



## **AGENDA**

Tuesday, April 22, 2025

6:00 pm – 7:30 pm

In-Person Mtg at Bonnie R. Davis Center,  
1020 US70 West, Hillsborough

- 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-OCOEI Staff (6:04-6:15) Paul Slack & Courtney McLaughlin**
  - a. Upcoming Events and Opportunities
  - b. HRC Nominations (4)
  - c. Board Diversity Support
  - d. Community Dinner
- IV. Blackwood Farms Marker (6:15-6:30) – Jemm Merritt**
  - a. Headstone Update
- V. Executive Committee Report- Jemm Merritt, Chair (6:30-6:45)**
  - a. Sub-Committee Meetings
  - b. Upcoming Executive Board Elections
  - c. Honorarium Vote
  - d. Nominations for Vacancies
- VI. Pauli Murray Awards**
  - a. Invitation Updates
- VII. Sub-Committee Reports (6:45-7:00)**
  - a. Strategic Advisory Nominations and Governance: Chair Josh
  - b. Outreach & Engagement: Chair Shane
  - c. Community Events: Co-Chairs Tonya & Corey
- VIII. Other Business/Announcement (7:00-7:15pm)**
- IX. VIII. Adjourn**

**NEXT MEETING: Tues, May 27, 2025, In-Person**

Solid Waste Management 1207 Eubanks Road, Chapel Hill, NC 27516

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

**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.

**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.

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

# Volunteer Application

## Orange County Advisory Boards and Commissions

<b>Name:</b>	April Thompson
<b>Name Called:</b>	
<b>Home Address:</b>	2517 Orange Grove Rd. Hillsborough, NC 27278
<b>Phone:</b>	919-904-0935
<b>Email:</b>	athompson@orangecountync.gov
<b>Year of OC Residence:</b>	1984
<b>Township of Residence:</b>	Hillsborough
<b>Zone of Residence:</b>	County
<b>Gender Identity:</b>	Female
<b>Ethnic Background:</b>	White
<b>Age Range:</b>	35-59

### **Community Activities/Organizational Memberships:**

Orange County Optimist Club

### **Past Service on Orange County Advisory Boards:**

Orange County Optimist Club

### **Boards/Commissions Applied for:**

**Opioid Advisory Committee**

### **Background, education and experience relevant to this board:**

I believe my personal experiences and commitment to helping others make me a strong candidate for the opioid advisory committee. Having lost my brother to addiction, I have a deep understanding of the struggles faced by individuals and families impacted by this crisis. My journey to find resources and support for him was challenging, and it highlighted the urgent need for compassionate and effective approaches to addiction treatment. I bring not only my heartfelt empathy but also a determination to advocate for meaningful change and support initiatives that can truly make a difference in the lives of those affected by opioid addiction.

### **Reasons for wanting to serve on this board:**

Having lived in this community for 40 years, I have seen it flourish and evolve, and my deep-rooted love for it drives me to contribute actively. My consistent volunteer work has allowed me to understand the diverse needs of our residents and build meaningful connections with them. I believe that my experience and passion make me an excellent candidate for this board.

### **Contribution to the diversity of viewpoints on this board:**

I am dedicated to fostering inclusivity and harmony among all community members, and I am eager to bring my heart and commitment to this vital role. By working collaboratively, I hope to help create an environment where every voice is heard, and every individual feels valued.

**Conflict of interest:****Human Relations Commission****Background, education and experience relevant to this board:**

With deep roots in this community and a strong commitment to helping others, I believe my background makes me an excellent fit for the Human Relations Commission Board. Coming from a well-known family in the area and actively working within the county, I have developed a strong understanding of the needs and challenges facing our community. My extensive involvement in community outreach initiatives has equipped me with the skills to foster dialogue and promote inclusivity. I am eager to bring my passion for service and collaborative spirit to the board, ensuring that all voices in our community are heard and valued.

**Reasons for wanting to serve on this board:**

I love Hillsborough. My father worked for the Town and the old water plant was named after him. The Blue Bird houses that hang on the street signs all over town, my daddy (Adron Thompson) built. You won't find anyone who loves this community and wants to see it thrive more than me. I got that from him. I love the people here, the buildings, the landscape, the sense of home, the love thy neighbor is real in this town and I love that about it. I want to do anything I can to preserve that.

**Contribution to the diversity of viewpoints on this board:**

I am dedicated to fostering inclusivity and harmony among all community members, and I am eager to bring my heart and commitment to this vital role. By working collaboratively, I hope to help create an environment where every voice is heard, and every individual feels valued.

