



Racial Equity Action Plan – Commissioner Check In

Presented by

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Equity & Inclusion Executive Sponsor: DK Wesley

Board of Commissioners Briefing - December 7, 2020



Agenda

- Policy Direction
- Equity & Inclusion Workgroup - Overview & Progress
- Racial Equity Action Plan Preview
- Next Steps

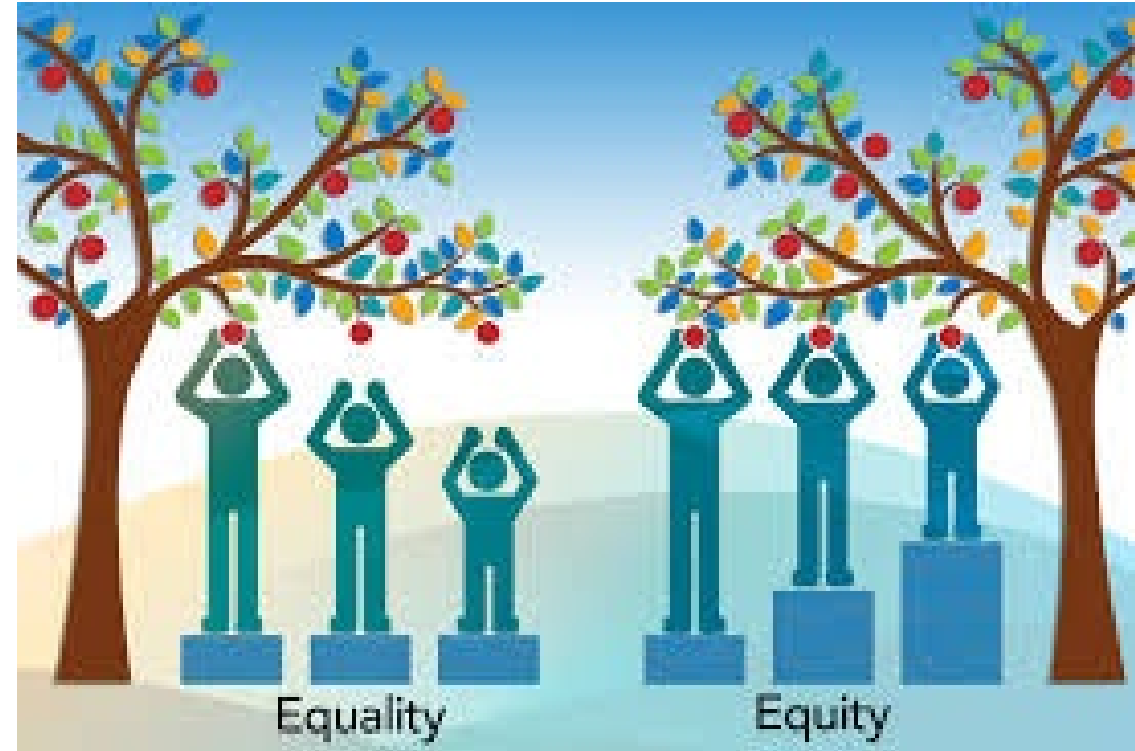


Policy Direction

- Buncombe County Strategic Plan
 - **Equity** as a Value
 - **Equity** as a Foundational Focus Area: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.
- Resolution Declaring Racism a Public Health & Safety Crisis
- Resolution to Support Community Reparations for Black People in Buncombe County



Equality vs. Equity



Equity: ensuring that everyone has a fair and just opportunity for wellbeing



“This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.”

Paula Braveman

**Institutional
Racism**

**Class
Oppression**

**Gender
Discrimination
and Exploitation**

Image Source: Dr. Renee Branch Canady, Institute for Equity in Birth Outcomes & Best Babies Zones, Philadelphia, PA, August 19, 2019



Equity & Inclusion Workgroup: The Team

Equity & Inclusion Workgroup Aims to Establish Action Plan



Equity & Inclusion Workgroup: The Team

- Alex McKnight, **Emergency Services**
- Alexandra Duncan, **Libraries**
- Carolina Siliceo Perez, **Sheriff's Office**
- Cattleya Gaines, **Register of Deeds**
- Chris Bubenik, **Recreation Services**
- Danitza Earls, **Information Technology**
- Haylee Madfis, **Planning**
- Jacqueline Brannon, **Health & Human Services**
- Kristin Wilson, **Health & Human Services**
- Lee Crayton, **Performance Management**
- Leonard Jones, **Health & Human Services**
- Merry Michalsen, **Human Resources**
- Rasheeda McDaniels, **Communications & Public Engagement**
- Rusty Mau, **Budget**
- Tiffany Iheanacho, **Justice Services**

- DK Wesley, County Management – **Executive Sponsor**
- Lynn Smith, County Management – **Team Lead**
- Rachael Nygaard, Strategic Partnerships – **Team Lead**
- Zo Mpofo, Health & Human Services – **Team Lead**
- Sharon Burke, Human Resources – **Executive Consultant**

Additional Staff Support

- Amanda Stratton, Performance Management – **Facilitation**
- Heather Parkinson, Performance Management – **Facilitation**
- Becky Kessel, Health & Human Services – **Data Governance Lead**



Equity & Inclusion Workgroup: In Action!



