



AGENDA

Tuesday, March 25, 2025

6:00 pm – 7:30 pm

In-Person Mtg at Solid Waste Mgmt. Bldg.,
1207 Eubanks Road, Chapel Hill

- I. Call to Order/Quorum – Jemm Merritt, Chair (6:00-6:02)**
- II. Minutes Approval – March 25, 2025 (6:02-6:04)**
- III. County Updates-OCOEl Staff (6:04-6:15) Paul Slack & Courtney McLaughlin**
 - A. Upcoming Events and Opportunities**
- IV. Blackwood Farms Marker (6:15-6:40) – Jemm Merritt**
 - A. Peter Sandbeck – Presentation**
 - B. Commemorative Marker**
- V. Executive Committee Report- Jemm Merritt, Chair (6:40-6:55)**
- VI. Sub-Committee Reports (6:55-7:10)**
 - A. Strategic Advisory Nominations and Governance: Co-Chairs Josh & Alex**
 - B. Outreach & Engagement: Chair Rhian**
 - C. Community Events: Co-Chairs Tonya & Corey**
 - i PMA Updates**
- VII. Other Business/Announcement (7:10-7:25pm)**
- IX. Adjourn**

NEXT MEETING: Tues, April 22, 2025, In-Person

Bonnie R. Davis Center 1020 US70 West, Hillsborough, NC 27278

Attachment 1

**Excerpt from the Human Relations Commission Policies and Procedures Document
(Approved 11/8/2012, Amended 12/5/2022)**

C. Charge

1. The charge of the Human Relations Commission is as follows:
 - a. study and make recommendations concerning problems in the field of human relationships.
 - b. anticipate and discover practices and customs most likely to create animosity and unrest and to seek solutions to problems as they arise.
 - c. make recommendations designed to promote goodwill and harmony among groups in the County irrespective of their race, color, creed, religion, ancestry, national origin, sex, affectional preference, disability, age, marital status, or status with regard to public assistance.
 - d. monitor complaints involving discrimination.
 - e. address and attempt to remedy the violence, tensions, polarization, and other harm created through the practices of discrimination, bias, hatred, and civil inequality; and
 - f. promote harmonious relations within the county through hearings and due process of law.

SECTION II: GOALS AND OBJECTIVES A. Goals

1. The Human Relations Commission shall seek to prevent and eliminate bias and discrimination because of race, color, creed, religion, ancestry, national origin, sex, affectional preference, disability, age, marital status, or status with regard to public assistance.
2. Advise the Orange County Board of Commissioners with respect to matters relating to human relations and/or social justice issues.
3. Cooperate with and seek to advise and coordinate the activities of persons or groups interested in human relations and/or social justice issues.
4. Conduct inquiries and hear appeals as may reasonably appear necessary to find the facts with respect to allegations of discrimination.

B. Objectives

1. The Human Relations Commission shall by means of education, persuasion, conciliation, and enforcement and utilize all of the powers at its disposal to achieve its goals.

2. Keep abreast of national, state, and local human rights and social justice issues and advise, make recommendations and/or provide information to the Board of County Commissioners regarding human relations and/or social justice issues.
3. Develop and maintain collaborative relationships/partnerships within the various communities (faith, business, residents, government, for-profit and non-profit sectors, etc.).
4. Received allegations of discriminatory housing and public accommodation practices
5. Host public meetings/events regarding human rights and/or social justice issues.

[Source: Orange County Human Relation Commission Policies and Procedures.]



Meeting Minutes
Tuesday, February 25, 2025
6:00pm – 7:30 pm
Solid Waste Conference Room

Member	Role	Attendance
Commissioners		
Jemm Merritt (JM)	Commissioner, Chair	Present
Rhian Carreker-Ford (RCF)	Commissioner, Vice Chair	Present
Tonya Jones, (TJ)	Commissioner, Secretary	Present
Jen Sykes (JS)	Commissioner	Present
Josh Ravitch (JR)	Commissioner	Present
Alex Fowler (AF)	Commissioner	Present
Cory Hogans (CH)	Commissioner	Present
Shane Lukas (SL)	Commissioner	Present
Orange County Staff		
Paul Slack (PS)	Chief Equity and Inclusion Officer	Present
Courtney McLaughlin (CM)	Community Engagement & Outreach Coordinator	Present

- I. **Call to Order** – Commissioner Carreker-Ford, Vice Chair called meeting to order at 6:07 p.m.
- II. **Minutes Approval** – Motion to approve by Commission Jones, Second by Commissioner Hogans, Unanimous Approval. Minutes approved.
- III. **County Updates -OCOEI Staff (6:04-6:15) Paul Slack & Courtney McLaughlin**
 - A. Community Book Read “The Sum of Us” 2/27/25 6:30p-7:30p at the Bonnie Davis Center
 - B. Film Discussion “My Name is Pauli Murray” 3/13/25 6p-8:30p at the Eno Arts Mill
 - C. “Color Me Bad” Retreat for Women’s History Month 3/22/25 10a-1p at the Whitted Human Svcs
 - D. Anti-DEI bill has been presented in the legislature
- IV. **Blackwood Farms Marker – Jemm Merritt**
 - i Peter Sandbeck will attend the March meeting to present to the HRC. Commissioner Fowler made a motion to approve a marker being placed, Second by Commissioner Hogans. Unanimous approval. Approved for a commemorative marker to be placed at Blackwood Farms in recognition of the enslaved burial ground.
Geological testing has been completed. Inscriptions will be discussed at next meeting.
- V. **Executive Committee Report- Rhian Carreker-Ford (6:15-6:25)**
 - A. Commissioner Carreker-Ford discussed BOCC meeting work plan presentation of Outreach and Engagement collaborating with other boards. Positive feedback was received from the BOCC on the presented work plan.
 - B. Political Climate is a concern, and everyone is asked to keep their ears to the ground. Potential listening session for 2025 to talk concerns.
 - C. Housing/Affordable Housing is a known issue in Orange County
- VI. **Sub-Committee Reports (6:25-7:00)**
 - A. **Strategic Advisory Nominations and Governance: Co-Chairs Josh & Alex**
 - i Proclamation – Commissioner Ravitch discussed the Proclamation he presented to the commission for consideration. It was approved in Chicago by the Chicago Board of Alderman. Open discussion resulted in Orange County would not benefit from this resolution as the document is too open for misinterpretation.