**Conflict of interest:**

**Position History:** No position history exists for this applicant.

**Serving On:****Other Comments:**

**This application was current on:** 4/3/2025 2:19:11 PM

# Volunteer Application

## Orange County Advisory Boards and Commissions

<b>Name:</b>	Benjamin King
<b>Name Called:</b>	
<b>Home Address:</b>	111 Dillard St. Carrboro, NC 27510
<b>Phone:</b>	704-223-2555
<b>Email:</b>	bkco2020@gmail.com
<b>Year of OC Residence:</b>	2023
<b>Township of Residence:</b>	Chapel Hill
<b>Zone of Residence:</b>	Carrboro City Limits
<b>Gender Identity:</b>	Male
<b>Ethnic Background:</b>	White
<b>Age Range:</b>	18-34

### **Community Activities/Organizational Memberships:**

ICMA (International City and County Management Association) Executive Board of UNC ICMA Student Chapter NCCCMA (North Carolina City and County Management Association) Notary Public Freemason, University Lodge #408

### **Past Service on Orange County Advisory Boards:**

None

### **Boards/Commissions Applied for:**

**Human Relations Commission**

### **Background, education and experience relevant to this board:**

My role in developing a Code of Ethics with the Diversity, Equity, and Inclusion team at the Raleigh Parks, Recreation, and Cultural Resources Department highlights my commitment to ethical standards and inclusivity, aligning with the HRC's mission to promote equal treatment and personal dignity. Serving on the City of Salisbury Parks and Recreation Advisory Board, I gained valuable experience in advisory roles and policy input, essential for the HRC's advisory functions. My work as a Program Leader with Rowan County YoungLife Capernaum demonstrated my dedication to community engagement and inclusive program development. As a Master of Public Administration (MPA) student specializing in local government, I am equipped with advanced knowledge of public policy, administrative processes, and community engagement strategies.

### **Reasons for wanting to serve on this board:**

I am eager to serve on the Orange County Human Relations Commission because I am passionate about advancing equity and fostering inclusive communities. This role offers a unique opportunity to directly contribute to policies and initiatives that promote equal treatment and protect personal dignity.

### **Contribution to the diversity of viewpoints on this board:**

I would contribute to the diversity of viewpoints by bringing a background that blends public administration, community engagement, and hands-on experience with diverse populations. With my academic focus on local government and practical experience in ethical standards development, program leadership for individuals with disabilities, and legislative support, I offer a perspective grounded in both theoretical knowledge and practical application.

**Conflict of interest:**

**Position History:** No position history exists for this applicant.

**Serving On:** Animal Services Hearing Panel Pool, Parks and Recreation Council,

**Other Comments:**

**This application was current on:** 9/1/2024 2:07:16 PM

# Volunteer Application

## Orange County Advisory Boards and Commissions

<b>Name:</b>	Mary Lucas
<b>Name Called:</b>	
<b>Home Address:</b>	404 Lakeshore Drive hillsborough, NC 27278
<b>Phone:</b>	919-720-0361
<b>Email:</b>	maryelizalucas@gmail.com
<b>Year of OC Residence:</b>	2024
<b>Township of Residence:</b>	Hillsborough
<b>Zone of Residence:</b>	Hillsborough Town Limits
<b>Gender Identity:</b>	Female
<b>Ethnic Background:</b>	White
<b>Age Range:</b>	35-59

### **Community Activities/Organizational Memberships:**

I previously served on both the Humans Relations Commission and Community Engagement Boards for the City of Raleigh. I recently moved to Hillsborough and would like to be more involved. My family is from the area, generations back, and I am very invested in community engagement as a resident. Currently I serve on the Board for Neshama Animal Rescue; volunteer at UNC Hillsborough Hospital as a pet therapy team; host a weekly radio show and podcast to provide resources and information for the aging community (WPTF FM/AM); am a member of Triangle Healthcare Executives Forum; and previously volunteered on board committee at Habitat for Humanity. My professional work is Vice President at a nonprofit hospice and palliative care organization that serves our community, and it is my passion to ensure that all who need our services are able to access them.

### **Past Service on Orange County Advisory Boards:**

N/A but would be interested in this board, Advisory Board on Aging, or Animal Services Advisory - all of which apply to my volunteer work and professional background.

### **Boards/Commissions Applied for:**

#### **Advisory Board on Aging**

#### **Background, education and experience relevant to this board:**

With a strong background in healthcare leadership for the aging population (hospice, palliative care, caregiver support), strategic planning, and a proven track record of developing impactful solutions for diverse populations through grants in our community, I believe my experiences will provide a valuable asset to the Aging Advisory Board. I also currently host a weekly radio show/podcast called Aging Matters that helps our aging population find information and resources in the community. I interview organizations such as Snow Approach, our local health systems, researchers and more! Additionally, I have my Masters from Johns Hopkins in Healthcare Management and have focused my research and career in health care equity with specific focus on caregiver support and health advocacy for the aging.

**Reasons for wanting to serve on this board:**

The aging population has been my focus in my professional and personal life for years. I am very involved in many different segments of the industry and work tirelessly to support organizations across our community that advocate for the aging.

