



TOWN OF CHAPEL HILL

Town Council Meeting Agenda

Town Hall
405 Martin Luther King Jr.
Boulevard
Chapel Hill, NC 27514

Mayor Pam Hemminger
Mayor pro tem Karen Stegman
Council Member Jessica Anderson
Council Member Camille Berry
Council Member Tai Huynh

Council Member Paris Miller-Foushee
Council Member Michael Parker
Council Member Amy Ryan
Council Member Adam Searing

Wednesday, February 8, 2023 6:30 PM

Library Meeting Room B

Language Access Statement

For interpretation or translation services, call 919-969-5105.

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919-969-5105.

Para servicios de interpretación o traducción, llame al 919-969-5105.

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In-Person Meeting Notification

View the Meeting

- *Public attendance is welcome.*
- *We will not live stream the event, but will provide the Post-Meeting Video <https://www.townofchapelhill.org/councilvideo/>*
- *The Town of Chapel Hill wants to know more about who participates in its programs and processes, including Town Council meetings.*
- *Participate in a voluntary demographic survey <https://www.townofchapelhill.org/demosurvey>.*

Parking

- *Parking is available at the Library lots. The Library is served by CL Route, D Route, and GoTriangle Routes of Chapel Hill Transit*

Entry and COVID-19 Protocols

- *Meeting Room B is to the right from the main entrance.*
- *Visitors and employees will self-screen. Do not enter if you have these symptoms: Fever, chills, cough, sore throat, shortness of breath, loss of taste*

or smell, headache, muscle pain

ROLL CALL

OPENING

ANNOUNCEMENTS BY COUNCIL MEMBERS

AGENDA ITEMS

- 1.** Current Parking Downtown and East Rosemary Parking Deck Construction Update. [\[23-0096\]](#)

PRESENTER: Dwight Bassett, Economic Development & Parking Services Director
Mary Jane Nirdlinger, Deputy Town Manager

The purpose of this item is to share information on our current parking occupancy in off-street lots/deck adjacent to the construction of the new East Rosemary Parking Deck and provide an overview of the current construction status of the East Rosemary Parking Deck.
- 2.** Shaping Our Future - Transit Oriented Development and Land Use Management Ordinance (LUMO) Update. [\[23-0097\]](#)

PRESENTER: Diedra McEntyre, Principal Planner

The purpose of this items is for the Council receive the presentation and provide feedback.
- 3.** OneOrange Racial Equity Framework Update. [\[23-0098\]](#)

PRESENTER: Shenekia Weeks, Diversity, Equity, and Inclusion Officer

The purpose of this item is to provide an update and receive feedback on OneOrange implementation strategies.

REQUEST FOR CLOSED SESSION TO DISCUSS ECONOMIC DEVELOPMENT, PROPERTY ACQUISITION, PERSONNEL, AND/OR LITIGATION MATTERS



TOWN OF CHAPEL HILL

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Item Overview

Item #: 1., **File #:** [23-0096], **Version:** 1

Meeting Date: 2/8/2023

Current Parking Downtown and East Rosemary Parking Deck Construction Update.

Staff:

Mary Jane Nirdlinger, Deputy Town Manager
Dwight Bassett, Director

Department:

Manager
Economic Development & Parking Services

Overview: This Item will share information on our current parking occupancy in the Rosemary-Columbia Parking Lot and Wallace Parking Deck. We will also provide an overview of the current construction status of the East Rosemary Parking Deck.

☆ **Recommendation(s):**

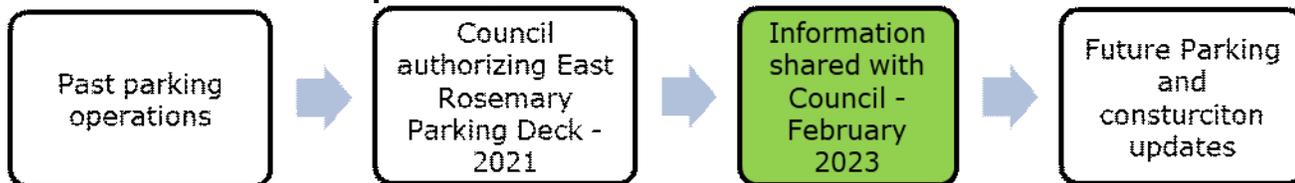
That the Council receives this information related to parking occupancy and construction of the East Rosemary Parking Deck.

Key Issues:

- Good parking management
- Completion of the East Rosemary Parking Deck

Fiscal Impact/Resources: N/A

Where is this item in its process?



Attachments:

- Draft Staff Presentation *(to be distributed)*

The Agenda will reflect the text below and/or the motion text will be used during the meeting.

PRESENTER: Dwight Bassett, Economic Development & Parking Services Director
Mary Jane Nirdlinger, Deputy Town Manager

The purpose of this item is to share information on our current parking occupancy in off-street lots/deck adjacent to the construction of the new East Rosemary Parking Deck and provide an overview of the current construction status of the East Rosemary Parking Deck.



TOWN OF CHAPEL HILL

Town Hall
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Item Overview

Item #: 2., File #: [23-0097], Version: 2

Meeting Date: 2/8/2023

Shaping Our Future - Transit Oriented Development and Land Use Management Ordinance (LUMO) Update.

Staff:

Diedra McEntyre, Principal Planner
Mary Jane Nirdlinger, Interim Planning Director and
Deputy Town Manager
Christopher Hall
Allison Mouch

Department:

Planning
Town Manager

Skidmore, Owings & Merrill
Orion Planning and Design

Overview: Since February 2022, staff and consultants have conducted a comprehensive review and diagnosis of the Land Use Management Ordinance as a part of the Transit Oriented Development (Shaping Our Future) initiative. This review included content, decision making procedures, and changes to the LUMO that will be required to achieve land use and development objectives set by the Future Land Use Map (FLUM). Staff and consultant team will provide Council a status update on this planning effort.

Objectives for tonight's discussion:

- Introduce components of the LUMO audit that Council will be seeing in the coming weeks and months
- Review and discuss the proposed approach and timeline to complete a comprehensive update of the LUMO
- Discuss internal and external factors that may influence and/or re-direct the update process



Recommendation(s):

That the Council receive the presentation and provide feedback.



Attachments:

- Draft Staff Presentation
- Council Decision Points and Workplan Overview
- TOD Plan Update: NSBRT & TOD

The Agenda will reflect the text below and/or the motion text will be used during the meeting.

PRESENTER: Diedra McEntyre, Principal Planner

The purpose of this items is for the Council receive the presentation and provide feedback.