Commissioner Ravitch officially withdraw the proclamation.

B. Outreach & Engagement: Chair Rhian

Commissioner Carreker-Ford reached out to other boards for collaboration and to see if there is any overlapping. Commissioner Carreker-Ford invited Commissioner Lynn Nielsen from the Affordable Housing Board to talk about joint efforts between the HRC and the Affordable Housing Board. Discussion of interest in community needs around affordable housing and concerns not being addressed. In August their board will host a community outreach meeting; they are in the process of putting together what it would look like. They are also taking inventory for what types of affordable housing exists and hope to have that completed by September 2025.

C. Community Events: Co-Chairs Tonya & Corey

i Pauli Murray Award - May 18, 2025, 3:00p

Event will be held at the Seymore Center in Chapel Hill. Nominations and Contest information has been posted and sent to HRC members. Agenda is being set. Quotes have been received for the DJ and Caterer. Contact has been established with the Pauli Murray Center for possibility of a collaboration. Outreach and Engagement will be working on the invite list.

VII. Other Business/Announcements

- A. Board Vacancy – Commissioner Ravitch made a motion to move forward with the top four scoring applicants for membership to the HRC. Second by Commissioner Jones. Unanimous vote. Approved.
 - B. Housing cases are currently being evaluated by HUD until an investigator is hired.
 - C. Ridgewood residents are being helped.
- VIII. Adjourn:** Commissioner Merritt moved to adjourn the meeting, Commissioner Hogans second, unanimous approval to adjourn at 7:30 p.m.

Next Meeting: Tuesday, March 25, 2025, at 6:00 p.m. at

Orange County Solid Waste Administration Building (1207 Eubanks Road, Chapel Hill, NC 27516)

ORANGE COUNTY BOARD OF COUNTY COMMISSIONERS ADVISORY BOARD POLICY

SECTION I: SCOPE

A. Purpose

1. To establish a policy and procedures whereby the Orange County Board of Commissioners will make appointments to Orange County advisory boards, committees, commissions, and councils (hereinafter “advisory boards”).

B. Authority

1. North Carolina General Statute 153A-76 grants boards of county commissioners the authority to establish advisory boards.
2. The Orange County Board of Commissioners may establish rules and regulations in reference to managing the interest and business of the County.
3. The Orange County Board of Commissioners has the responsibility to appoint residents to serve as members of advisory boards established by the Commissioners.
4. Orange County department directors and staff are responsible for providing support to the advisory boards.

C. Policy and Periodic Review

1. This Advisory Board Policy establishes some parameters for:
 - a. Appointments to state-mandated, regional, and/or county-developed advisory boards.
 - b. Removals from such advisory boards.
 - c. Quorum and voting standards.
 - d. A code of general conduct for advisory board members.
 - e. Other aspects of advisory board service the Orange County Board of Commissioners wishes to address.
2. Periodic Review
 - a. Periodic review of this Advisory Board Policy will be conducted every two (2) years by the Orange County Board of Commissioners.
 - b. This Advisory Board Policy may be changed or adjusted as deemed necessary by the Orange County Board of Commissioners regardless of whether it is scheduled for a review.

D. Applicability

1. To the extent it does not conflict with the statute or ordinance creating a specific advisory board, where applicable, this Advisory Board Policy applies to the following Orange County advisory boards, policies, commissions, and councils:
 - a. Adult Care Home Community Advisory Committee
 - b. Advisory Board on Aging
 - c. Affordable Housing Advisory Board
 - d. Agricultural Preservation Board
 - e. Animal Services Advisory Board
 - f. Arts Commission

- g. Chapel Hill Orange County Visitors Bureau Advisory Board
- h. Commission for the Environment
- i. Economic Development Advisory Board
- j. Historic Preservation Commission
- k. Human Relations Commission
- l. Nursing Home Community Advisory Committee
- m. Opioid Advisory Committee
- n. Orange County Parks and Recreation Council
- o. Orange County Planning Board
- p. Orange Unified Transportation Board

2. This Advisory Board Policy shall also apply to any new boards, commissions, councils, committees, or taskforces with At-Large positions upon creation by the Orange County Board of Commissioners.
3. Except as otherwise provided herein or through a specific advisory board policy this Advisory Board Policy shall control the appointment, reporting, operation and other requirements of the advisory boards listed above except to the extent the same are controlled by a specific statute or ordinance. In those cases, as noted above, where a statute or ordinance controls the requirements of the advisory board and the terms of this Advisory Board Policy conflict with the terms of the statute or ordinance the statute or ordinance shall prevail.
4. Although not advisory boards the Board of Adjustment, Board of Equalization and Review, and Animal Services Hearing Panel shall comply with the terms of this Advisory Board Policy to the extent those boards are specifically addressed herein.

SECTION II: DUTIES

A. Community Contact

1. Advisory boards, through their membership and subcommittees, shall maintain contact with stakeholder groups. In this manner, the advisory board is kept apprised of current information related to matters under the jurisdiction of Orange County.

B. Primary Responsibilities

1. Individual advisory boards shall maintain awareness of their goals and objectives as those goals are related to the Orange County Board of Commissioners' adopted overall goals and objectives for Orange County.
2. All actions or recommendations of the advisory board shall be communicated to the Orange County Board of Commissioners as provided herein.