Action Planning Process

Foundational Work

- Established shared definitions
- Participated in County racialized history discussions
- Created mission statement

Consensus & Drafting of Plan

- Completed visioning
- Created subgroups
- Edited and consolidated
- Grounded in Governmental Alliance for Race and Equity framework

Consolidation of Ideas

- Utilized Equity Data Governance Team
- Aligned with Results Based Accountability (RBA) framework & County business planning



Racial Equity Action Plan Preview



Action Plan Components

- Initiatives and actions to support the high level goal
- Timeline to complete the initiatives
- Who is accountable for achieving the initiative
- How we will measure success

Focus: Community or Foundational High Level Goal

Initiatives and Actions	Timeline	Accountability	Performance Measure



Community Goals

- Create pathways to ensure engagement in racial equity strategies and improve quality of life
- Provide racial equity education and communication to the community
- Improving quality of life outcomes through racial equity initiatives

Foundational Goals

- Cultivate a thriving workforce within Buncombe County that ensures racial equity
- Institute organizational policies and processes to ensure equity and accountability
- Establish Buncombe County as an equity inclusion model



Example Community-Level Initiatives

Assess current state of racial disparities

Improve health and recreation outcomes for the most impacted communities

Create authentic, honest, transparent community engagement around racial equity

Increase diverse representation on BC Boards and Commissions



Example Foundational-Level Initiatives

Implement and provide ongoing racial equity learning and support for staff

Create internal racial equity training for Buncombe County Commissioners

Develop equitable policies and procedures for Buncombe County

Increase equity based County budgeting decisions

Recruit, engage, and retain a workforce for Buncombe County in ways that ensure equitable opportunities



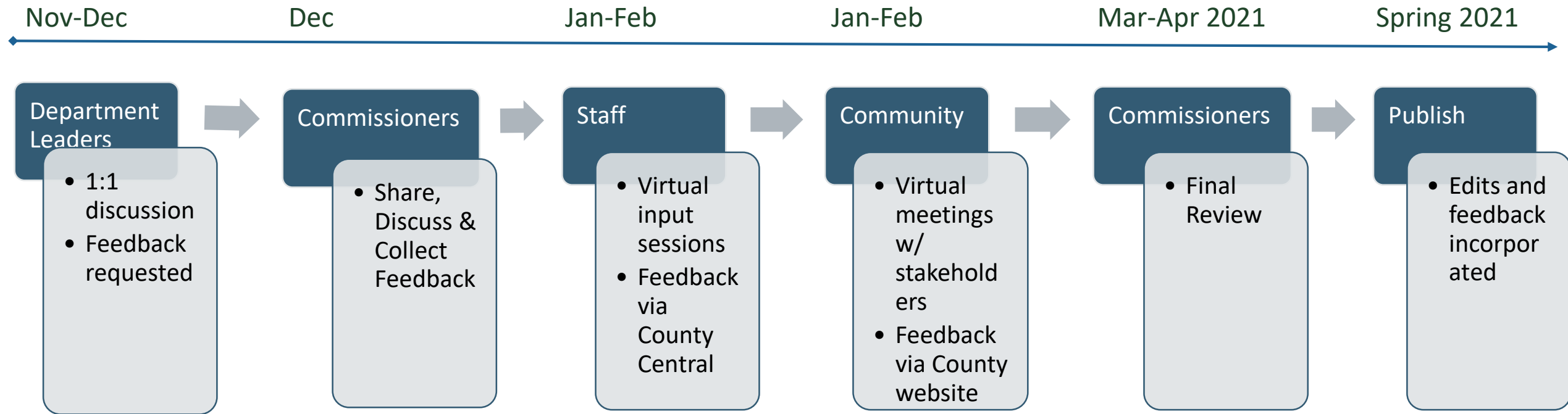
Next Steps for Action Plan

■ Review & Collect Feedback:

- complete
 - ✓ County Manager
 - ✓ Assistant County Manager
 - ✓ Management Advisory Group
- underway
 - ⚙ Department Directors
 - ⚙ **Commissioners Check In - *December 7, 2020***
- upcoming
 - 📅 **County staff**
 - 📅 **Community partners**
 - 📅 **Public at large**
 - 📅 **Commissioners**



Estimated Timeline



Questions/Feedback