THE LUMO UPDATE PROCESS

DRAFT

Town Council Work Session

February 8th, 2023

Allison Mouch, AICP



Objectives for Tonight

- Introduce components of LUMO audit Council will be seeing in the coming weeks and months
- Review and discuss the proposed approach and timeline to complete a comprehensive update of the LUMO
- Discuss internal and external factors that may influence and/or re-direct the update process

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LUMO Audit Final Report Components



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LUMO Update Process

CONCEPTUAL SCOPE



PHASE 1:
INITIATION OF
DRAFTING



PHASE 2:
PREPARATION OF
PRELIMINARY
DRAFT OF THE
RE-ENVISIONED
LUMO



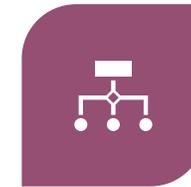
PHASE 3:
PRELIMINARY
DRAFT REVISIONS
AND OUTREACH



PHASE 4:
ADVISORY BOARD
CONSIDERATION



PHASE 5:
FORMAL ADOPTION
PROCESS



PHASE 6:
USER'S GUIDE AND
STAFF AND
STAKEHOLDER
TRAINING

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P1: INITIATION OF DRAFTING

April – June 2023

Core LUMO Tasks

- Project orientation and workplan refinement with staff
- Preparation of stakeholder engagement and Town participation plan for project lifecycle
- Establish a Technical Advisory Committee and hold kick-off meeting
- Expanded review of relevant codes, laws, and related policies
- Conduct a Complete Community (and all relevant aspects of the Comp Plan) alignment assessment
- Draft the annotated outline and Complete Community/Comp Plan code alignment memo
- Present outline and alignment memo to Town Council
- Review and finalize the annotated outline based on Council guidance

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P1: INITIATION OF DRAFTING

April – June 2023

Development Typology, Site Design Aspirations

- Buildings – placement, setbacks, massing, frontages, articulation, parking, etc.,
- On-site public realm and landscape objectives
- Sustainability
- Streets and rights of way

Affordable Housing and Community Benefits

- Site pro-forma analysis
- Density and residual land value analysis
- Potential to generate additional value to support objectives

DRAFT



P2.1: PRELIMINARY DRAFT OF THE RE-ENVISIONED LUMO

July 2023 – February 2024

Core LUMO Tasks

- Commence preliminary code drafting based on work plan established
- Complete district reorganization and TOD alignment
- Prepare a complete draft of district pallet and assessment memo
- Present the draft district pallet to Town Council

DRAFT



P2.1: PRELIMINARY DRAFT OF THE RE-ENVISIONED LUMO

July 2023 – February 2024

Development Typology, Site Design Recommendations and Metrics

- Buildings – placement, setbacks, massing, frontages, articulation, parking, etc.,
- On-site public realm and landscape objectives
- Sustainability
- Streets and rights of way

Affordable Housing and Community Benefits

- Density bonus recommendations – base and bonus densities

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P2.2: PRELIMINARY DRAFT OF THE RE-ENVISIONED LUMO

July 2023 – February 2024

Core LUMO Tasks

- Revise the draft districts based on Council feedback and continue drafting of other code components
- Prepare a complete preliminary draft of the re-envisioned LUMO
- Present the re-envisioned LUMO to Town Council for comment
- Engage stakeholders/the public in providing feedback on preliminary draft elements of the re-envisioned LUMO

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P2.2: PRELIMINARY DRAFT OF THE RE-ENVISIONED LUMO

July 2023 – February 2024

Final Development Typology, Site Design Recommendations and Metrics

- Buildings – placement, setbacks, massing, frontages, articulation, parking, etc.,
- On-site public realm and landscape objectives
- Sustainability
- Streets and rights of way

DRAFT



P3: PRELIMINARY DRAFT REVISIONS AND OUTREACH

February – June 2024

Core LUMO Tasks

- Revise the preliminary draft of the re-envisioned LUMO based on Council, stakeholder, and public feedback
- Prepare a complete revised draft re-envisioned LUMO
- Present the revised draft of the re-envisioned LUMO to Town Council
- Introduce the revised draft of the re-envisioned LUMO to stakeholders and the public

DRAFT



P4: ADVISORY BOARD CONSIDERATION

June – September 2024

Core LUMO Tasks

- Prepare a final draft of the re-envisioned LUMO for Planning Commission and Advisory Board Consideration based on feedback from Town Council, stakeholders, and the public
- Present the final draft of the re-envisioned LUMO to relevant Advisory Boards
- Present the final draft of the re-envisioned LUMO to the Planning Commission

DRAFT



P5: FORMAL ADOPTION PROCESS

September - November 2024

Core LUMO Tasks

- Revise and prepare the final version of the re-envisioned LUMO for formal consideration by Town Council
- Prepare an Executive Summary and technical memo explaining the rewrite process
- Present the final re-envisioned LUMO document to Town Council for consideration

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P6: USER'S GUIDE AND TRAINING

December 2024 – April 2025

Core LUMO Tasks

- Prepare a User's Guide
- Conduct training, both in person and virtually, for staff and board members
- Conduct training, both in person and virtually, for stakeholders and interested members of the public

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For Discussion

- Level of involvement of planning commission, advisory boards, and Town Council
- When and how it will be most effective to engage the public
- Phasing of work product and the interrelatedness of drafting components
- Factors that influence approach and resources
 - Council touchpoints and involvement
 - Public outreach (timing, frequency, intent)
 - Illustrative components and formatting

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Council Engagement

	November 2022	December 2022	January 2023	February 2023	March 2023
COUNCIL INFORMATION	November 2 RM Complete Community Proposed decision points and pilot project approach.	December 7 RM TOD/LUMO LUMO updates that will support TOD and LUMO rewrite approaches.	January 18 WS PSE Present emerging directions	February 8 WS LUMO Rewrite Discussion	March 8 RM LUMO Present Draft LUMO Rewrite Road-map
COUNCIL DECISIONS	November 16 RM NS-BRT Update TOD/LUMO Update	December 7 RM Complete Community Resolution Pilot Project Complete Community framework	January 25 RM Accept PSE emerging directions and revised development review process.	February 15 RM Stormwater Regulations Technical Report - DRAFT LUMO Present Draft Code Diagnosis Report.	March 22 RM LUMO Accept Final Code Diagnosis Report
	November 30 Council Special Meeting Planning Systems Evaluation Update			February 22 RM TOD Resolution - adopt Implementation Plan/Final Report as a part of the Comp Plan.	

Work Plan Overview

COMPLETE COMMUNITY	Focus Group Meetings Identify Pilot projects ✓	Resolution for Complete Community framework. Acceptance of the Pilot project. ✓			
TRANSIT ORIENTED DEVELOPMENT (TOD)	Final accessibility audit, market analysis, draft recommendations for Station Areas Plan. ✓	Recommendations for Station Area and Focus Area Plans. ✓	Incorporate Complete Community framework and Council comments into Station Area and Focus Area Plans. ✓	Finalize Station Area and Focus Area Plans and Final Report. ✓	
PLANNING SYSTEMS EVALUATION (PSE)	Test draft recommendations, create new methodologies, use case studies. 1. How can culture change be achieved? 2. Process improvements to code, policy, and development re-view. ✓	Recommend new processes, new systems, tools for culture change. Report a proposed system for high-level, long-term, vision-driven planning.			
LUMO EVALUATION	Present best practices to improve Chapel Hill's process and outcomes. Generate consensus on priority improvements among diverse users. ✓	Present strategic approaches to the LUMO rewrite. ✓	Draft Code Diagnosis Report ✓	Incorporate PSE findings and Council comments into Code Diagnosis Report.	Finalize Code Diagnosis Report. Draft LUMO Rewrite Road-map.

April 2023 - Initiate LUMO Rewrite



MEMO

TO: MEMBERS OF THE COUNCIL OF THE TOWN OF CHAPEL HILL

FROM: Caroline Dwyer; Transit Planning Manager

CC: Brian Litchfield, Transit Director; Diedra McEntyre, Principal Planner; Matt Cecil Transit Development Manager

RE: Transit Oriented Development (TOD) Plan Update

DATE: February 8, 2023

1. BACKGROUND

NSBRT

The North-South Bus Rapid Transit (NSBRT) project was first identified as a priority in 2009 and included in the Town's 2012 Comprehensive Plan. In 2021, NSBRT was identified as a Council Strategic Priority in the Town's Climate Action and Response Plan. NSBRT enjoys high levels of support, locally and regionally, and is a key component of the region's transportation strategy and long-term vision. It also plays a key role in the University's transportation and sustainability plans.