SECTION III: MEMBERSHIP

A. Authority and Appointment Eligibility

1. North Carolina General Statute 153A-76 grants boards of county commissioners the authority to establish advisory boards and to appoint members to and remove members from those advisory boards. In acting on this authority the Orange County

Board of Commissioners hereby establishes certain general conditions to which applicants and members of advisory boards should conform.

- a. All members of standing, statutory boards must meet the qualifications for the specific statutory requirements for an appointed position.
- b. All boards members must be eighteen (18) years of age or older unless applying for a youth-designated position.
- c. All board members shall be residents of Orange County and shall maintain their domicile in Orange County unless they are under eighteen (18) years of age and applying for a youth-designated position. The Clerk shall confirm applicants are residents of Orange County and maintain their domicile in Orange County.
 - i. Domicile is defined as one's permanent established home as distinguished from one's temporary although actual place of residence.
- d. All board members shall have good reputations for integrity and an interest in community service.
- e. No nominee to a board shall be currently employed by Orange County government and serve on a board that directly affects their work.
- f. No nominee may currently be a party to or be the actual legal representative in litigation against Orange County. The Clerk shall confirm nominees are not involved in such litigation.
- g. Each nominee must be prepared and committed to participate in advisory board work in a manner that enhances relationships between the county and the community.
- h. All board members are representatives of the Orange County Board of Commissioners and shall conduct themselves, both in their official actions and personal actions so as to be above reproach in their conduct and shall not bring disrepute to either the County or the Commissioners.
- i. No person appointed to an advisory board may concurrently serve in any publicly elected office. *(Does not apply where the appointment is required by law, intergovernmental agreement, or approved Orange County board specific policy—applies to all boards, committees, and quasi-judicial boards)
- j. The Orange County Board of Commissioners may waive any of the conditions within this section, with the exception of statutorily imposed conditions.

B. Composition

1. The Orange County Board of Commissioners shall appoint all voting and nonvoting ex officio members to advisory boards. The Orange County Board of Commissioners shall endeavor to appoint members who represent the ethnic, cultural, demographic, and geographic diversity of the community.

C. Selection Criteria

1. Appointed members, except for ex officio members, shall be qualified by the Clerk to the Board of County Commissioners.
2. Members shall be appointed from applicants whose properly filed and submitted applications were submitted to the Clerk to the Board of Orange County.

D. Application and Appointment Process

1. All members of advisory boards serve at the pleasure of the Orange County Board of Commissioners.
2. Appointments to advisory boards will be initiated with a public application process from individuals, advisory boards, or community and professional organizations.
3. All appointments to advisory boards will be made by the Orange County Board of Commissioners.
 - a. The Orange County Board of Commissioners may elect to interview applicants to certain advisory boards.
 - b. In the event the Orange County Board of Commissioners conducts such interviews the advisory board to which the applicant seeks appointment may identify and suggest interview questions to the Orange County Board of Commissioners.
4. Applicant nominations and appointment recommendations from advisory boards to the Orange County Board of Commissioners are welcome, but are not guaranteed to result in appointment.
 - a. Advisory boards may elect to interview applicants prior to making a nomination or recommendation.
 - b. In the event an advisory board conducts such interviews the Orange County Board of Commissioners may identify and suggest interview questions to the advisory board.
5. The Orange County Board of Commissioners may direct the Clerk to the Board of County Commissioners to establish an orientation program for certain advisory or other boards.

E. Term

1. No person appointed to an Orange County advisory board shall serve on that board for more than two consecutive terms of three years each. Any appointment to a vacant position for less than a full three year term shall be considered a full term if the time of membership is 24 months or greater.
2. Extension of a member's term may be approved by the Orange County Board of Commissioners if it is determined that it is in the best interest of Orange County to allow an individual to continue to serve.
3. In order to establish staggered terms the original voting members of the advisory board shall be appointed as follows:
 - a. One-third for a one year term.
 - b. One-third for a two year term.
 - c. One-third for a three year term.
 - d. Thereafter, each newly appointed voting member shall serve for a three year term.
4. Advisory board members whose terms are due to expire may request they be appointed to a second term or be asked to accept a second term appointment to the position.
5. The membership of any advisory board member whom the Orange County Board of Commissioners decline to appoint to a second term shall immediately terminate upon the expiration of their term.

6. Advisory board members may not serve concurrently on more than two (2) Orange County advisory boards. This restriction does not impact an individual's service on boards and commissions that are not Orange County advisory boards or short term task forces or work groups.

F. Resignation

1. If a member wishes to resign, the member shall submit their resignation in writing to the Chair of the advisory board on which the member serves and the Clerk to the Board of Orange County Commissioners, noting the effective date of the resignation.
2. The Orange County Board of Commissioners may recognize the individual's service via a letter or certificate.
3. An announcement of the open seat will be made at the time the resignation becomes effective.

G. Vacancies

1. Upon the expiration of the term of service of members or should a vacancy otherwise occur, the Orange County Board of Commissioners shall have the responsibility of selecting and appointing new members to the advisory board.
2. Should any vacancy for which there is a board specific requirement that such vacancy be filled by a nominee of a municipal corporation or a resident of a specific Orange County township remain unfilled for six (6) consecutive months the board specific requirements may be set aside and the Orange County Board of Commissioners may fill the vacancy with any applicant otherwise qualified to serve.

H. Removal

1. Members of Orange County's advisory boards serve at the pleasure of the Orange County Board of Commissioners and may be removed for any reason or no reason with or without cause upon a majority vote.
2. Members of Orange County's advisory boards are expected to abide by the highest ethical and professional standards.
3. In addition to Section III(H)(1) above, the Orange County Board of Commissioners shall remove any member of an advisory board for neglect of duty, nonparticipation that becomes problematic to the advisory board's functioning and purpose. Neglect of duty and nonparticipation are defined as follows:
 - a. Missing three (3) consecutive meetings; or
 - b. Missing twenty-five percent (25%) of meetings within any twelve (12) month period.
4. The advisory board Chair shall notify a member if the member is at risk of being removed pursuant to section III(H)(3).
5. The advisory board Chair or staff support shall notify the Clerk to the Board of Orange County Commissioners if a member has violated section III(H)(3).

