

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;
- 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;
- 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;
- establishing the Racial Equity Commission in January 2021;
- facilitating ongoing BIPOC business roundtables and providing consulting and other resources to BIPOC businesses;
- 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;
- accompanying Council Agenda Items with Racial Equity Assessment Lens or Equity Pocket Questions in March 2023 to help provide a deeper awareness and guidance in decision making and centering equity;
- partnering with UNC-Chapel Hill's Building Integrated Communities Initiative to strengthen communication and interpretation services for all residents;
- installing the third Town of Carrboro Truth Plaque in September 2023 at the Strayhorn House, 109 Jones Ferry Road, recognizing the first Black family of Carrboro;
- incorporating equity competencies in updated Employee Performance Evaluation tool;
- receiving recommendations from the Community Safety Task Force to the Town Council about Carrboro safety and alternatives to policing in November 2023;
- beginning a disparity study in 2023 to inform changes to the Town's procurement policies to increase opportunities for minority- and women-owned business enterprises;
- launching Carrboro In Motion/Comunidad en Movimiento in 2022 to increase neighbor-to-neighbor participation and engagement with a focus on underserved neighbors;
- 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 and the Racial Equity Dashboard September 2023;
- incorporating Race and Equity orientation in the onboarding process of new staff in 2023;
- strengthening and developing community partnerships and opportunities in community;
- approving the Racial Equity Action Plan, Weaving Equity in Carrboro Town Government in December 2023; 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 13, 2024, at 1:00 p.m., 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, Barbara Foushee, mayor of the Town of Carrboro, North Carolina, do hereby proclaim January 16, 2024, 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 9th day of January, 2024.

B.M. Foushee
Barbara M. Foushee

