



Legislation Text

File #: [21-0561], Version: 1

Review Draft Orange Countywide Racial Equity Plan Framework.

Staff:

Rae Buckley, Director, Organizational and Strategic Initiatives
Sarah Osmer Viñas, Assistant Director

Department:

Manager's Office
Housing and Community

Overview: This memorandum shares the Orange Countywide Racial Equity Plan Framework and draft Racial Equity Review Form with the Town Council for review and comment. These materials are also being shared with the elected bodies of Orange County, Carrboro, and Hillsborough for review. The Racial Equity Plan and Racial Equity Review Form are implementation tools for local government based on the Government Alliance on Race and Equity (GARE) models.



Recommendation(s):

That the Council provide feedback about the draft Orange Countywide Racial Equity Plan Framework.

Chapel Hill Diversity, Equity and Inclusion Context

- The Town Council identified equity as an overarching priority that should be considered in all goals and objectives of the [Strategic Plan <https://www.townofchapelhill.org/home/showdocument?id=43339>](https://www.townofchapelhill.org/home/showdocument?id=43339). Racial equity is also a cornerstone of the Town's [Community Connections Strategy <https://www.townofchapelhill.org/home/showpublisheddocument?id=44505>](https://www.townofchapelhill.org/home/showpublisheddocument?id=44505), our framework for equitable engagement.
- The Town is hiring a Diversity, Equity and Inclusion Officer who will strategically manage the Diversity, Equity and Inclusion Portfolio of initiatives and work with the Council to set goals and objectives for racial equity work.
- Chapel Hill staff, along with Orange County and Carrboro staff, completed the 2020-21 Government Alliance on Race and Equity (GARE) North Carolina Learning Community. GARE recommends that municipalities establish a plan for how to implement racial equity work.

Racial Equity Plan Framework

- The GARE team leadership from Orange County, Chapel Hill, Carrboro, and Hillsborough worked with committees from each jurisdiction to build content for a shared Racial Equity Plan. The goal of this effort is to create a common language and set of principles for racial equity work in Orange County. Once that is established, each municipality would create their own individual goals, objectives and action plans.
- The attached Racial Equity Plan Framework includes information about the following components:
 1. **Racial Equity Tool:** A draft Racial Equity Review Form is included in the attached draft. The purpose of the tool is to apply a racial equity lens to decision-making and resource allocation. Each municipality would decide how to implement the tool.
 2. **Community Engagement:** The framework includes high level principles by which the local governments will carry out community engagement.
 3. **Racial Equity Index:** Orange County is leading an effort to create a countywide racial equity index and community scorecard to track Orange County's equity metrics.
 4. **Organizational Capacity and Training:** The framework describes what topics to cover in

training and target training groups.

- 5. Accountability and Urgency:** The framework outlines how the Results Based Accountability principles will be used to evaluate racial equity initiatives.

Fiscal Impact/Resources: Staff will determine the anticipated resource needs when we reach the stage of developing the action plan the Town will use to implement the Countywide Framework.



Attachments:

- Draft Staff Presentation
- Draft Orange Countywide Racial Equity Plan Framework

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

PRESENTER: Rae Buckley, Director of Organizational and Strategic Initiatives
Sarah Osmer Viñas, Assistant Director of Housing and Community

RECOMMENDATION: That the Council provide feedback about the Orange Countywide Racial Equity Plan Framework.