



Mebane Racial Equity Advisory Committee (REAC)

Overview and application for community members

Description of R E A C

The City of Mebane is committed to advancing racial equity. A Racial Equity Advisory Committee made up of community members will be established to research, identify, and address racial disparities in all areas of local government. To fulfill the purpose of good government this Committee will also advise and support Council and Staff in pursuing ongoing racial equity for all of Mebane's citizenry through policies and procedures.

Goals and Objectives of R E A C

- Understand the lived experiences of Black, Indigenous, and People of Color in Mebane
- Research existing City policies, procedures, programs, and services to identify disparities and strengths
- Provide Community oversight on historic established policies addressing inequity (are they working?)
- Provide input that will result in a successful adoption of a strategic and measurable plan of action to advance racial equity, diversity, and inclusion
- Identify opportunities for the City of Mebane to have greater accountability regarding the plan of action constructed by R E A C
- Assist in developing metrics to measure ongoing success with the plan of action
- Present the plan to Council at a determined time

Expectations of R E A C members

- Attend regular meetings—remotely or in-person
- Collaborate with one another
- Complete work between meetings
- Assist with community outreach and engagement?
- Request staff assistance and resources as needed
- Share your involvement with other members of your community: R E A C member are ambassadors
- Identify other local organizations to assist with developing the plan of action (example: Alamance Racial Equity Alliance)
- See the work of this Committee completed by deadline provided



Application for the City of Mebane's Racial Equity Advisory Committee (R E A C)

The City of Mebane is seeking seven volunteers to serve on this Advisory Committee to research, identify, address, and recommend ways to correct racial inequities in City systems.

Full Name

Title (optional)

Email

Phone Number

Do you live inside City limits?

Do you live outside City limits?

Physical Residential Address

Mailing Address

Describe-- in one paragraph only-- your interest in serving on this Committee.

Explain-- in one paragraph only-- your personal connection with Black, indigenous, or other communities of Color and/or any other under- represented community in Mebane.

Briefly provide any skills, experiences, or knowledge that you can bring to R E A C.



Were any of your skills developed from an experience causally related to (check **all** that apply).

- Local government
- Evaluation of policies or programs
- Public sector work
- Public participation
- Research
- Business
- Human Resources
- Partnerships and procurement
- Community engagement

Have you ever served on a board, advisory board, or committee before?

If so, describe-- in one paragraph only-- what significant contribution you made to that effort.

How did you learn of this volunteer opportunity?

Please provide two personal or professional references and include an email or phone number for each.