



Agenda Abstract

BOARD OF COMMISSIONERS

Meeting Date:	Oct. 14, 2024
Department:	Administrative Services
Agenda Section:	Regular
Public hearing:	No
Date of public hearing:	N/A

PRESENTER/INFORMATION CONTACT

Administrative Services Director Jen Della Valle
Human Resources Manager Haley Thore

ITEM TO BE CONSIDERED

Subject: Equity Update

Attachments:

1. Facilitation and Development of Equity Plan proposal from Central Pines Regional Council
2. PowerPoint Presentation

Summary:

The Town of Hillsborough became a member of the Government Alliance on Race and Equity (GARE) in 2020. Since then, the town has joined and participated in the OneOrange countywide racial equity efforts, which has included the development and approval of the *One Orange Racial Equity Framework: A Catalyst for Moving Forward*. The OneOrange team has continued to collaborate to develop a countywide data dashboard and are currently working together to develop a countywide racial history project. In alignment with these efforts and per the town's strategic plan, staff seeks to develop a townwide equity plan.

The town's internal Diversity, Equity and Inclusion (DEI) Core Team has reviewed several existing racial equity plans that are available through GARE's member network portal. A few members of the DEI Team were able to have discussions with other municipalities that have developed a plan to learn from their experiences and to help shape our next steps. Based on current staff's internal capacity, the DEI Core Team determined it was best to work with a consultant to help guide us in this effort. As we were in the process of developing a request for proposals, we had a discussion with Central Pines Regional Council to see what level of support they could provide, and they expressed excitement and willingness to help us in the development of a townwide equity plan. Details regarding the scope of work and timeline for plan completion is outlined in the attached proposal.

The DEI Core Team and the Operations Team continue to test the equity lens to continue to make improvements and determine when and how to best use this tool.

Financial impacts:

The board budgeted \$20,000 for a consultant for the equity plan and \$20,000 for countywide racial equity efforts. Moving forward with the equity plan proposal will leave limited funds for the countywide history project. We are not sure how much the racialized history project will cost but staff is requesting an additional \$5,000 to provide flexibility for that project.

Staff recommendation and comments:

Please review the attached proposal from Central Pines Regional Council.

Action requested:

Provide feedback and/or approve approach outlined for the facilitation and development of an equity plan and approve budget amendment.