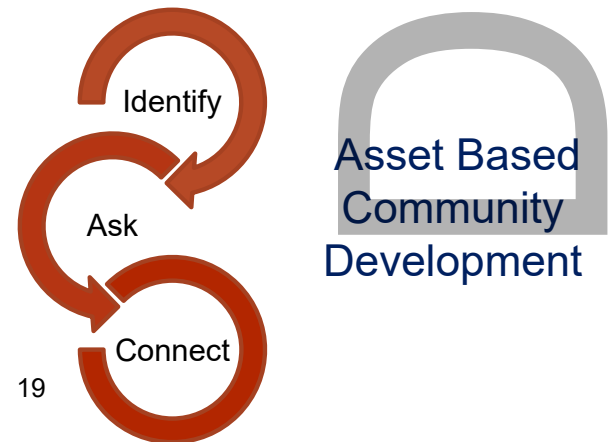
3. How can we measure these conditions?

4. How are we doing on the most important of these measures?

5. Who are the partners that have a role to play in doing better?

6. What works to do better, including no-cost and low-cost ideas?

7. What do we propose to do?





# Data Index

## Status Update

# Data Index Update

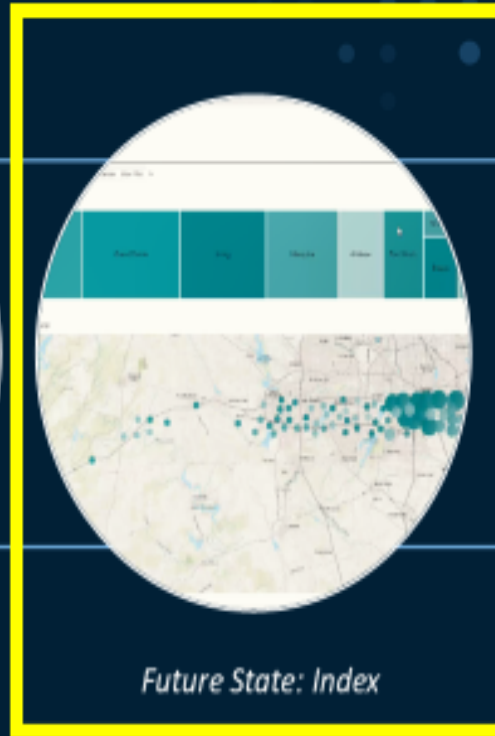
## Next Steps



Data



Visualization



*Future State: Index*



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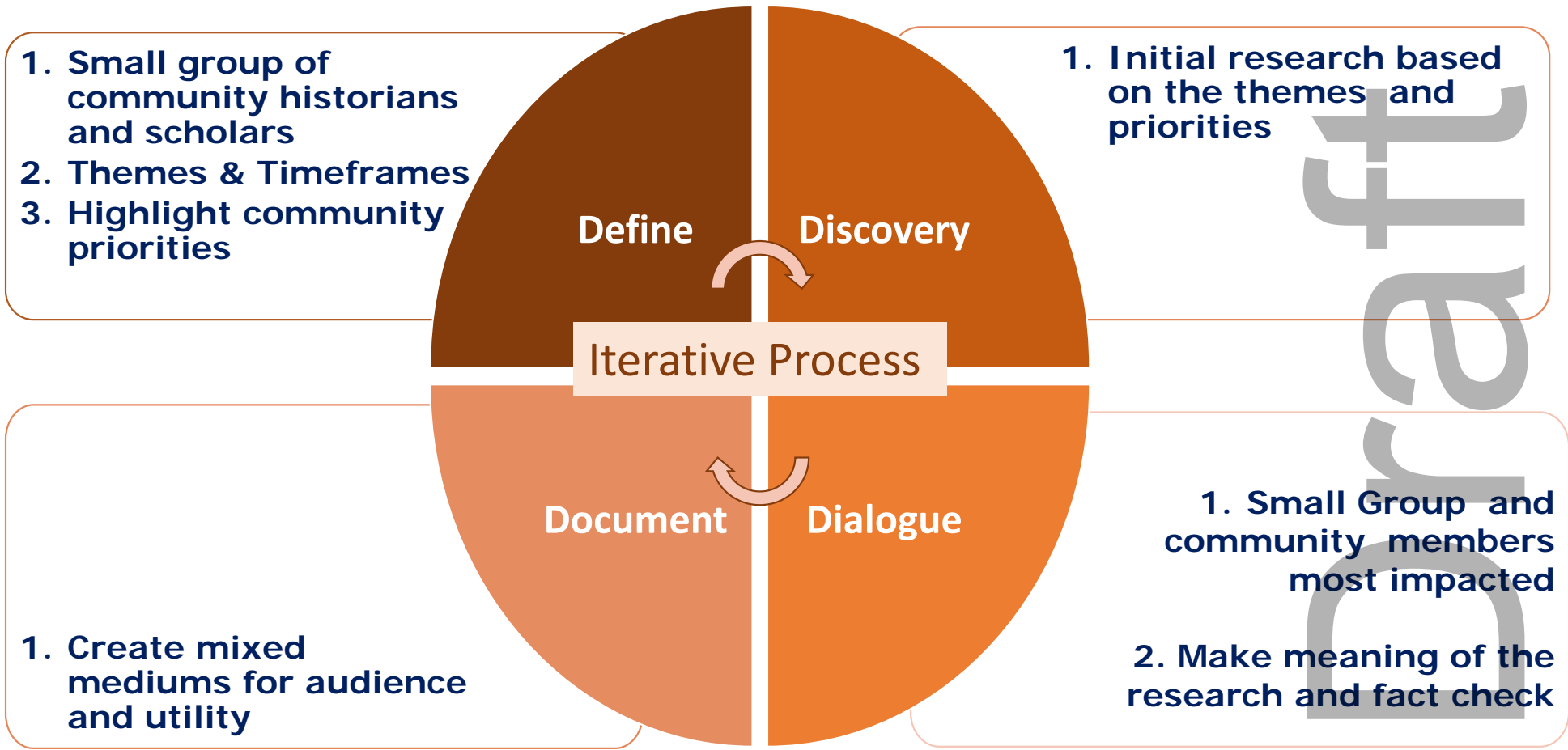
- ✓ Identify Data Leads
- ✓ Provide Data Sources
- ✓ Expanded Carolina Demography Data Access
- Develop Project Scope and Cost Estimates



# Racialized History

Status Update

# Draft Process



Who?

What?

How?

How Much?



Next Steps



## Next Steps

- Continued Collaboration
- Reckoning- Molly Luby gauge the appetite for collective county and jurisdictional reckoning document scope
- Community Engagement- LUMO/UDO weaving community engagement tools into the process.
- Council Member- GARE Training
- Explore resource needs for Fiscal Year A00 2023

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Questions

Feedback

Suggestions

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