



Racial Equity Commission Meeting minutes

May 24, 2023

6:00 p.m.

108 Bim Street, Carrboro, NC

Call the Meeting to Order

Chair Hawkins called the meeting to order at 6:04p.

Attendance – Donald Hawkins, Betty Curry, and Liz Carter – members,

Randee Haven-O'Donnell and Barbara Foushee – Council liaisons

Kannu Taylor and Anita Jones-McNair – staff

Approval of the April 26 and May 10 Meeting Minutes

Curry motioned to approve the minutes for April 26th and May 10th, Carter seconded and the vote was unanimous.

Revisit Racial Equity Commission Charge and finalize the goals and objectives

Carter motioned to approve the following commission structure, Curry seconded and the vote was unanimous. Next step is for the Chair to present to the recommended changes to the Town Council.

Carrboro Racial Equity Commission Strategy

History

The Carrboro Town Council and Staff made a commitment to LISTEN to the voices of Carrboro, ENGAGE the voices of Carrboro, PROVIDE services AND PLAN for all the voices of Carrboro. This deliberate decision was voted on with unanimous support by the Town Council to

begin race and equity work in October 2018. The town joined GARE (Government Alliance for Race and Equity) and started their journey.

With one voice, the Town envisions all people that live and work in Carrboro are thriving. Unfortunately, to thrive is only a notion when fundamentally for many black, brown and other marginalized residents' basic needs are deficient. Oftentimes structural and institutional racism plagues many communities. Facing truth and finding reconciliation provides healing and direction. The Town will commit to providing equitable operations and services, economic sustainability, affordable housing, food security, equitable climate change mitigation for ALL of Carrboro.

Racial Equity Commission (REC) Background

The Racial Equity Commission (REC) met with consultant Bryana Clover on April 26, 2023. They revisited the Commission's charge and discussed their shared vision for the work of the REC moving forward. The Vision, Purpose, Values, Mission and Goals are stated below. During their May 24, 2023 they revisited the information and finalized goals.

At the beginning of their strategy session, they discussed their shared fears, hopes and personal values. This was an important exercise for cultivating connection, trust, and shared vision.

1. Fears
 - a. Our work as the REC will be taken for granted- our work will be done in vain.
 - b. Nothing will happen despite our investment in the REC.
 - c. Our purpose isn't aligned with the mission and how we operate.
 - d. Democracy is at risk, and the gains of the last 100 years will be "for naught."
 - e. That we will not take full advantage of the potential impact of the REC.
2. Hopes
 - a. REC recommendations will be heard and put into practice.
 - b. The youth will be engaged in justice work, this work is for them. For our children's future.
 - c. The commitments made by the town are put to action.
 - d. Connection and cohesion amongst the members of the REC
3. Personal Values
 - a. Helping others
 - b. Truth and justice for Black Americans
 - c. Time
 - d. Impact
 - e. Dignity for ALL
 - f. Honor
 - g. Diversity
 - h. Embracing the fullness of life

Purpose

The Carrboro REC exists to ensure the thriving of Black, Indigenous, other People of Color (BIPOC) town members. We recognize the harm of structural and institutional racism (both seen and unseen) to BIPOC communities. It is the role of the REC to bring to light the ways in which racism still plagues our communities and commits to holding Carrboro accountable to facing this truth and providing equitable operations and services, economic sustainability, affordable housing, food security, and equitable climate change.

Vision

To create a community where all can thrive, and one in which the political, economic, social and cultural institutions are no longer predicated and influenced by race.

Mission & Values

The REC is devoted to educating constituents on the historical legacy of racism and the ways in which it shows up in Carrboro culture, policies and institutions; amplify the BIPOC voices of Carrboro so that our focus addresses the true needs of the community; and influence decision and policymakers to prioritize equity and justice in all matters of policy, procedures and practices that impact the most vulnerable of Carrboro. The work is grounded on our shared values of: Teamwork, Leadership, Devotion, Truth, Ethics and Accountability.

Goals

1. The most vulnerable residents of Carrboro have access to fair and equitable housing.
2. Carrboro has clarity on the inequities in our education system and facilitates dialogue amongst leaders in Education to plan ways to address the priority issues.
3. The REC will initiate key collaborations and partnerships to contribute to the accomplishment of their identified goals.
4. The REC will establish a growth and sustainability plan.
5. Carrboro will directly invest in supporting wealth building for their BIPOC community.
6. The REC will emphasize racial equity awareness and education for Carrboro residents and leaders.

Objectives

1. The most vulnerable residents of Carrboro have access to fair and equitable housing.
 - a. *Objective 1:* Ensure Carrboro has plans in place to build housing for residents with 30% AMI or below.
2. Carrboro has clarity on the inequities in our education system and facilitates dialogue amongst leaders in Education to plan ways to address the priority issues.
 - a. *Objective 1:* Identifies key stakeholders in the education system, and facilitates dialogue to discuss issues in education (see below)
 - i. After school program
 - ii. Achievement gap
 - iii. Discipline policy

- iv. Mentorship
 - v. Teacher diversity
 - vi. Teacher education/implicit bias training
 - vii. Bias in gifted programs
 - viii. Activism in education
3. Initiate key collaborations and partnerships to contribute to the accomplishment of their identified goals.
 - a. *Objective 1:* Identifies a list of key partnership opportunities with organizations that have shared values and meet about the work of racial justice.
 4. Establish a growth and sustainability plan.
 - a. *Objective 1:* Establish an onboarding plan for new members, including training.
 - b. *Objective 2:* Finalize a recruitment plan for identifying new members.
 - c. *Objective 3:* Establish key metrics of success, and a plan for measuring these metrics over time.
 - d. *Objective 4:* Conduct historical, educational and community building opportunities.
 - e. *Objective 5:* Complete oral history project.
 5. Invest in supporting wealth building for BIPOC community.
 - a. *Objective 1:* Make recommendations to the town council for establishing pathways to generational wealth for BIPOC.
 - b. *Objective 2:* Follow-up with the Town Council on the progress of the Reparations Plan.
 - c. *Objective 3:* Request that Carrboro create an equity fund.
 6. Emphasize racial equity awareness and education for Carrboro residents and leaders.
 - a. *Objective 1:* Regularly engage with the community through listening sessions and events.
 - b. *Objective 2:* Initiate a plan for creating cohesion and connection amongst the Black community of Carrboro (mobilize our people to get engaged!)
 - c. *Objective 3:* Ensure the Town commits to equity training for all employees.

Objective 4: Ensure the Town commits to evaluating all policies, practices, procedures

Agenda items for next meeting

Create orientation materials and structure for new members. Review of completed racial equity assessment lens

Adjourn

Curry motioned to adjourn at 8:03p, Carter seconded and the vote was unanimous.