Leading with Race Summit

Presented by
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Equity and Human Rights Office
Board of County Commissioners Briefing
July 16, 2024
Outline

• Background

• Racial Equity Action Plan (REAP) Overview

• Community Update
  • Leading with Race Summit – July 20th

• Over the Horizon
Background

• Adopted 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.

• 2019 Equity & Inclusion Workgroup established
  • Cross-departmental membership
  • Created draft Racial Equity Action Plan

• Commission Resolutions
  • Resolution Declaring Racism a Public Health & Safety Crisis
  • Resolution to Support Community Reparations for Black People in Buncombe County

• June 2021 – BOCC adopted Racial Equity Action Plan
  • Committed to continuous communication & engagement
  • Metrics established & REAP Dashboard published
Racial Equity Action Plan Overview

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
Community Update – Leading with Race Summit

• Celebrating the progress
  • Equity & Human Rights Office established
  • REAP goals assigned for accountability
  • Staff information sharing
  • Organizational & community accomplishments

• Energizing for the work ahead
  • Celebration of culture & heritage
  • Education through storytelling
  • Sharing of expectations
  • Elevating Equity
Over the Horizon

- Buncombe County 2030 Strategic Plan
  - REAP will be integrated & included in business plans
  - Comprehensive data evaluation – identification and development
  - Each Focus Area Workgroup has an equity lens
  - Focused goal evaluation and reporting of results

- Amplifying Truth, History & Reconciliation
  - Whole history acknowledgement
  - Enhancing Community
    - Relationship building
    - Creating space for connection
  - Celebrating differences and shared history
Discussion