NSBRT is much more than a transit investment. It is also an investment in active transportation, safety, congestion mitigation, equity, environmental stewardship, smart growth, and economic development. Specifically, the project includes:

- A multi-use path (MUP) along most of the corridor
- Pedestrian safety improvements (including enhanced sidewalk connections to/from station areas and neighborhoods)
- Signal improvements; and
- Complete streets elements.

The NSBRT project is also an opportunity to leverage a significant federal investment to meet the Council's Complete Community and Climate Action priorities. CHT has estimated we will need approximately \$155 million to construct the NSBRT (\$124M federal share; \$31M non-federal share). \$29M of the non-federal share is secured through the Orange County Transit Plan; Chapel Hill Transit's share is ~\$2M. We are also seeking \$40M in state funding through the SPOT/STI process to reduce the impact on the Orange County Transit Plan and Chapel Hill Transit.

The NSBRT recently achieved a **major project milestone** when we were notified that the Federal Transit Administration (FTA) accepted our NEPA review "Finding of No Significant Impact."

2. TOD

In 2020, FTA awarded CHT nearly \$600,000 through the Administration's "Pilot Program for Transit-Oriented Development Planning" grant program. This program supports, "[Comprehensive planning...examin\[ing\] ways to improve economic development and ridership, foster multimodal connectivity and accessibility, improve transit access for pedestrian and bicycle traffic, engage](#)

[the private sector, identify infrastructure needs, and enable mixed-use development near transit stations.](#)” CHT initiated the TOD project in 2022, in coordination with the LUMO update, at the request of Council. The TOD plan and LUMO vision, collectively known as “*Shaping Our Future*” are aligned with, and guided by, previous plans and Council policy directives including the recently adopted Complete Community framework.

Shaping Our Future is a “next step” towards integrating best practices generating more sustainable land use and development and catalyzing great placemaking in locations with the best transit access. A market analysis conducted by the internationally recognized experts at S.B. Friedman assesses current land uses, land availability, vacancy rates, land prices, rents, and price points. Focus groups and one-on-one interviews were conducted with key stakeholders assessing development and redevelopment opportunities in the short- and long-term. Gaps between feasible development and available resources were identified and inform the recommendation of tools incentivizing and facilitating TOD.

An accessibility analysis determined how the NSBRT can improve walking and biking conditions by expanding beyond the immediate corridor and station areas and identifying missing network links and impediments to multimodal travel. Station area concepts provide illustrative examples of potential TOD scenarios, guiding policy development, regulatory recommendations, and estimating the potential development capacity of station areas. Lastly, the plan recommends a set of policy and regulatory tools that may help meet community goals, transit needs, and market projections. These recommendations provide staff and Council with a starting point for future discussions and decisions related to the LUMO Update.

Staff would also like to clarify that adopting *Shaping Our Future* does not:

- Entitle or pre-approve development for specific sites in the corridor
- Remove or reduce Town Council’s discretionary review or development approval authority
- Adopt regulatory mechanisms and/or development incentives, including regulations related to density, dimensional standards, building topologies, etc., which will be discussed and determined by the community and Council during the future LUMO update.

3. NEXT STEPS

Staff are proud of the process and the products generated by this integrated planning effort, a joint initiative of the Transit and Planning Departments. A [review draft of *Shaping Our Future*](#) is available, and on February 22, 2023, staff will ask Council to adopt *Shaping Our Future* and to begin the legislative process amending the Town’s Comprehensive Plan to include *Shaping Our Future* alongside the Complete Community framework. We welcome Council’s feedback and questions.



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Chapel Hill, NC 27514

Item Overview

Item #: 3., **File #:** [23-0098], **Version:** 1

Meeting Date: 2/8/2023

OneOrange Racial Equity Framework Update.

Staff:

Loryn Clark, Deputy Town Manager

Shenekia Weeks, Diversity, Equity, and Inclusion Officer

Alysha Phanord, Diversity, Equity, and Inclusion Program Analyst

Department:

Town 'Manager's Office

Overview:

OneOrange is committed to creating a community where race no longer predicts life outcomes and has been working to institutionalize the OneOrange Racial Equity Plan's components within our jurisdictions. There are five mutually reinforcing pillars of the Racial Equity Framework. Each is represented by a multi-jurisdictional subcommittee led by at least one jurisdictional member and includes staff from each jurisdiction. The subcommittees are Training, Racial Equity Assessment Lens (REAL), Community Engagement, Racial Equity Index, and Evaluation and Accountability; the Plan is based on the work of these committees.

Staff will share how they continue operationalizing the OneOrange Racial Equity Plan into institutional processes that enable more equitable outcomes internally and externally.



Recommendation(s):

That the Council receives the update and provides feedback on OneOrange implementation strategies.

Background

In January 2021, the Government Alliance on Race & Equity Multi-Jurisdictional Task Force, OneOrange, established subcommittees to work on each section of the Orange County Racial Equity Plan: A Framework for Moving Forward. OneOrange includes staff from the Towns of Carrboro, Chapel Hill, Hillsborough, and Orange County.

In January 2022, all jurisdictions in Orange County received and adopted the OneOrange County Racial Equity Plan: A Framework for Moving Forward. Since January 2022, the OneOrange staff team has worked to share jurisdictional implementation strategies and design the Racial Equity Index. Additionally, we have socialized the Plan with potential jurisdictional partners; OWASA and Durham Technical Community College representatives attended a OneOrange staff team meeting to explore partnerships and the implementation of the OneOrange Plan within their respective organizations. Orange County Public Schools and Chapel-Hill Carrboro City Schools have also been informed and invited to participate.

Since the Plan was received and adopted, we have made the following progress:

OneOrange

- Orange County DSS Toy Chest Community Engagement Follow-Up
- Initiated Child Welfare Data Index with SAS
- Received Preliminary Equity Data from Carolina Demography

TOCH

- Implemented TOCH DEI Training Plan (Year-long DEI Training Schedule)
- Expanded the use of the Racial Equity Assessment Lens
- Piloted the Community Engagement Compensation Plan
- Hired a DEI Program Analyst
- Completed Results Based Accountability Training Nonprofit
- Completed RBA Training for Department Directors
- Concluded 1st Equity Lab Cohort
- Implemented Transgender and Gender Diverse Policy

Key Issues:

- The OneOrange County-wide Racial Equity Framework Catalyst for Moving Forward relies on developing and implementing five pillars: Training, Racial Equity Assessment Lens (REAL), Community Engagement, Racial Equity Index, and Evaluation and Accountability. See the development and implementation progress below.

Training & Organizational Capacity

1. OneOrange staff leads provided foundational racial equity training to elected officials on November 16 and December 8. The training, Advancing Racial Equity: The Role of Government, was based on GARE's training program. Elected officials from each jurisdiction participated. Feedback from elected officials who participated in the training was that the experience was beneficial to engage and converse with other elected officials on what they've been doing and what DEI goals they are looking to achieve.
2. Chapel Hill has partnered with Clear Impact and is offered a Results Based Accountability training on January 26 to nonprofits within Orange County. As an example of sharing resources county-wide, this training was made available to nonprofits throughout the county, not just those that serve Chapel Hill.

Each jurisdiction has continued to train employees to build internal capacity, and most are utilizing the Racial Equity Assessment Lens and training staff on how to use the tool best.