I. Release from Service

1. When it is deemed necessary by the Orange County Board of Commissioners to release a member from his or her term of appointment on an advisory board, the

affected individual shall be notified by the Clerk to the Board of County Commissioners by letter and/or electronic mail.

2. When an advisory board has completed its function, the members shall be informed of the completion of their service and the termination of the advisory board by letter and/or electronic mail.

SECTION IV. ROLES AND RESPONSIBILITIES

A. Members

1. Members shall attend meetings of the advisory board, serve on subcommittees, and perform other functions as assigned by the advisory board chair with the approval of the advisory board.
2. If a member is unable to attend a meeting, the member shall contact the Chair or designated staff as soon as possible, and at least forty-eight (48) hours before the scheduled meeting.
3. Ex officio members may be appointed by the Orange County Board of Commissioners for the purpose of meeting subject matter expertise needs. Ex officio members are nonvoting members of the advisory board.
4. Upon review of the above matters, the Orange County advisory board shall address recommendations and concerns, if any, to the Orange County Board of Commissioners in writing.

B. Advisory Board

1. The Orange County Board of Commissioners will consider all advisory board recommendations and/or concerns.
 - a. Should any concerns remain unresolved after a response has been received from the advisory board, the Orange County Board of Commissioners may request that the matter be referred to the County Manager.
2. To enhance trust between Orange County Government and the community, Orange County advisory boards shall:
 - b. Assist the staff of Orange County in achieving a greater understanding of the nature and causes of community issues, with an emphasis on improving relations between the department and the residents.
 - c. Recommend methods to encourage and develop the advisory board's ability to accomplish their work.
 - d. Work throughout the community to gain relevant information about advisory board issues and communicate these to the staff of Orange County and the Orange County Board of Commissioners.
 - e. Promote public awareness of contemporary issues Orange County must address to achieve the Orange County Board of Commissioners' goals and priorities.

C. Chair, Vice Chair, Secretary

1. Selection
 - i. Election
 1. Chair, Vice Chair and Secretary shall be elected by the advisory board unless otherwise specified by the Board of Commissioners.
 2. Chair, Vice Chair and Secretary shall be elected to one-year terms.

3. Chair, Vice Chair and Secretary shall serve no more than three consecutive one-year terms.
 4. Chair, Vice Chair and Secretary shall assume office on the date of their election. At the first advisory board meeting upon assuming office the advisory board Chair or department staff shall present members with a copy of the advisory board's charge, scope of authority, membership responsibilities, and code of conduct.
2. Responsibilities
- i. The advisory board Chair:
 1. Calls all meetings.
 2. Serves as the presiding officer and conducts advisory board meetings.
 3. Acts as the authorized spokesperson for the advisory board.
 4. Assists staff in developing the advisory board meeting agenda.
 5. Appoints and dissolves subcommittees, and the Chair and members thereof, of the body in consultation and with approval of the advisory board.
 6. Sets goals for the advisory board in consultation with the Orange County Board of Commissioners.
 7. Carries out advisory board assignments as required by the Orange County Board of Commissioners.
 8. Reviews all advisory board minutes and proposed recommendations or assigns another member of the advisory board to do so.
 9. May excuse members from attending advisory board meetings up to two (2) times per twelve (12) month period.
 - ii. The advisory board Vice Chair:
 1. Serves as the presiding officer and conducts advisory board meetings in the absence of the Chair.
 2. Has all the responsibilities of the Chair in the Chair's absence.
 - iii. The advisory board Secretary:
 1. Takes (or oversees the taking of) minutes for all advisory board meetings.
 2. Submits minutes to the Chair to be distributed to advisory board members in advance of meetings.
 3. Submits approved advisory board minutes to the Clerk to the Orange County Board of Commissioners for retention and distribution to the Orange County Board of Commissioners.
 4. Assures that other records of the advisory board are kept as directed by the Chair or the Orange County Board of Commissioners.
 - iv. Removal
 1. The Chair, Vice Chair and/or Secretary may be replaced at any time by the Orange County Board of Commissioners.

SECTION V. ORGANIZATION

A. Orientation and Training

1. Orange County will make available for advisory board members and department staff periodic training on state and/or county goals and priorities as well as relevant

statutes and policies, including open meetings, public records, conflicts of interest and ethics.

2. Each member shall attend an orientation to familiarize the advisory board members with the operation of County government, applicable department rules, and the operating procedures of the advisory board.
 - a. The Chair and Vice Chair, if newly elected, shall attend an additional orientation to familiarize themselves with the duties and responsibilities of the Chair and Vice Chair and the guidelines for conducting meetings.
3. Each voting member will be encouraged to complete the orientation within the time frame established by the policy of the specific advisory board to which they have been appointed.
4. Advisory board members will be issued a manual and should become familiar with its contents.

B. Operating Expenses

1. Members, when in service on the board, are not employees of Orange County.
2. Members serve in a voluntary capacity and shall receive monetary compensation or reimbursement only per standard county policy and with Orange County Board of Commissioners approval.
3. Members shall receive no financial or employee benefits from the County unless authorized by another section of this policy and specifically approved by the Orange County Board of Commissioners.
4. The County will provide office supplies and assume responsibility for other reasonable expenses necessary for the operation of the board.

C. Confidentiality

1. No member of the advisory board shall make any written or oral statement of any confidential county matter to any individual, business, or agency. A violation of this section will result in that member's immediate removal from the advisory board. This prohibition does not apply to communications with county staff, officials, or their agents conducting official county investigations.
2. Members of the advisory board may receive information regarding personnel matters and other information of a sensitive or confidential nature. It shall be the duty and responsibility of each member to respect and maintain the confidentiality of county issues presented before the board. Neither the advisory board nor any individual member shall disseminate confidential information received during advisory board meetings.
3. Advisory board members may be required to sign confidentiality statements as necessary and will be removed from the advisory board upon violation of the confidentiality agreement.