**Contribution to the diversity of viewpoints on this board:**

Working in healthcare offers a unique and valuable perspective to the Advisory Board on Aging by providing firsthand insight into the challenges and opportunities within the aging population. Healthcare professionals interact with individuals from diverse backgrounds, enabling them to understand the varied needs and preferences of older adults, including those related to access to care, chronic disease management, mental health, and social determinants of health. This experience fosters an understanding of the intersection between health, socioeconomic factors, and aging, ensuring that policies and solutions are inclusive, equitable, and responsive to the diverse needs of older adults.

**Conflict of interest:**

I'm not sure if conflict - but I do work at a nonprofit hospice/palliative care organization. I also host a radioshow/podcast for the aging population (Aging Matters - WPTF)

**Human Relations Commission****Background, education and experience relevant to this board:**

I have served on the City of Raleigh Human Relations Commission (two terms and once as co-chair), and Community Engagement Board. I was very involved when living there and would welcome the opportunity to serve in Orange County as well.

**Reasons for wanting to serve on this board:**

Working directly with individuals from varied backgrounds has given me valuable insight into how social determinants of health, access to services, and cultural differences shape people's experiences. I believe this perspective would contribute meaningfully to the Human Relations Commission, helping to promote equity, inclusion, and positive relationships within the community by advocating for policies that address the varied needs of all residents, particularly underserved and vulnerable populations.

**Contribution to the diversity of viewpoints on this board:**

I think I would continue to focus on reaching populations who are less involved - or not at all involved - and meeting people where they are to engage them in the county conversations. This was a huge focus for me in Raleigh.

**Conflict of interest:****Animal Services Advisory Board****Background, education and experience relevant to this board:**

I currently serve on the Board for a nonprofit dog/cat rescue, foster hospice/aging dogs, and am a volunteer at UNC Hillsborough Hospital with my therapy dog - Waylon.

**Reasons for wanting to serve on this board:**

Animal rights and advocacy is a huge passion of mine! I work regularly with county shelters across our state and am very familiar with the system.

**Contribution to the diversity of viewpoints on this board:**

The rescue perspective on how we can work closer together to save more lives, relieve shelter burdens as much as possible, and efficiently provide care to the county.

**Conflict of interest:**

**Position History:** No position history exists for this applicant.

**Serving On:**

**Other Comments:**

**This application was current on:** 3/5/2025 12:33:05 PM

# Volunteer Application

## Orange County Advisory Boards and Commissions

<b>Name:</b>	Victoria Hudson
<b>Name Called:</b>	
<b>Home Address:</b>	109 Bonaparte Dr. Hillsborough, NC 27278
<b>Phone:</b>	919-428-8540
<b>Email:</b>	kouvoutti@att.net
<b>Year of OC Residence:</b>	2011
<b>Township of Residence:</b>	Hillsborough
<b>Zone of Residence:</b>	Hillsborough Town Limits
<b>Gender Identity:</b>	Female
<b>Ethnic Background:</b>	White
<b>Age Range:</b>	35-59

**Community Activities/Organizational Memberships:**

County employee with Environmental Health Homeowner's Association Member of North Carolina Public Health Association and other Public Health/Admin groups and local organizations

**Past Service on Orange County Advisory Boards:**

Animal Services Advisory Board

**Boards/Commissions Applied for:**

Human Relations Commission

**Background, education and experience relevant to this board:**

I ensure health equity in all Environmental Health Services in the County.

**Reasons for wanting to serve on this board:**

I see gaps.

**Contribution to the diversity of viewpoints on this board:**

I am in my last few years of employment AND residence in OC. I want to keep turning the curve away from build-in bias in governmental processes. It is about promoting equity of experience too.

**Conflict of interest:**

**Position History:** No position history exists for this applicant.

**Serving On:** Orange County Housing Authority Board

**Other Comments:** Applied for Housing Authority 11/21/2022 6:23:28 PM

**This application was current on: 2/27/2024 2:49:00 PM**



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

**DRAFT**  
**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 <b>9 am – 4 pm</b>	Whitted Building – Hillsborough
January 21	BOCC Business Meeting	Whitted Building – Hillsborough
January 28	Staff Evaluation Closed Session	Whitted Building – Hillsborough
February 4	BOCC Business Meeting	Whitted Building – Hillsborough
February 11	Special Meeting – Closed Session <b>6 pm</b>	Southern Human Services Center – Chapel Hill
February 11	BOCC Work Session	Southern Human Services Center – Chapel Hill
February 17	Joint Meeting with Town of Hillsborough	Whitted Building – Hillsborough
February 25	Special Meeting (due to cancellation of 2/20 Business Meeting)	Southern Human Services Center – Chapel Hill
March 1 – 4	NACo Legislative Conference	<b>Washington, D.C.</b>
March 6	BOCC Business Meeting	Whitted Building – Hillsborough
March 11	BOCC Work Session	Whitted Building – Hillsborough
March 17	Legislative Breakfast Meeting ( <b>8:30am</b> )	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	<b>Philadelphia, Pennsylvania</b>
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