Customized Training for Town Departments

- Library & Community Arts and Culture
- Transit
- Public Housing
- Affordable Housing & Community Connections
- Department Directors
- Parks and Recreation (Youth Program)
- Public Works
- Community Facilitators Training for Engagement Gap Analysis

Community Engagement & Community Engagement Compensation Plan Pilots

1. The Affordable Housing and Community Connections (AH&CC) Department has been piloting paid engagement opportunities for historically under-engaged populations since 2020. Most recently, AH&CC incorporated paid engagement into their Engagement Study, which is focused on identifying populations currently under-engaged with the Town, deepening our understanding of reasons for this lack of engagement, and developing recommendations to support new engagement approaches prioritizing equity. The final phase of the Engagement Study involves the Town compensating community members for their work leading community conversations with friends, neighbors, and broader social networks. These Community Facilitators are all from historically under-engaged populations, as are the meeting participants, and both groups are being

compensated for their time and expertise. The results of the study will be presented to Council in March.

2. Shaping Our Future Initiative with Planning and Transit provided an additional opportunity to pilot the Community Engagement Compensation Plan. We engaged with 29 organizations with over 300 person-hours and approximately 250 person-hours for organizations' constituents to participate. Neighboring Concepts has allocated \$12,000 to compensate organizations.
3. Last year, we came to the Toy Chest, Orange County Human Services annual gift, and holiday support event to ask the community for help identifying priorities for OneOrange Racial Equity Plan. In December 2022, the One Orange team returned and shared data about the priorities. We also asked the attendees for additional help understanding why these problems exist in our communities. We interrogated the top three priorities of Education, Housing, and Employment. See Toy Chest Data attached.
4. Chapel Hill Diversity, a website, was created as a tool and resource to help support, promote, and connect BIPOC (Black, Indigenous, and People of Color) businesses in Orange County. This tourism-related work started during the COVID lockdown in 2020 when a committee of our Visitors Bureau board agreed to develop a diversity-focused campaign after the Visitors Bureau continued to receive comments from meeting and event planners on increasing gentrification and lack of diversity. The committee consists of Sharon A. Hill, Spring Council, Lilli Englehardt, Nancy Largent, Shenekia Weeks, and Lauri Paolicelli. On October 1, the website launched [<https://chapelhilldiversity.com/>](https://chapelhilldiversity.com/)

Racial Equity Assessment Lens

The Equity Lab has remained a place for Town staff to continue normalizing race in conversations about programs, policies, and procedures. The Equity Lab, currently with seven members representing five town departments, meets twice a month. The first half of the meeting is dedicated to normalizing conversation on race, and the second half is devoted to applying the Racial Equity Assessment Lens. The Racial Equity Assessment Lens is an extensive tool delving into historical disparities, social determinants of health, community engagement, and benefits and burdens.

The application of the REAL tool requires time and diverse perspectives. Centering equity should always be prioritized; however, the team has learned that these tools are time-consuming, so the following Racial Equity Pocket questions can be used to center equity:

1. What are the racial impacts?
2. Who is or will experience a burden?
3. Who is or will experience benefit?
4. What are the root causes of inequity?
5. What might be the unintended consequences of this action or strategy?

Internal REAL Lens Applications:

- Public Life Study Survey Questions
- Community Survey Questions
- Human Services Funding Process
- Board and Commission Recruitment
- Splash Pad Feasibility
- ARPA Grant Process
- Public Library Weekly Schedule
- Shaping Our Future Community Engagement
- Admission and Continued Occupancy Policy
- Housing Choices LUMOTA
- Complete Community Checklist

Strategies Under Development

- The Racial Equity Index informs community-level outcome measures and jurisdictional racial disparity reduction strategies. On August 24, 2022, the Orange County Department of Social Services SS leadership team, One Orange racial equity officials, data management personnel, and a SAS data scientist gathered for the first Racial Equity Analytics Summit. The purpose of the Summit was to create a shared understanding of the best use of operational child welfare data to understand and promote racial equity in Orange County. To this end, Summit participants created a consensus Value Vision, defining the project's overall goals. Through this process, Carolina Demography provided Orange County disaggregated data. See attachment.
- The Racialized History and Reckoning Document is essentially a truth-telling document to guide the Town's approach to building and repairing community relationships, addressing harms done to the community, and avoiding additional harm when making decisions. Once completed, this document will facilitate the use of the Racial Equity Assessment Lens by providing information about how our jurisdictions knowingly or unknowingly contribute and perpetuate disparities. Based on community engagement efforts, the jurisdictional leads suggest starting with the top three issues identified by the community: Education, Employment, and Housing.
- Evaluation and accountability will measure the implementation of county-wide and jurisdictional racial equity initiatives once all mutually reinforcing levers are fully operational.

Fiscal Impact/Resources: Each jurisdiction is asking for \$20,000.00 to begin work on the Data Index and Racialized History. Now that SAS has piloted racialized child welfare data, the jurisdictional leads are ready to seek a vendor to complete a Racial Data Index by which we can anchor our work as a community. Additionally, the Racialized History is vital to understanding institutional and systemic racism. The work of OneOrange supports the implementation of the Reimagining Community Safety Recommendations. The Prevention, Crisis, and Post-Crisis recommendations speak to many of the disparate impacts of people of color. We plan to use funds from the RICS budget to support this work. Connecting this work and viewing it through a racial equity lens will ensure evaluation and accountability.



Attachments:

- Draft Staff Presentation
- Carolina Demography Racialized Data
- Toy Chest Data

The Agenda will reflect the text below, and/or the motion text will be used during the meeting.

PRESENTER: Shenekia Weeks, Diversity, Equity, and Inclusion Officer

The purpose of this item is to provide an update and receive feedback on OneOrange implementation strategies.