SECTION VI. MEETINGS

A. Regular Meetings

1. All meetings are to be open to the public as required by the applicable North Carolina General Statutes.

2. Unless otherwise specified, public meetings will follow the standard rules of procedure defined by the Orange County Board of Commissioners.
3. The Board of Commissioners of Orange County or the Orange County Manager may authorize any or all advisory boards to meet remotely, as needed, pursuant to the remote meeting rules set out herein.
4. The advisory board members shall determine the date, time, and place for each meeting, consistent with the guidelines below.
 - a. Regular advisory board and subcommittee meetings.
 - i. The advisory board convenes upon call of the Chair and meets on schedule as established by the specific advisory board policy.
 - ii. Subcommittee meeting dates shall be set by the subcommittee Chairs and shall be scheduled in conjunction with advisory board meetings.
 - iii. A schedule of all meeting dates, times, and places shall be properly posted in accord with North Carolina Law and delivered to the Clerk to the Board.

B. Special Meetings

1. A majority of advisory board members or the Chair may call special meetings at any time for any specific business. Special meetings shall be convened at a location selected by the Chair.
2. All called special meetings shall be noticed in accord with North Carolina Law and delivered to the Clerk to the Board.

C. Emergency Meetings

1. A majority of advisory board members or the Chair may call a meeting in emergency circumstances by providing telephone notice to media outlets at least one hour prior to the meeting.
2. An emergency situation includes a disaster that severely impairs the public's health or safety. In the event telephone services are not working, notice that the meetings occurred must be given as soon as possible after the meeting in accord with North Carolina Law and by delivery to the Clerk to the Board.

D. Remote meetings

1. Advisory boards subject to this policy may meet remotely as authorized by the County Manager, except the Orange County Planning Board, Board of Adjustment, Board of Equalization and Review, and Animal Services Hearing Panel.
2. A remote meeting is an official meeting, or any part thereof, with a majority or all of the members of the advisory board participating by simultaneous communication.
 - a. Simultaneous communication is any communication by conference telephone, conference video, or other electronic means.
3. Advisory Boards shall coordinate with the Clerk to the Board of Commissioners to notify the public of the means by which the public may access the remote meetings.
4. If at any time during a remote meeting the number of members needed for a quorum is disrupted by a loss of simultaneous communication, the meeting will not

continue until simultaneous communication is restored and if simultaneous communication cannot be restored, the meeting will be adjourned without further action.

E. Notice of Meetings Generally

1. Notice of advisory board meetings, including public hearings and appeals if applicable, and agendas shall be made available to all members and interested parties, and to any person who requests such notice, at least ten (10) days in advance of the meeting by e-mail and by posting on the Orange County government website.
2. All applicable notice requirements established by North Carolina law shall be followed.
3. Prior to January 5th of each calendar year advisory boards shall post their meeting schedules in a readily accessible location. Such schedule shall also be delivered to the Clerk to the Board of Commissioners for posting to the Orange County website.

F. Agendas

1. Board members and/or staff members shall submit agenda items to the Chair and staff for consideration at least fifteen (15) days prior to a scheduled meeting.
2. The agenda must provide a description of each item of business to be transacted or discussed so that interested members of the public will be capable of understanding the nature of each agenda item.
3. As a general rule, only those items appearing on the agenda will be discussed or voted on. However, if an item is raised by a member of the public, the advisory board may accept public comment and discuss the item so long as no action is taken until a subsequent meeting.
4. With the Chair's agreement, the designated staff will develop and distribute to each member an agenda listing the matters to be considered at upcoming advisory board meetings. Also, so far as practicable, copies of all written reports that are to be presented to the advisory board for members' review will be included in this package at least ten (10) days before the meeting.
5. All recommendations and reports of the advisory board, approved in the form of motions, shall be conveyed exclusively to the Orange County Board of Commissioners for consideration, approval or denial. Outcomes are reported back to the advisory board.

G. Minutes

1. Minutes shall be taken of all advisory board meetings and submitted to the Clerk to the Board of Orange County Commissioners for retention and distribution to the Orange County Board of Commissioners.

SECTION VII. SUBCOMMITTEES

A. Purpose and Formation

1. Subcommittees may be formed by the advisory board to research and make special recommendations on special issues or areas in order to carry out the duties of the advisory board.

2. All subcommittees shall be reviewed by the appointing body on an annual basis to determine continued need and realignment with the priorities of the advisory board.
3. Approved subcommittees must have documented goals, deliverables, and a timeline. The subcommittee will cease to meet when these are satisfied.
4. The advisory board Chair may request that the Orange County Board of Commissioners change the structure and/or operating procedures of the advisory board if he or she deems it essential for improving the board's productivity and effectiveness.
5. A subcommittee can be formed with the approval of the advisory board chair and majority vote of the advisory board.
6. Subcommittees shall operate as directed by the advisory board.

B. Procedure and Membership

1. A member of the subcommittee shall take responsibility for taking minutes of subcommittee meetings and shall report to the advisory board the subcommittee's progress toward its stated objectives, including dissenting viewpoints.
2. Subcommittees shall operate by majority vote.
3. Subcommittees may request a technical representative be approved by the County Manager.
4. Subcommittees shall operate openly as defined by applicable North Carolina State law and local ordinances and policies.
5. Membership on subcommittees shall be voluntary unless the specific advisory board policy dictates otherwise.

SECTION VIII. QUORUM AND VOTING

A. Quorum

1. A quorum for a meeting of an advisory board and any subcommittee thereof shall consist of a majority of the number of appointed members. Vacant positions are not counted when determining if a quorum is present.
2. Members who remotely attend a meeting may be counted present for purposes of a quorum.

