



Leading with Race Summit

Presented by

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Equity and Human Rights Office

Board of County Commissioners Briefing

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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

