

One Orange Racial Equity Plan: *A Framework for Moving Forward*

June 16, 2021

Council Regular Meeting



Agenda

1. Racial Equity Background
2. Overview of the Framework
3. Proposed Next Steps

Government Alliance on Race and Equity (“GARE”)

- Support state and local jurisdiction that are advancing racial equity by addressing institutional and structural racism
- Training staff and building internal capacity to undo racism within the organization
- Help expand and strengthen local and regional collaboration

Government Alliance on Race and Equity (“GARE”)

- North Carolina Learning Cohort Program
- Develop Racial Equity Action Plan
- County-wide approach
 - Orange County
 - Hillsborough
 - Carrboro
 - Chapel Hill

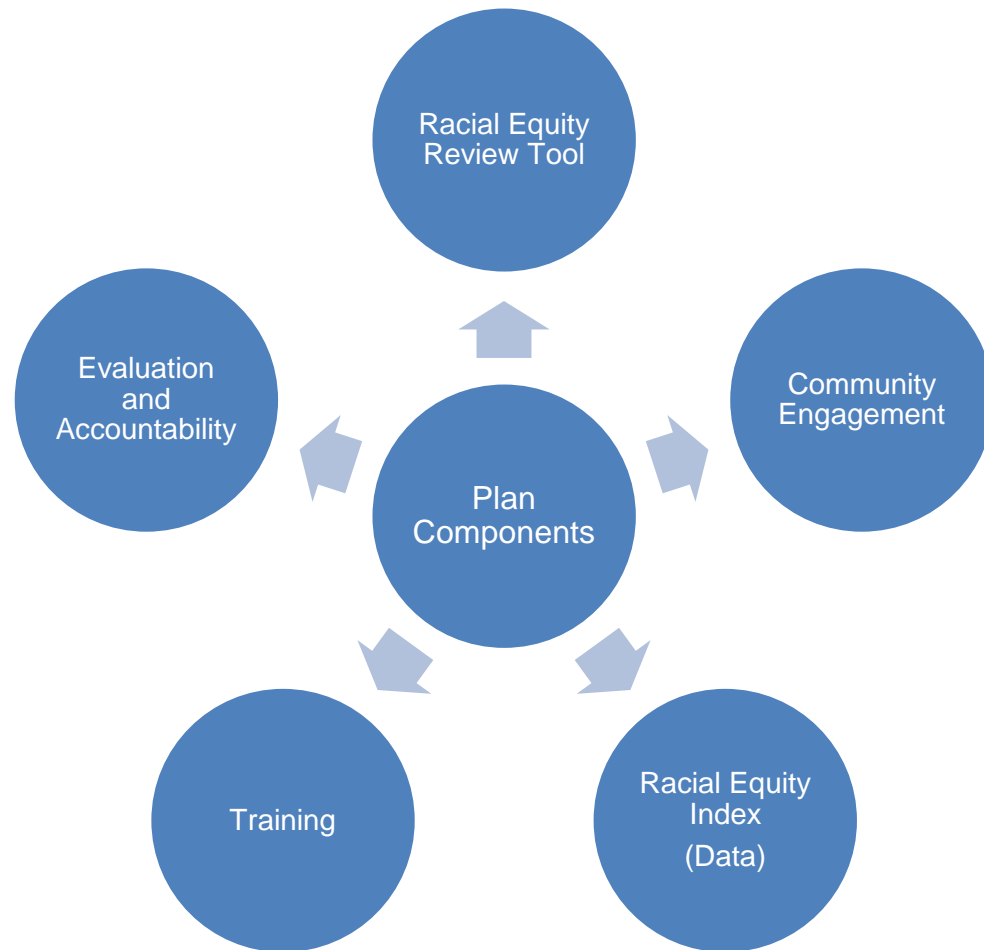
One Orange Mission Statement

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 no longer predicts life outcomes in our community

What is Racial Equity?