B. Voting

1. Unless otherwise required by law, all decisions shall be reached by a simple majority vote.
2. All voting will be conducted in open meetings, except when in closed session where such closed session is permitted by North Carolina law.
3. No issues can be voted upon unless a quorum is present.
4. Only appointed members can vote at advisory board meetings.
5. Appointed members shall not delegate their vote to another member.
6. The Chair of the advisory board may participate and vote on all issues.
7. Voting by proxy is not authorized and shall not be allowed.
8. Members may not abstain from voting but where a member has a conflict of interest the member may be excused by majority vote of the advisory board.
9. Members of advisory boards must be present to vote. Presence may be accomplished through remote attendance or physical attendance.

10. Individuals appointed as ex officio members of the advisory board are not authorized to vote on any issue before the advisory board.

SECTION IX. ETHICS

- A. This section also applies to the Board of Adjustment, Board of Equalization and Review, and Animal Services Hearing Panel.
- B. Conflict of Interest
 1. During advisory board meetings, a member shall immediately disclose any potential conflict of interest and request to be excused from voting when he or she has a conflict of interest.
 2. During appeal proceedings, the applicant has the right to question the interest of any voting member. The advisory board chair should consult with the County Attorney or staff attorney on any potential conflict of interest in appeal matters.
 3. In determining from existing facts and circumstances whether a conflict of interest exists the determining party shall consider the facts and circumstances as would an ordinary and reasonable person exercising prudence, discretion, intelligence, and due care.
- C. Gifts
 1. An advisory board member shall not directly or indirectly ask, accept, demand, exact, solicit, seek, assign, receive, or agree to receive any gift or honorarium for the advisory board member, or for another person, in return for being influenced in the discharge of the advisory board member's official responsibilities.
 2. This section shall not apply to gifts or awards authorized by Orange County Policies, Resolutions, or Ordinances.
- D. Code of Ethics
 1. Advisory board members should act with integrity and with independence from improper influence as they exercise the functions of their offices. Characteristics and behaviors that are consistent with this standard are:
 - a. Adhering firmly to a code of sound values.
 - b. Behaving consistently and with respect towards everyone with whom they interact.
 - c. Exhibiting trustworthiness.
 - d. Living as if they are on duty as appointed officials regardless of where they are or what they are doing.
 - e. Using their best independent judgment to pursue the common good as they see it, presenting their opinions to all in a reasonable, forthright, consistent manner.
 - f. Remaining incorruptible, self-governing, and not subject to improper influence, while at the same time being able to consider the opinions and ideas of others.
 - g. Disclosing contacts and information about issues that they receive outside of public meetings, and refraining from seeking or receiving information about quasi-judicial matters outside of the quasi-judicial proceedings themselves.
 - h. Treating other advisory boards and advisory board members and the public

- with respect, and honoring the opinions of others even when they disagree.
 - i. Being careful not to reach conclusions on issues until all sides have been heard.
 - j. Showing respect for their appointed office and not behaving in ways that reflect badly on the office, the advisory board, Orange County, or the Orange County Board of Commissioners.
 - k. Recognizing that they are part of a larger group and acting accordingly.
 - l. Recognizing that individual board members are not generally allowed to act on behalf of the board, but may only do so if the board specifically so authorizes, and that the board must take official action as a body.
 - m. Being faithful in the performance of the duties of their offices.
 - n. Acting as especially responsible residents whom others can trust and respect.
 - o. Faithfully attending and preparing for meetings.
 - p. Carefully analyzing all credible information that is properly submitted to them, and when applicable, being mindful of the need not to engage in communications outside the meeting in quasi-judicial matters.
 - q. Being willing to bear their fair share of the board's workload.
 - r. To the extent appropriate, they should be willing to put the board's interests ahead of their own and shall avoid the appearance of a conflict of interest and shall, under no circumstances, use their position on any board for personal gain or profit.
2. Members of the Planning Board, Board of Adjustment, Economic Development Commission, and Board of Equalization and Review shall upon initial appointment, and prior to December 31 annually thereafter, disclose:
- a. Any interest he or she or his or her spouse or domestic partner has in real property situated in whole or in part in Orange County and the general description of that property.
 - b. Any legal, equitable, beneficial or contractual interest he or she or his or her spouse or domestic partner has in any business, firm or corporation, which is currently doing business with Orange County pursuant to contracts awarded by Orange County, or which is attempting, or has attempted in the past calendar year, to secure the award of a bid from Orange County or the approval of any Board or Agency of Orange County.
 - c. Failure to file a disclosure statement setting out the above required information shall result in immediate removal of the member from the applicable board.

SECTION X. COMPENSATION AND TRAVEL REIMBURSEMENT

A. Compensation

- 1. As a general rule advisory board service is voluntary and appointed members shall receive no form of compensation for their services.
- 2. However, should the Orange County Board of Commissioners determine, in its sole discretion, that an advisory board's members should be compensated, such compensation shall be addressed in that advisory board's specific policy and rules of procedure as adopted by the Commissioners.

B. Travel Expense Reimbursement

1. The Chair shall, to the extent practicable, schedule all hearings and advisory board meetings to minimize travel and per diem costs.
2. Payment of expenses to advisory board members shall occur only when travel has been approved by the County Manager prior to the time the expenses are incurred.
3. Orange County shall reimburse reasonable and necessary travel and incidental business expenses from pre-approved travel to advisory board members
4. Advisory board members shall be reimbursed in accordance with current local and/or state rules and regulations. Expense claims shall be submitted as required pursuant to the Orange County travel policy.
5. Transportation expense claims shall include charges essential for transportation to and from the meeting place. Reimbursement shall be made only for the local government's standard mileage allowance. Travel should be via the shortest, most commonly traveled route.
6. Travel expense does not include hotel/motel expenses.