ONEORANGE

CARRBORO · CHAPEL HILL · HILLSBOROUGH · ORANGE COUNTY

County Racial Equity Plan: A Framework for Moving Forward Update 2023

DRAFT

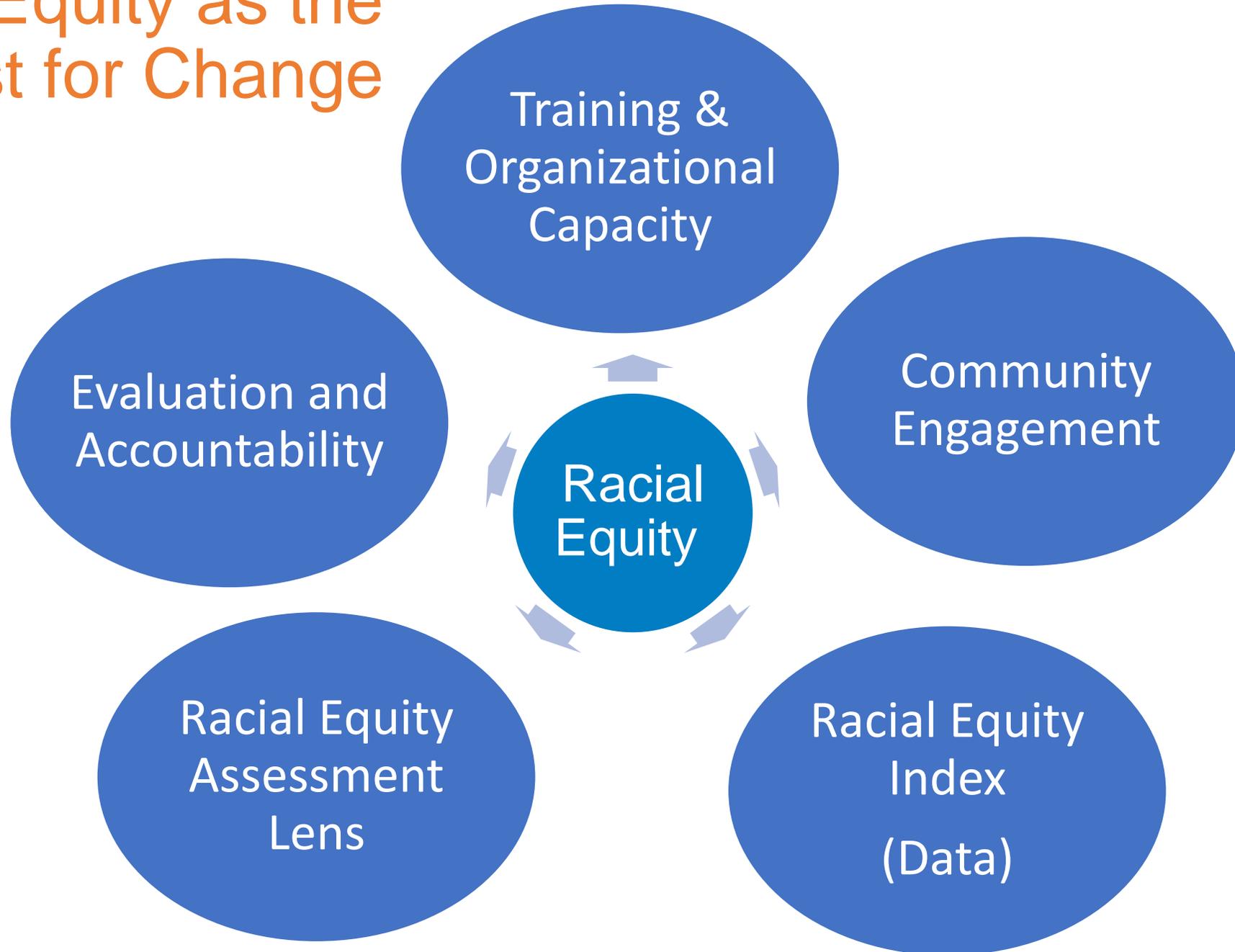
Presenters: Shenekia Weeks, Diversity, Equity, and Inclusion Officer
Alysha Phanord, Diversity, Equity, and Inclusion Program Analyst

Agenda

- **Overview**
 - **Pillars (Review)**
- **Training & Organizational Capacity**
 - **RBA & Asset-Based Community Development | Elected Officials | GARE Training | Training Calendar (Chapel Hill)**
- **Community Engagement**
 - **Toy Chest Community Engagement | Community Engagement Compensation Pilot (Chapel Hill)**
- **Racial Equity Assessment Lens**
 - **Results Based Accountability (RBA) Training**
 - **Application: Human Services Funding (Joint) | Jurisdiction Application**
- **Data Index**
 - **Carolina Demography Racial Disparities | Child Welfare Pilot**
 - **Fiscal Impact**
- **Racialized History (Reckoning Document)**
 - **Initial Orange County Overview | Jurisdiction Autonomy**
 - **Fiscal Impact**

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Racial Equity as the Catalyst for Change



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Questions

Do you have any priority initiatives for REAL Tool application in the short-term?

Feedback

Are we headed in the right direction with the priorities of Education, Employment, and Housing?

Suggestions

Are there additional priorities you would like OneOrange to consider regarding Racial Equity Index or Racialized History ?



Racial Equity Assessment Lens

Town of Chapel Hill Applications

- Public Life Study Survey Questions
- Community Survey Questions
- Human Services Funding Process
- Board and Commission Recruitment
- Splash Pad Feasibility
- ARPA Grant Process
- Public Library Weekly Schedule
- Shaping Our Future
- Public Housing Waitlist Process
- Housing Choices LUMOTA
- Complete Community Checklist

OneOrange Update

- Each is implementing the lens based on organizational capacity or jurisdictional directives
- Feedback on the REAL Lens is underway to inform future iterations
- Human Services Funding Application

DRAFT

Racial Equity Pocket Guide

1. What are the racial impacts?
2. Who is or will experience burden?
3. Who is or will experience benefit?
4. What are the root causes of inequity?
5. What might be the unintended consequences of this action or strategy?

DRAFT

Community Engagement

OneOrange

- Reengagement of Orange County DSS Toy Chest participants

Town of Chapel Hill

- Community Engagement Compensation Pilot
 - Gap Analysis
 - Shaping Our Future

Toy Chest 2022

- In 2021, we engage community members at the Toy Chest event to inform them of OneOrange and to ask for help identifying priorities for the Racial Equity Plan. See priorities to the right.
- In December 2022, the One Orange team, returned and shared data around the priorities.
- We also asked the attendees for the event for additional help understanding why these problems exist in our communities. We explored the top three priorities.

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
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108	Increased Influence on Budget/Resource Allocations
82	Increased Community Engagement for People of Color
82	Increased Local Government Accountability to Communities of Color

In total, there were 660 responses. It is important to note that the majority of the responses were gathered from the Orange County Toy Chest targeted community engagement in 2021.

180 Participant Responses

High Priority

- Infrastructure – 35.5%
- More Support – 18.2%

Medium Priority

- Home Life – 13.6%
- Staff – 12.7%
- Curriculum – 10.9%

Long-Term Priority

- Policy – 6.4%
- Disability – 1.8%
- Other – 0.9%

Education

High Priority

- Opportunities/Access – 25.8%
- Discrimination/Racism – 15.7%

Medium Priority

- Policy – 11.2%
- Livable Wage – 9%
- Experience – 7.9%
- Infrastructure – 7.9%

Long-Term Priority

- Exploitation – 5.6%
- Education – 5.6%
- Other – 4.5%
- Language – 3.4%
- Working Conditions – 3.4%

Employment

High Priority

- Options/Opportunity – 25.3%
- Expensive – 25.3%

Medium Priority

- Policy – 20.9 %
- Discrimination/Racism – 16.5%

Long-Term Priority

- Education – 5.5%
- Infrastructure – 5.5%
- Language – 1.1%

Housing

DRAFT

Racial Equity Index

Racial Equity Analytics Roadmap

A Collaboration between SAS and Orange County, NC

September 16, 2022



ONEORANGE
CORPORATE CHAPEL HILL HILLSBOROUGH ORANGE COUNTY



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- Child Welfare Focal OC DSS Progress
- Carolina Demography Racialized Data
- \$10K ask per jurisdiction to begin creating a Data Index

DRAFT

Racialized History

- Thematic truth-telling document still under development
- Guides reparative decision-making
- Team leads recommend starting with the Top (3) community identified issues of Education, Housing, and Employment
- 10K ask per jurisdiction to begin creating a racialized history

DRAFT

Training & Organizational Capacity

- Capacity Building RBA-Non-Profits
- Elected Official Training
- Town DEI Training Calendar
- Equity Lab, new year-long starting this month
- Customized Departmental Trainings

RESULTS-BASED ACCOUNTABILITY™ TRAINING

PROFESSIONAL DEVELOPMENT OPPORTUNITY FOR NON-PROFITS

CREATE BETTER PROGRAMS WITH BETTER OUTCOMES FOR THE COMMUNITIES YOU SERVE

IMPROVE GRANT PROPOSAL CLARITY

WHEN: THURSDAY, JANUARY 26TH
1 PM -4 PM

COST: FREE

WHERE: ONLINE

REGISTER BEFORE JANUARY 23RD

REGISTER

TOWN OF CHAPEL HILL

CLEAR IMPACT
TOGETHER WE DO MORE

TOCH STAFF DEI Training Schedule

- Jan & Feb GARE Training (3hrs) and REAL Tool (1hr)
- March- GARE Training (3hrs) and Social Identity (2hrs)
- April & May: GARE Training (3hrs) and REAL Tool (1hr)
- June: Socialization (2hrs)
- July & August: GARE Training (3hrs) and REAL Tool (1hr)
- September: Interrupting Racism (2hrs)
- Oct-Nov: GARE Training (3hrs) and REAL Tool (1hr)

DRAFT

Evaluation and Accountability

- RBA- Training
- Continued application of the REAL Tool for programs and policy
- Equity Outcomes evaluation is a long-term measure and will be fully implemented when Data Index is complete, and programs and strategies are aligned.

