



Formation of
Human
Relations
Initiative
Task Force

Focus group feedback

- Community groups & county agencies
- African-American community
- Schools & Youth Organizations, including racial minorities and LGBTQ
- Hispanic & Latino community

TOTAL OF 57 people from across the county

Three key questions

- What are the most pressing human relations issues in Chatham County, based on your experience?
- Who needs to be involved to change things for the better?
- What does an effective human relations initiative look like?

Issues: Common themes

- Limited communications among different cultures, races, religions (self-segregation)
- Fear and isolation, especially in Hispanic/Latino families but also African-Americans too
- Negative perceptions of law enforcement (lack of positive interactions)
- Disparity in job training, educational opportunities and wages
- Health and mental health access disparities and related barriers (stigmas, income, etc)

Issues: Common themes

- Transportation challenges
- Self-segregation in schools
- Barriers to parental involvement with their kids
- Barriers to diverse voices on major issues facing the county
- Limited services access in western Chatham
- Not enough for youth activities outside schools
- Limited affordable and safe housing
- Poor access to broadband for school and work

Who needs to be involved?

- Faith community
- Nonprofit leaders
- K-12 Schools and CCCC
- Law enforcement
- County human services agencies
- Business community
- Elected officials
- Young people and seniors
- Make sure that all of the above have diverse ethnic/racial backgrounds and different parts of the county

Interesting points about “WHO”

- Most felt that elected officials and Chatham County have a key role, but more as catalyst/convener and funding support
- Also, must have the towns and school system engaged as key partners
- Community ownership emerged as vital to making true systemic change over time

What does an effective entity look like?

- Clearly defined mission
- Broad community ownership and engagement
- Need better data from diverse communities
- Team-building and goal-setting to identify clear priorities without trying to do too much
- Focus on positives, such as helping young people find a path for the future
- A place for people to be listened to/supported
- Meets around the county, not just Pittsboro

About inclusiveness

- Inclusiveness will not be easy
- Will need to work with groups like Hispanic Liaison and Communities in Schools to help develop new leaders to prepare them to participate
- Must tap into NEW faces, not same ones who participate already
- Young people seemed to be a priority for all groups

Recommended approach

- A community-based partnership, possibly with a structure like the Chatham Health Alliance, appears to be a better model to accomplish long-term change
- In this model, the Board of Commissioners and the county serve as catalysts and may provide funding, but is not a traditional county committee
- For example...

County Leadership & Convener

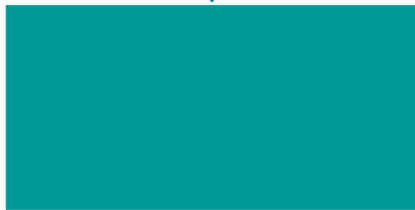


Chatham Human Relations Partnership Steering Committee

Some appointments by BOC, towns, etc. but others for key groups to select



Subcommittees Based on Priorities



Advantages of this model

- More likely to foster community ownership and solutions to real problems
- Startup costs could be attractive to several foundations due to unique approach
- More likely to foster other related partnerships
- Not as dependent on the county (or any other local government) to survive
- Different groups and individuals with varied interests can engage in specific subcommittees or projects where they best fit
- Meetings can be more welcoming (less formalized rules)

Disadvantages of this model

- Will take more time to organize and get started
- Will need some expertise in community organizing
- May develop priorities that are not always the same as commissioners, towns, etc.
- May require more county funding down the road to sustain it

Formation of temporary task force to do the following:

● PHASE ONE

- Agree on what to call the new community-based partnership and develop a clear mission statement
- Make contacts with towns, school system, key nonprofits, churches, etc. to identify interest & support
- Develop a proposed Steering Committee structure and appointment processes
- Identify initial resource needs
- Present report to the County Manager & BOC for approval

● PHASE TWO

- Help recruit Steering Committee members in partnership with the county, towns, schools, etc.

Task force composition

NOTE: Except BOC appointments, others are selected by the designated organizations:

- County Commissioners: 1 seat each
- Towns of Siler City, Pittsboro and Goldston: 1 seat each
- School system: 1 seat
- Hispanic Liaison: 2 seats
- NCAAP (east & west): 1 seat per entity
- Sheriff's Office: 1 seat
- Council on Aging: 1 seat
- Health Director: 1 seat
- Youth-Related Nonprofits: 2 seats (i.e. Communities in Schools, Boys & Girls Club Siler City)
- Church representatives: 2-3 seats
 - ❖ Options: Orange/Chatham Interdenominational Ministerial Alliance, West Chatham Ministerial Association, Hispanic/Latino church leader

Youth voices

- We will work with the school system and the nonprofits to engage young people in the development process.
- It will be critical to come up with a partnership model that will allow young people to be at the table.

Possible consultants & experts

- The Racial Equity Institute based in Greensboro have a few consultants who have community organizing backgrounds and live in the area. If selected, we would develop a contract with the person who seems to be the best fit.
- We also would utilize staff of the county's Health Alliance to inform the task force
- School of Government faculty also willing to provide guidance and best practices as needed

Timeline

- October 16, 2017: BOC appointments
- October 31, 2017: Finalize other appointments and secure outside consultant
- November: First meeting of task force
- Early 2018: Identify & pursue grant resources for startup phases
- April 2018: Report to Board of Commissioners on formation of a community-based human relations partnership
- May 2018: Begin implementation and funding/staffing needs to support the initiative
- July 2018: Task force disbands after steering committee is formed

Request of Commissioners

- Approve the recommended formation of a Human Relations Organizational Task Force, which will include the appointment process and general timeframe for the next few months
- Be prepared to identify your nomination in October