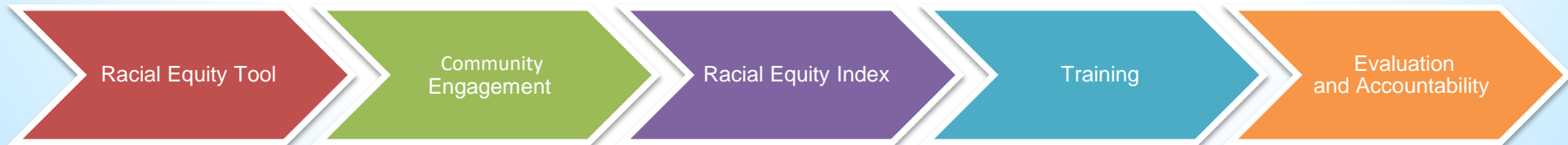
- When race can no longer be used to predict life outcomes and outcomes for all groups are improved
- Normalizing conversations about race and operationalizing strategizes for advancing racial equity
- Allows us to develop a framework, tools and resources that apply to other areas of marginalization

Racial Equity Plan



Racial Equity Plan Components

1. Racial Equity Review Tool
2. Training
3. Community Engagement
4. Racial Equity Index
5. Evaluation and Accountability



Racial Equity Review Tool

- Establishes a process and questions to address racial equity in decision making
- Helps align racial equity goals with desired outcomes
- Review tool is imbedded in the decision framing, research, engagement and evaluation – not applied at the end

Racial Equity Review Tool

1. Desired Results
2. Data Collection & Analysis
3. Community Engagement/Partnership
4. Strategies
5. Implementation
6. Communication, Evaluation, and Accountability

Training

- Plan under development to provide training to policymakers, managers, staff, boards and commissioners, and community partners
- Focus on building capacity to advance racial equity and embed racial equity into countywide systems

Community Engagement

PRINCIPLES

1. Government is committed to change **toward a new power dynamic** for shared decision-making working together with the community.
2. Government will **listen, learn, and implement solutions** from all communities, especially impacted communities of color.
3. Government will **co-design** desired results and engagement processes with the community.
4. Government will provide training and technical assistance for employees seeking to engage and build partnerships with the community.

Racial Equity Index (data)

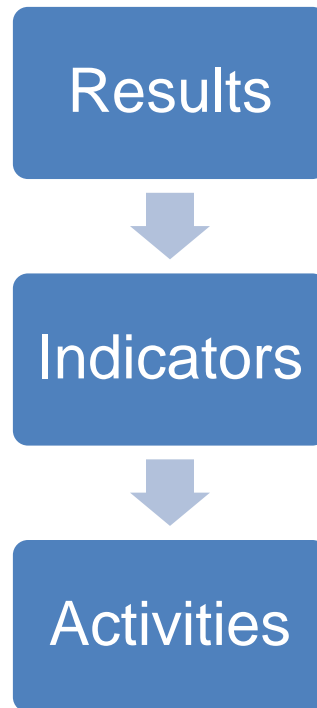
- Index is a data dashboard tool available to the public to help assess equity questions
- Will include a dashboards with maps and key performance indicators (KPIs)

GARE Perspective on Using Data

- The use of data and analytics is integral to the work of GARE to:
 - Present a descriptive picture of where the County and municipalities are currently in racial equity work
 - Provide prescriptive information to inform decision making
 - Track progress over time

Evaluation and Accountability

- The Results-based accountability framework indicates the relationship over time between results, indicators, and activities.



Results Based Accountability

1. What are the desired results?
2. What would the results look like?
3. What are the community indicators that would measure the desired results?
4. What does the data tell us?
5. Who are your partners?
6. What works to change the data trend toward racial equity?
7. What actions should you start with?

Proposed Next Steps

- Refine framework based on further input
 - DEI Officer
- Conduct additional community engagement
- Return in fall for Council to consider Framework approval
- Develop training strategy