DRAFT

Questions

Do you have any priority initiatives for REAL Tool application in the short-term?

Feedback

Are we headed in the right direction with the priorities of Education, Employment, and Housing?

Suggestions

Are there additional priorities you would like OneOrange to consider regarding Racial Equity Index or Racialized History ?

2	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
16	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
16	Education	Education																
17		10 Kindergarten Readiness	Percentage of students at benchmark levels for the NC KEA Formative Assessment Process	The NC KEA Formative Assessment Process is used to help identify the learning and development or students entering kindergarten. The process itself is a part of daily instruction rather than formal testing.	2018-2020										57.49	89.54	0.64	
18		Elementary and Middle School Education																
19		11 Third-Grade Reading Proficiency	Percentage of 3rd graders who met grade level proficiency in reading end-of-grade exam.	Students who are proficient in reading by the third grade have better academic success later in their educational career. Children not reading proficiently by the end of third grade are four times more likely not to graduate from high school.	2018-2019 school year	80.67	48.92	34.56	77.06				0.61	0.43		0.96		
20		12 Eighth-Grade Math Proficiency	Percentage of 8th graders who met grade level proficiency in math end-of-grade exam.	Both elementary and middle school math are foundational to high school math, important for future attainment and success in the labor market. Therefore, success in 8th grade math is an indicator of whether students are prepared for high school math. Students who complete higher levels of math are more likely to graduate from high school and college and have higher earnings over their lifetime.	2018-2019 school year	79.19	30.54	46.38	83.46				0.39	0.59		1.05		
21		13 Middle School Suspensions	Proportion of enrolled students who had at least one out-of-school suspension. Middle school is defined as schools serving grades 6, 7, and 8 only.	Suspensions and expulsions are related to lower academic performance and lower high school graduation rates.	2018	2.42	12.86	8.71	0.71				0.19	0.28		3.39		
22		High School Education																
23		14 College Readiness	Percentage of students with ACT score 17 or higher	An ACT composite score of 17 or higher is the minimum score required for consideration for admission to the University of North Carolina's system and therefore meets the state's definition of being college-ready. Research suggests ACT composite scores are associated with first-year GPA and degree completion.	2020-2021 school year	87.52	32.26	46.11	83.53				0.37	0.53		0.95		
24		15 4-Year Cohort Graduation Rate	Percentage of students entering as ninth graders who graduated after four school years (or earlier)	Completing high school on time—meaning graduating in four years or less—is critical for student success. Delays in completion as a result of being held back or a break in enrollment are associated with much higher risks of eventually dropping out.	2020-2021 school year	92.17	81.82	81.76	95.07				0.89	0.89		1.03		
25		16 AP Course Participation	Percentage of students participating in AP courses	Advanced Placement (AP) courses offer advanced coursework and culminate in an AP exam; a score of 3 or higher allows students to receive college credit at many postsecondary institutions. Participation in AP courses is also emphasized as an admissions criterion at these institutions. AP course participation is therefore an indicator of achievement and access to rigorous coursework.	2019-2020 school year	43.29	12.88	20.89	52.02				0.30	0.48		1.20		
26	17 CCP Course Participation	Percentage of students participating in CCP courses	The Career and College Promise program was established to aid students who may not have access to college by allowing them to be dual-enrolled in high school and earn community college credit tuition-free, directly addressing equity concerns in education.	2019-2020 school year	7.74	6.08	6.45	5.10				0.79	0.83		0.66			
27	Education in the General Population																	
28	18 Adults 25-64 with No High School Diploma	Percentage of adults 25-64 without a high school diploma	Lower educational attainment makes it more likely a person will only be eligible for low-skill, low-wage employment	2016-2020	3.50	5.00	36.10	5.10				0.70	0.10		0.69			
29	19 High School Graduates (25-64) Living in Poverty	Percentages of adults aged 25-64 with at least a high school diploma who are living at or below 100% of the poverty threshold	People who obtain at least a high school diploma are less likely to live in poverty. However, the impact of a diploma is more protective for some racial/ethnic groups than others.	2016-2020	4.9	16.6	4.5	6.5				0.30	1.09		0.75			
30	20 College-Educated Adults (25-64)	Percentage of adults 25-64 with a college degree	Educational attainment is a strong predictor of employment opportunities, income, and wealth. ⁵⁹ Full-time employees with bachelor's degrees earn, on average, two-thirds more and experience unemployment rates nearly half of employees with only a high school diploma.	2016-2020	67.20	26.70	36.90	78.60				0.40	0.55		1.17			

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
2	Theme	Domain	Indicator Name	Definition	Rationale	Year	White	Black	Hispanic	Asian		Black-to-White	Hispanic-to-White	Asian-to-White	Title I schools	Non-Title I	Ratio	
31	Neighborhoods & Infrastructure	Access to Housing																
32		21	Homeownership	Percentages of households who own their home	Homeownership continues to be a reliable vehicle to build wealth. Additionally, mortgage payments are often more predictable and stable than rental payments.	2016-2020	75.20	49.20	53.10	68.30		0.65	0.71	0.91				
33		22	Home Loan Denials	Proportion of home loan applications for single-family home purchase denied by lender.	Access to credit determines most individuals' ability to purchase a home and build wealth through equity payments.	2017	6.10	22.08	8.43	6.67		0.28	0.72	0.92				
34		Housing Affordability and Services																
35		23	Housing Cost Burden	Percentages of households with housing costs exceeding 30% of income	Households paying more than 30% of income on rent or mortgage payments have less disposable income for other necessities. ⁷	2016-2020	21.40	40.60	31.30	17.80		0.53	0.68	1.20				
36		24	Internet Access	Percentages of households without access to the internet	Internet access is a basic 21st-century need for education and employment, as well as entertainment and social interaction.		5.20	17.70	6.10	2.10		0.29	0.85	2.48				
37		25	Utility Expenses	Percentages of household income going to electricity, gas, heating fuel, and water	Households paying more for utility expenses have less disposable income for other necessities	2016-2020	2.27	4.77	3.54	1.93		0.48	0.64	1.18				
38		26	Subsidized Housing	Percentage of renting households that receive HUD assistance	Research has shown a lack of affordable housing drives homelessness; federal subsidies for rental assistance are therefore important for preventing homelessness. These programs can often only provide assistance to those with extremely low incomes due to underfunding - those receiving HUD assistance are therefore some of the most vulnerable to homelessness.	2016-2020	2.36	20.94	1.76	5.96		0.11	1.32	0.39				
39		Transportation																
40		27	Private Vehicle Availability	Ratio between number of vehicles to total people over age 16 in household		2016-2020	0.33	0.25	0.33	0.33		0.76	1.00	1.00				
41	28	Commute Time	Average time spent commuting one way to work (in minutes) for adults aged 25-64	Commute time can affect health outcomes, earning potential, and the amount of time an individual can dedicate to other needs	2016-2020	20	20	15	20		1.00	1.33	1.00					
42	Government	Civic Life																
43		29	Voter Registration Rate	Estimated proportion of voting-eligible population (citizens 18+) that are registered to vote.	Voting is critical to the functioning of our democracy; however, barriers to voter registration like voter ID laws or limitations on when people can register to vote disproportionately impact people of color, students, the elderly, and people with disabilities.	2021	91.68	89.72	90.48	88.18		0.98	0.99	0.96				
44		30	Voter Turnout Rate (11/3/2020)	Proportion of registered voters that voted in the last general election (11/3/2020).	Even those who are registered to vote can face barriers to voting, and people of color are also disproportionately affected by these.	2020	78.51	68.66	60.79	68.04		0.87	0.77	0.87				

