

Action Plan

We plan to engage in truth-telling and fact-finding exercises, which includes surveying the community, performing archival research, collecting oral histories, and conducting more systematic research, including a thorough examination of the Carlisle Borough budget. These exercises will focus on particular racial disparities that led to the creation of the Commission. These disparities include racially disparate levels of poverty, racially disparate interactions with the criminal justice system, racially disparate levels of educational attainment, and racially disparate patterns of homeownership. Based on the information gained from examining these areas, we will develop policy proposals to address these problems and other problems revealed by the research.

| ACTION ITEM | ANTICIPATED COMPLETION | ACTUAL COMPLETION |
|---|------------------------|-------------------|
| Election of Chair and Vice Chair | 6/7/21 | 6/7/21 |
| Establish Mission, By-laws, and Action Plan | 7/24/21 | |
| Participate in community events related to DEI and set up table to speak to community/solicit input | Ongoing | |
| Visit Carlisle-area churches, BIPOC business owners, and other establishments and solicit opportunity to speak with members about their experiences | Ongoing | |

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| Visit Carlisle-area non-profits and solicit input on their experiences and resources available to assist | Ongoing | |
| Open-forum TRC meetings inviting community members to appear and share their experiences | Ongoing | |
| Engage in research and policy analysis from various reputable sources, as well as the work done in other cities and existing Borough policies and fund allocations, to document the past, present, and potential future state of community relations | Ongoing | |
| Set anticipated agenda on topics/issues to explore | 3rd Q, 2021 | |
| Invite speaker(s) to meeting with relevant experience on a TRC-related commission in a different venue | 3rd Q, 2021 | |
| Initiate community survey to solicit input | 3rd Q, 2021 | |
| Begin analyzing survey results, as well as notes and feedback from various meetings and visits | 1st Q, 2022 | |
| Analyze historical data from the borough, historical society, local academic institutions, and similar entities for additional data to assess | 1st Q, 2022 | |

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| Finalize agenda on topics/issues to address in final report | 2nd Q, 2022 | |
| Update Council on status and whether an extension on the 12/31/2022 deadline is apropos | 6/2022 | |
| Begin drafting report; continue monthly community forums to gather ancillary data to supplement report | 3rd Q, 2022 | |
| Review final draft of recommendation report and prepare for submission to Council | 4th Q, 2022 | |