SECTION XI. LIMITATION OF POWER AND AUTHORITY

- A. Nothing contained in this Advisory Board Policy shall be construed to conflict with any North Carolina law or Orange County ordinance. Should there be an appearance of conflict, the appropriate North Carolina law or Orange County ordinance shall prevail.
- B. The activities of the advisory board shall, at all times, be conducted in accord with applicable Federal law, North Carolina law, and Orange County ordinances.
- C. Advisory Boards, the Board of Adjustment, Board of Equalization and Review, and Animal Services Hearing Panel, and any members thereof shall not (and shall not have the express or implied authority to):
 1. Incur expense or obligate Orange County in any manner.
 - a. Any expense incurred must have been pre-approved either through the department director overseeing the advisory board's budget, the Orange County Board of Commissioners, or the County Manager.
 - b. It is specifically acknowledged that no member of an advisory board has the authority, express or implied, to, contractually or otherwise, bind Orange County.
 2. Identify or release any draft document that has not been approved for release by the Orange County Board of Commissioners or County Manager.
 3. Take positions, in their capacity as an advisory board member, on any political issue or support or oppose any candidate for public office.
 4. Independently investigate resident complaints against Orange County, any department or any employee of a department.
 5. Conduct any activity that might constitute or be construed as an official governmental review of departmental or employee actions.
 6. Conduct any activity that might constitute or be construed as establishment of Orange County or departmental policy.

7. Violate the confidentiality of any information related to matters involving pending or forthcoming civil or criminal litigation.
8. Engage in any act to impose or attempt to impose discipline on any advisory board member, department, or employee.
9. Interfere, attempt to interfere or involve themselves in any way in staff personnel matters regardless of the nature of the matter.

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AMENDED 12/5/2022

HUMAN RELATIONS COMMISSION POLICIES AND PROCEDURES

SECTION I: SCOPE

A. Purpose

1. To establish a policy and procedures whereby the Orange County Board of Commissioners will establish the specific policies and procedures governing the Human Relations Commission.
2. The Orange County Board of Commissioners may appoint an advisory board whose duty is to serve in an advisory capacity to make recommendations concerning human relations and social justice issues.

B. Authority

1. North Carolina General Statute §153A-76 grants boards of county commissioners the authority to establish advisory boards.
2. The Orange County Code of Ordinance Chapter 12 Civil Rights § 12-18(j) grants the Human Relations Commission the authority to review the administrative law judge's recommendation of a Complaint made under this Chapter and make a Final Agency Decision.
3. The Orange County Advisory Board Policy serves as the underlying policy document to which the Human Relations Commission, in addition to this policy and procedure document, is subject. The Orange County Advisory Board Policy is attached hereto as "Exhibit A".
4. In the event that there is a conflict between the Orange County Advisory Board Policy and this Policies and Procedures document this Policies and Procedures document shall control.

C. Charge

1. The charge of the Human Relations Commission is as follows:
 - a. study and make recommendations concerning problems in the field of human relationships;
 - b. anticipate and discover practices and customs most likely to create animosity and unrest and to seek solutions to problems as they arise;
 - c. make recommendations designed to promote goodwill and harmony among groups in the County irrespective of their race, color, creed, religion, ancestry, national origin, sex, affectional preference, disability, age, marital status or status with regard to public assistance;
 - d. monitor complaints involving discrimination;
 - e. address and attempt to remedy the violence, tensions, polarization, and other harm created through the practices of discrimination, bias, hatred, and civil inequality; and
 - f. promote harmonious relations within the county through hearings and due process of law.

SECTION II: GOALS AND OBJECTIVES

A. Goals

1. The Human Relations Commission shall seek to prevent and eliminate bias and discrimination because of race, color, creed, religion, ancestry, national origin, sex, affectional preference, disability, age, marital status, or status with regard to public assistance.
2. Advise the Orange County Board of Commissioners with respect to matters relating to human relations and/or social justice issues.
3. Cooperate with and seek to advise and coordinate the activities of persons or groups interested in human relations and/or social justice issues.

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4. Conduct inquiries and hear appeals as may reasonably appear necessary to find the facts with respect to allegations of discrimination.
 5. Gather and disseminate information to governmental agencies and to the public regarding human relations and/or social justice issues.
- B. Objectives
1. The Human Relations Commission shall by means of education, persuasion, conciliation and enforcement and utilize all of the powers at its disposal to achieve its goals.
 2. Keep abreast of national, state, and local human rights and social justice issues and advise, make recommendations and/or provide information to the Board of County Commissioners regarding human relations and/or social justice issues.
 3. Develop and maintain collaborative relationships/partnerships within the various communities (faith, business, residents, government, for-profit and non-profit sectors, etc.).
 4. Received allegations of discriminatory housing and public accommodation practices
 5. Host public meetings/events regarding human rights and/or social justice issues.

SECTION III: MEMBERSHIP

- A. Authority
1. North Carolina General Statute 153A-76 grants boards of county commissioners the authority to establish advisory boards and to appoint members to and remove members from those advisory boards. In acting on this authority the Orange County Board of Commissioners hereby establishes certain general conditions to which applicants and members of advisory boards should conform.
- B. Composition
1. The Human Relations Commission is composed of twelve (12) members.
 2. Members shall represent the following geographic area: at least one member from each of the towns of Chapel Hill, Carrboro and Hillsborough.

SECTION IV. MEETINGS

- A. Staffing
1. Orange County staff may serve a support function to advisory boards upon the approval of the Orange County Manager.
- B. Agendas
1. Items for agendas shall be approved by the Human Relations Commission Executive Committee members including the Chair Vice-Chair, Immediate Past Chair and staff.
- C. Subcommittee Meeting
1. Subcommittees may meet on a date and time outside of regular meeting dates.
- D. Regular meetings
1. Regular meetings shall be held on the fourth Tuesday of each month at 6:00 p.m. alternating between Northern and Southern locations of Orange County.
- E. Executive Committee Meetings
1. The Executive Committee may meet by teleconference.
- F. Closed Session
1. The Commission whether meeting in full or as a subcommittee may meet in closed session for the purpose of preventing the premature disclosure of any

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scholarship, prize or similar award as provided in N.C. Gen. Stat. §143-318.11(2).