	R	S	T	U	V	W	X	Y	Z
1		Data				<i>Dallas Equity Indicator Number here for Reference</i>			
2		Source(s)	Notes	Additional Resources (citation numbers)		Domain			
3						Business Development			
4		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		1		2			
5						Employment			
6		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		2		4			
7		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		3		5			
8		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		4,5		New indicator			
9						Income			
10		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Income from wages and business was used to calculate this measure	6		7			
11		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Income from wages and business was used to calculate this measure	7,8		8			
12		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		9, 10		9			
13						Poverty			
14		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		11		10			
15		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		12,13		12			

	R	S	T	U	V	W	X	Y	Z
2		Source(s)	Notes	Additional Resources (citation numbers)		Domain			
16						Education			
17		NC DPI School Report Cards		14		15			
18						Elementary and Middle School Education			
19		NC DPI School Report Cards	This year of data was chosen to reflect pre-pandemic scores, because scores in all racial/ethnic groups dropped in the subsequent school year	15,16		16			
20		NC DPI School Report Cards	This year of data was chosen to reflect pre-pandemic scores, because scores in all racial/ethnic groups dropped in the subsequent school year	17,18		ALT			
21		US DOE Office of Civil Rights Data Collection		19		18			
22						High School Education			
23		NC DPI School Report Cards		20,21		19			
24		NC DPI Cohort Graduation Rate		22,23		20			
25		NC DPI School Report Cards		24-26		NEW			
26		NC DPI School Report Cards		27,28		NEW			
27						Education in the General Population			
28		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		29		22			
29		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		30		23			
30		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		31		24			

	R	S	T	U	V	W	X	Y	Z
2		Source(s)	Notes	Additional Resources (citation numbers)		Domain			
31						Access to Housing			
32		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		32		25			
33		Federal Financial Institution Examination, Home Mortgage Disclosure Act Data		33		27			
34						Housing Affordability and Services			
35		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		34		28			
36		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		35		29			
37		U.S. Census Bureau, American Community Survey Public Use Microdata Sample	Households with utilities included in rent were excluded from this calculation	36		30			
38		U.S. Census Bureau, American Community Survey Public Use Microdata Sample HUD Portrait of Subsidized Housing		37-39		New indicator			
39						Transportation			
40		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		40		34			
41		U.S. Census Bureau, American Community Survey Public Use Microdata Sample		41, 42		35			
42						Civic Life			
43		NC State Board of Elections U.S. Census Bureau 5-Year American Community Survey Data		43		New indicator			
44		NC State Board of Elections U.S. Census Bureau 5-Year American Community Survey Data		44,45		New indicator			



Toy Chest 2022

One Orange is a commitment by Orange County, Carrboro, Chapel Hill, and Hillsborough leaders and staff to create a community where race no longer predicts life outcomes.

The goal was to create a plan to guide our work. Last year, we came to the Toy Chest event to ask the community for help with identifying priorities for the plan. The priorities surveyed in 2021 are documented.

In December 2022, the One Orange team, returned and shared data around the priorities. We also asked the attendees for the event for additional help understanding why these problems exist in our communities. We are looking at the top three priorities.

We will share this information with our elected officials and the groups working on these efforts.

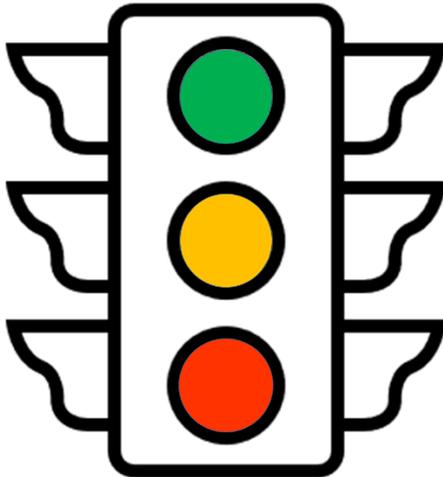
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82	Increased Community Engagement for People of Color
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In total, there were 660 responses. It is important to note that the majority of the responses were gathered from the Orange County Toy Chest targeted community engagement in 2021.

Executive Summary

- During this event, the One Orange team was able to collect over 180 responses regarding Education, Housing, and Employment outcomes in Orange County, North Carolina.
- Education received the most responses (73), followed by Housing (58), and Employment (51).
- Next Steps: Share information with internal and external stakeholders.
 - Chapel Hill-Carrboro City Schools presentation on OneOrange and ToyChest Data 02/02/2023

Feedback from the Community: Education



High

- Infrastructure – 35.5%
- More Support – 18.2%

Moderately

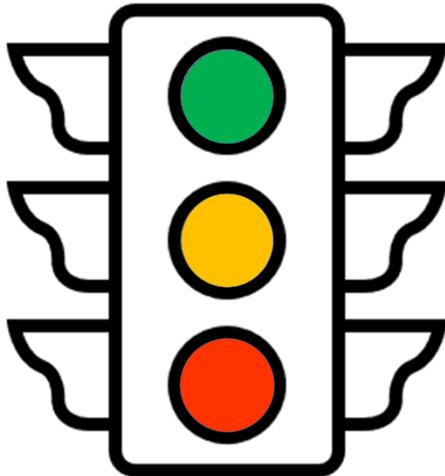
- Home Life – 13.6%
- Staff – 12.7%
- Curriculum – 10.9%

Slightly

- Policy – 6.4%
- Disability – 1.8%
- Other – 0.9%

*Percentages based on the proportion of responses

Feedback from the Community: Housing



High

- Options/Opportunity – 25.3%
- Expensive – 25.3%

Moderately

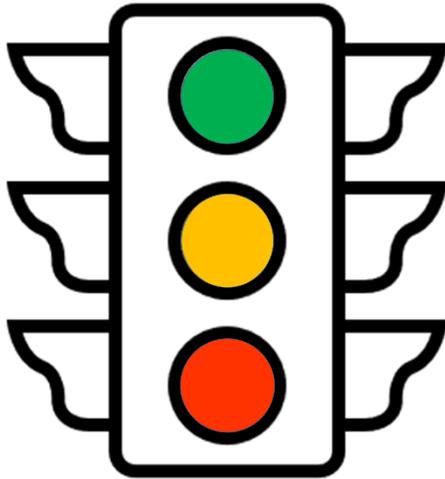
- Policy – 20.9 %
- Discrimination/Racism – 16.5%

