



# Proclamation



## NATIONAL DAY OF RACIAL HEALING

WHEREAS, the National Day of Racial Healing is an annual observance initiated as part of the W.K. Kellogg Foundation's Truth, Racial Healing & Transformation program and promoted by the program's many community partners across the United States; and

WHEREAS, long-standing racial divisions across all communities threaten the core of democracy, and the racial inequities exacerbated by the COVID-19 pandemic and highlighted by uprisings for racial justice underscore the role of systems and institutions in perpetuating inequalities and injustice that are generations in the making; and

WHEREAS, we understand and recognize that we all must work earnestly and intentionally to heal the wounds created by racial, ethnic, and religious bias and build an equitable and just society in which all people can thrive and in which children have the opportunity to learn and grow in nurturing environments that safeguard their safety, dignity and humanity; and

WHEREAS, the Town of Carrboro is committed to advancing racial equity and has recently taken actions in support of this commitment, such as:

- joining the Government Alliance on Race and Equity (GARE) in 2018;
- establishing the Town's first race and equity officer position in January 2019;
- unveiling "truth plaques" at Town Hall and the site of the former Freedmen's School on East Main Street to acknowledge the ties of the Town's namesake to racial segregation and other truths about Carrboro's history;
- adopting a resolution on June 18, 2020, to advance racial equity in law enforcement and public safety in Carrboro;
- designating Juneteenth as a paid holiday for Town employees beginning in 2021;
- adopting the Town's Inclusive Carrboro Communication and Engagement Plan in August 2020;
- adopting a resolution in support of reparations for Black Carrboro in October 2020;
- completing Carrboro's first Black Lives Matter mural at the CommunityWorx building on West Main Street in December 2020 and a second Black Lives Matter mural at the Century Center in January 2021;
- providing racial equity training for Town employees beginning in January 2021 and for members of the Town's advisory boards and commissions beginning in June 2021;
- establishing the Racial Equity Commission in January 2021;
- establishing the Community Safety Task Force in April 2021;
- facilitating ongoing BIPOC business roundtables and providing consulting and other resources to BIPOC businesses;
- providing mitigation assistance for small businesses with an emphasis on BIPOC businesses including \$326,000 awarded;
- launching a Buy BIPOC Business listing in 2021;
- adopting the Carrboro Connects 2022-2042 Comprehensive Plan in 2022, which has race and equity as one of its two foundational themes;
- hiring a full-time race and equity officer and creating a race and equity manager position in 2022 for the Town;
- beginning a disparity study in 2022 that will inform changes to the Town's procurement policies to increase opportunities for minority- and women-owned business enterprises;
- offering in 2022 the Entrepreneurial Business Accelerator Program;
- organizing and scheduling ongoing training and special activities for Town employees to normalize, organize, and operationalize the work of advancing racial equity;
- evaluating Town of Carrboro practices, policies, procedures and services using a racial equity assessment lens;
- collaborating with the other jurisdictions in Orange County to adopt the One Orange Racial Equity Framework in February 2022;
- strengthening and developing community partnerships and opportunities in community; and

WHEREAS, members of the Town's Youth Advisory Board, the Carrboro Youth Council, and the Chapel Hill-Carrboro NAACP Youth Council will hold a special celebration of Martin Luther King, Jr. on Saturday, January 14, 2023, from 1 to 3 p.m. at the Carrboro Century Center; and

WHEREAS, communities throughout the United States and around the world acknowledge either the Tuesday following Martin Luther King, Jr. Day or the third Tuesday in January as "National Day of Racial Healing" as a way to promote relationship-building, truth telling, and racial equity; healing and solidarity; and transformative action;

NOW, THEREFORE, I, Damon Seils, mayor of the Town of Carrboro, North Carolina, do hereby proclaim January 17, 2023, the Tuesday following Martin Luther King, Jr. Day, as "National Day of Racial Healing" in Carrboro and encourage all residents to share ideas, knowledge, and points of view related to truth, racial healing, transformation, and racial equity.

This the 13th day of January, 2023.



Damon Seils, Mayor