Equity Update

Board of Commissioners Meeting

Oct. 14, 2024

HILLSBOROUGH
NORTH CAROLINA
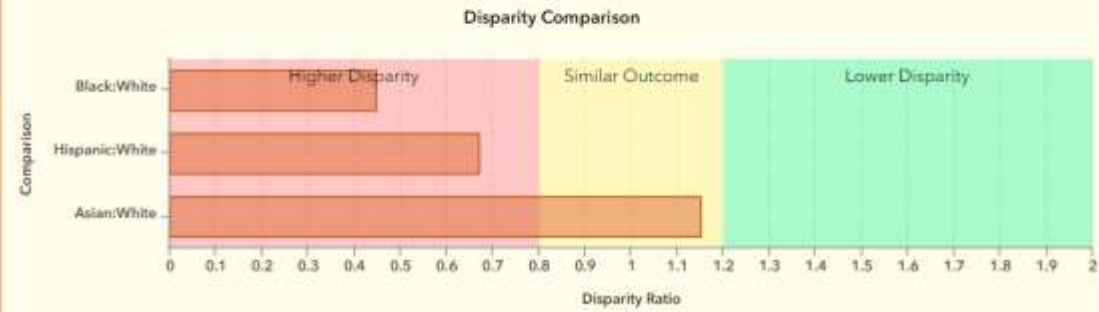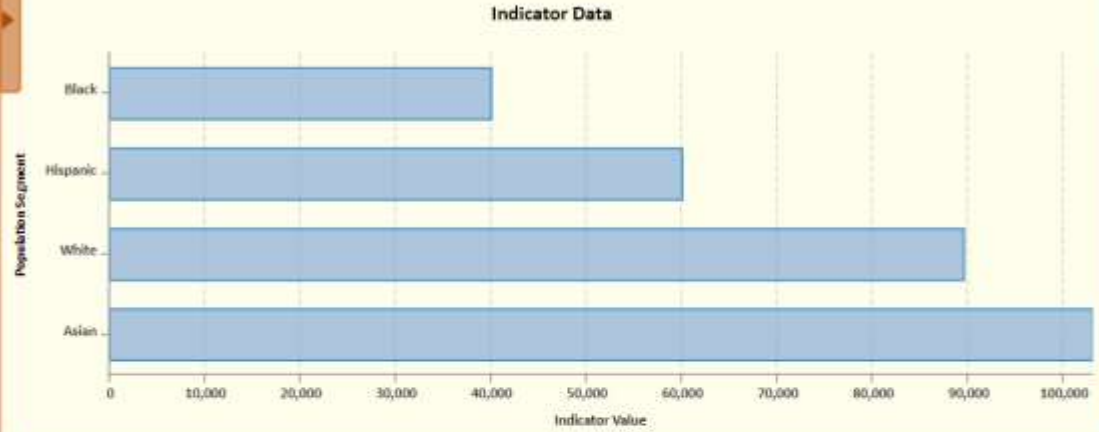
OneOrange Efforts

- Racial Equity Dashboard
- Racialized History Project

Equity Lens

- Pilot phase

Equity Lens

When using, consider groups based on race, earnings, education, geography, occupation, age, gender identity, sexual identity, religion, immigration status, etc. An initiative may be a project, policy, procedure, program, or proposal.

Top Three Questions If You Have Limited Time

1. What are the positive and negative impacts of the initiative?
2. Who will benefit, and who will be burdened?
3. What are the strategies to reduce unintended or negative consequences?

Step 1	**Identify equity impacts.**
	• What are the desired results you want in the community and organization?
	• What is the policy or practice being considered to get those results?
	• What could this initiative impact?
	• How do racial and social inequities impact these areas?

Step 2	**Analyze data.**
	• How could this initiative impact geographic areas, neighborhoods, or demographics?
	• Based on data we have on the area or populations that may be most affected, what disparities exist?
	• If there are gaps in our data, how can we obtain better or updated data?
	• What data is available on best practices or that supports this initiative?

Step 3	**Engage populations most affected.**
	• How have different populations been engaged? How can we expand that?
	• How have we engaged and addressed concerns raised by those who will be most affected?
	• What did we learn from that engagement?

Step 4	**Consider positive and negative consequences.**
	• Who benefits and who is burdened by the initiative?
	• What are the potential unintended negative consequences of this initiative?
	• What are the strategies to eliminate or decrease those negative consequences?
	• How could we engage community partners for more positive impact?

Step 5	**Plan the implementation and identify accountability measures.**
	• What is a realistic plan for implementation?
	• How will the implementation be properly resourced with funding and staffing?
	• What success indicators or benchmarks are incorporated?
	• How will the initiative's impact be measured?
	• What will happen if metrics are met and not met?
	• How will results be shared with the community, organization, and other stakeholders?

Step 6	**Document and evaluate.**
	• Document: "How much did we do? How well did we do it? Are people better off? Are we achieving the anticipated outcomes?"
	• What do we need to do differently to get expected outcomes?
	• How can we build relationships and partnerships to ensure the work is sustainable?

Brief Description:

Step 1 – Identify equity impacts.
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- What is the policy or practice being considered to get those results?
- What could this initiative impact?
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Equity Plan

Background

- Discussion with Diversity, Equity and Inclusion committee
- Review of existing racial equity plans
- Discussion with other municipalities
- Evaluated options for external assistance
- Plan cost

Scope

- Internal (town organization) and external (community) focus
- Focus – Equity generally, while leading with race

Timeline

	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct
Phase 1												
Community Data Collection	▨											
Launch Internal Equity Action Team	▨											
Stakeholder Mapping & Internal Assessment		▨										
Request for Proposal		▨	▨									
Community Engagement			▨	▨	▨	▨						
Phase 2												
Town Council Vision Session							▨					
Community Advisory Council Kick-off							▨	▨				
Department Goal-Setting Retreat								▨				
Draft Plan Development								▨	▨			
Phase 3												
Community Engagement on Draft Plan										▨	▨	
Town Council Adoption											▨	
Resource Allocation Planning											▨	▨

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Action Requested

- Provide feedback and/or approve approach outlined for equity plan