Slightly

- Education – 5.5%
- Infrastructure – 5.5%
- Language – 1.1%

*Percentages based on the proportion of responses

Feedback from the Community: Employment



High

- Opportunities/Access – 25.8%
- Discrimination/Racism – 15.7%

Moderately

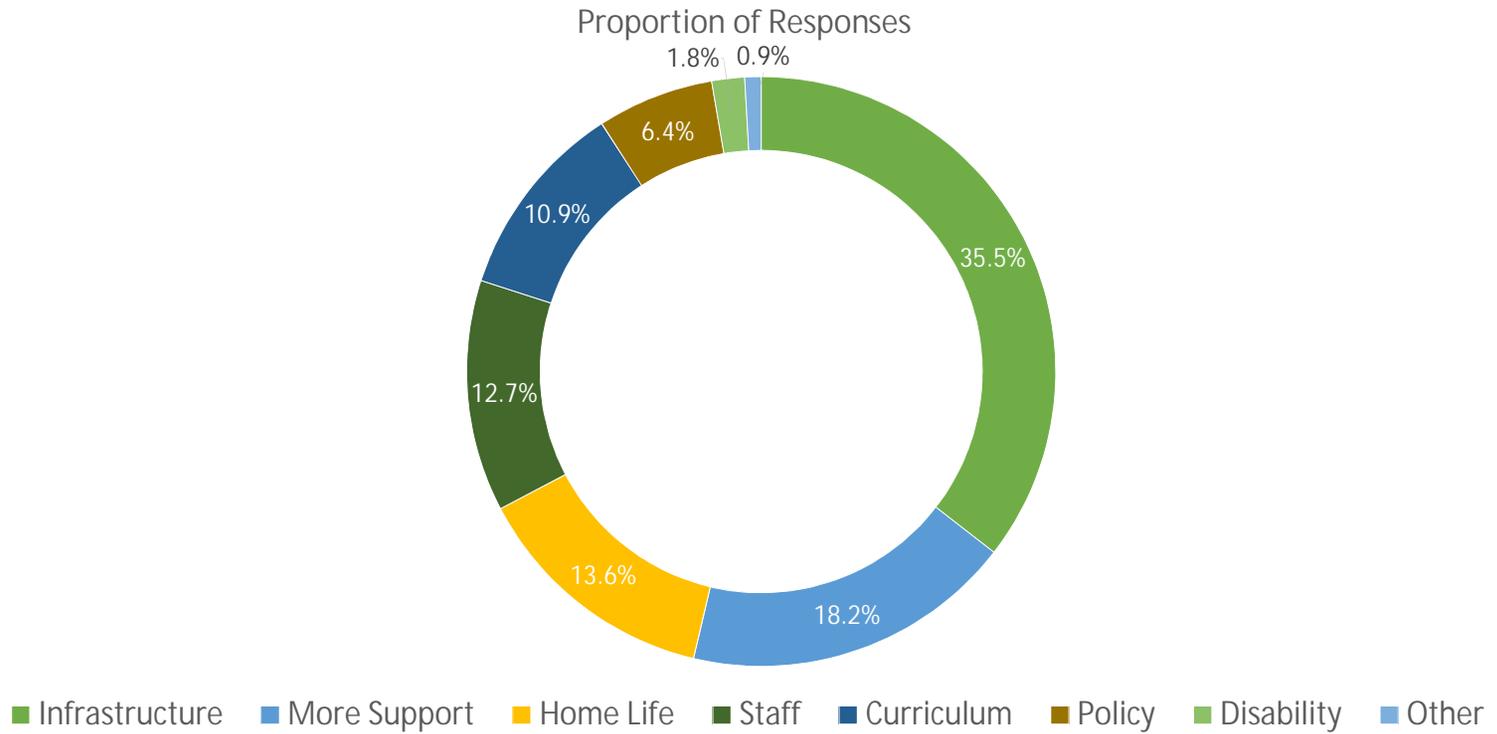
- Policy – 11.2%
- Livable Wage – 9%
- Experience – 7.9%
- Infrastructure – 7.9%

Slightly

- Exploitation – 5.6%
- Education – 5.6%
- Other – 4.5%
- Language – 3.4%
- Working Conditions – 3.4%

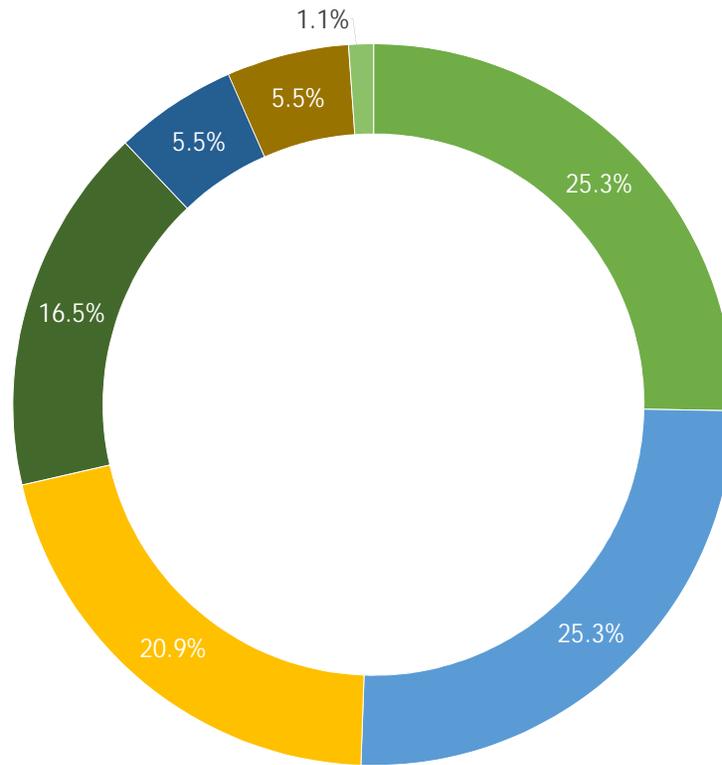
*Percentages based on the proportion of responses

Education



Housing

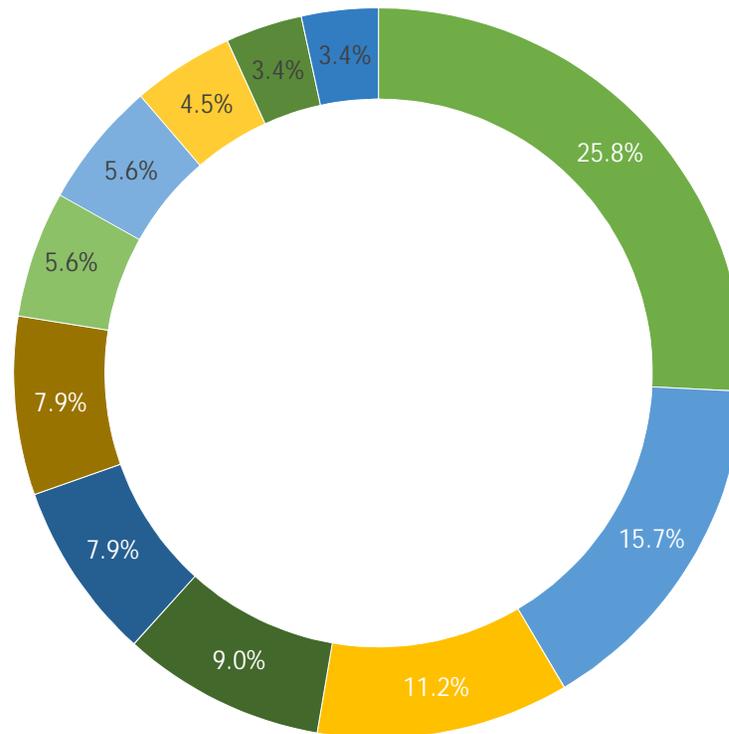
Proportion of Responses



■ Opportunities ■ Expensive ■ Policy ■ Discrimination ■ Education ■ Infrastructure ■ Language

Employment

Proportion of Responses



■ Opportunities
■ Education

■ Discrimination
■ Exploitation

■ Policy
■ Other

■ Livable Wage
■ Language

■ Experience
■ Working Conditions

■ Infrastructure