SECTION V. ORIENTATION

A. Attendance

1. Each member shall attend an orientation and training on the Orange County Civil Rights Ordinance presented by the Human Rights and Relations Department to familiarize the Commission members with the operation of County government, the Human Rights and Relations organizational chart, the Orange County Civil Rights Ordinance and the operating procedures of the advisory board.
2. Each voting member will be encouraged to complete the orientation within three months of his or her appointment and to attend training on the Civil Rights Ordinance yearly as provided.

SECTION VI. BY-LAWS

A. By-Laws

1. Any Bylaws adopted by the Human Relations Commission are void and no further bylaws shall be adopted. Procedure shall be governed solely by this policy document and the General Advisory Board Policy Document.
2. Should the Human Relations Commission determine modifications to policies and procedures are necessary the Human Relations Commission may petition the Board of County Commissioners for such modifications.



2025 Meeting Schedule

Meeting Frequency: regular meetings convene in-person at 6:00 pm on the fourth Tuesday of each month with the option to join virtually.

Date	Time	Location
January 28, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
February 25, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
March 25, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
April 22, 2025	6:00 – 7:30 pm	Bonnie B. Davis Center 1020 US70 West, Hillsborough, NC 27278
May 27, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
June 24, 2025	6:00 – 7:30 pm	Bonnie B. Davis Center 1020 US70 West, Hillsborough, NC 27278
NO MEETINGS IN JULY		
August 26, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
September 23, 2025	6:00 – 7:30 pm	Bonnie B. Davis Center 1020 US70 West, Hillsborough, NC 27278
October 28, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516
November 25, 2025	6:00 – 7:30 pm	Bonnie B. Davis Center 1020 US70 West, Hillsborough, NC 27278
December 23, 2025	6:00 – 7:30 pm	Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516

Location:

Monthly meetings will be held in person. In-person monthly meetings will offer remote attendance (via Microsoft teams). Meeting dates during the holiday season are likely to change. All HRC trainings, orientations, and retreats will be held in person.

Teams meeting information:

The public will have access to meetings on the schedule via the following link, which will be on the department's/HRC website.

Join on your computer, mobile app, or room device:

[Join the meeting now](#)

Meeting ID: 249 186 025 451 Passcode: KX2eF2eb

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ORANGE COUNTY BOARD OF COMMISSIONERS

MEETING CALENDAR FOR YEAR 2025

NOTE: All meetings will begin at 7:00 pm unless otherwise indicated

January 17	BOCC Retreat 9 am – 4 pm	Whitted Building – Hillsborough
January 21	BOCC Business Meeting	Whitted Building – Hillsborough
February 4	BOCC Business Meeting	Whitted Building – Hillsborough
February 11	BOCC Work Session	Southern Human Services Center – Chapel Hill
February 17	Joint Meeting with Town of Hillsborough	Whitted Building – Hillsborough
February 20	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
February 27	Legislative Breakfast Meeting (8:30am)	Whitted Building – Hillsborough
March 1 – 4	NACo Legislative Conference	Washington, D.C.
March 6	BOCC Business Meeting	Whitted Building – Hillsborough
March 11	BOCC Work Session	Whitted Building – Hillsborough
March 18	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
March 27	Joint Meeting with Town of Carrboro	Southern Human Services Center – Chapel Hill
April 1	BOCC Business Meeting	Whitted Building – Hillsborough
April 8	BOCC Work Session	Southern Human Services Center – Chapel Hill
April 15	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
April 22	Budget Work Session – CIP	Whitted Building – Hillsborough
April 29	BOCC Joint Meeting with School Boards	Whitted Building – Hillsborough
May 6	BOCC Business Meeting	Whitted Building – Hillsborough
May 13	BOCC Budget Public Hearing / Work Session	Southern Human Services Center – Chapel Hill
May 15	BOCC Budget Work Session	Whitted Building – Hillsborough
May 20	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
May 22	BOCC Budget Work Session	Southern Human Services Center – Chapel Hill
May 27	BOCC Budget Work Session	Whitted Building – Hillsborough
May 29	BOCC Budget Public Hearing / Work Session	Whitted Building – Hillsborough

June 3	BOCC Business Meeting	Whitted Building – Hillsborough
June 5	BOCC Budget Work Session	Southern Human Services Center – Chapel Hill
June 10	Manager, Clerk, & Attorney Evaluations Closed Session	Whitted Building – Hillsborough
June 17	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
July 11-14	NACo Conference	Philadelphia, Pennsylvania
September 4	BOCC Business Meeting	Whitted Building – Hillsborough
September 9	BOCC Work Session	Southern Human Services Center – Chapel Hill
September 16	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
September 25	Joint Meeting with School Boards	Whitted Building – Hillsborough
October 7	BOCC Business Meeting	Whitted Building – Hillsborough
October 14	Joint Meeting with Fire Departments / Work Session	Whitted Building – Hillsborough
October 21	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
November 6	BOCC Business Meeting	Whitted Building – Hillsborough
November 11	BOCC Work Session	Southern Human Services Center – Chapel Hill
November 18	BOCC Business Meeting	Southern Human Services Center – Chapel Hill
December 1	BOCC Business Meeting (Organizational Meeting)	Whitted Building – Hillsborough
December 9	BOCC Business Meeting	Southern Human Services Center – Chapel Hill

Southern Human Services Center, 2501 Homestead Rd., Chapel Hill
Whitted Building, 300 West Tryon Street, Hillsborough