



# TRIANGLE J COUNCIL OF GOVERNMENTS DURHAM, NC

---

During the national reckoning that occurred after the murder of George Floyd, the Triangle J Council of Governments organization decided that it needed to 'do better', and work to make diversity, equity and inclusion (DEI) an organizational priority. Staff met internally and prepared the Triangle J Organization Response to Recent Events & Commitment to Systemic Change, which outlined the organization's desire to affect change. Triangle J already had developed core values for staff, which included mention of diversity and equity. The organization currently has three organizational priorities: Services to Our Member Governments, Data-Driven Decision Making, Diversity, Equity, & Inclusivity, which are intended to inform all work in all program areas.

Triangle J created an internal task force to address DEI, in addition to bringing in consultants to conduct equity trainings and beginning a book club to read relevant works. Funds were allocated to dedicate 10% of one staff members time to this topic, which has included managing the organization's relationship with the Government Alliance on Race & Equity (GARE). As part of Triangle J's involvement with GARE, they are working to incorporate equity principles throughout all their programs.

Triangle J is confronting challenges including that their region incorporates both rural and urban areas, investment in the region that is both bringing in

high paying jobs and pricing others out, and a lack of affordable housing, to name a few. Despite this, the organization and its staff are committed to advancing equity through their work. They hope to incorporate DEI principles into their next CEDS, and well as better integrating all of their planning documents, including DEI goals. Five years from now Executive Director Lee Worsley hopes that the organization's employee makeup will better reflect the demographics of the region, and that they are using a DEI lens when taking actions and convening and leading conversations with local partners around this important issue.

#### Equity and Inclusion Statement:

*"TJCOG is committed to advancing racial equity and inclusion within our organization and across our seven-county region to dismantle structural racism and ensure a more equitable future for all. As a government organization with great influence on public decision-making, TJCOG has a responsibility to identify and address racial inequities that exist. We hold ourselves accountable to this commitment through continuous education for ourselves and our members, the incorporation of foundations of equity and inclusion into our policies and programs, and transparent and data-driven communication."*

#### Links:

[Equity and Inclusion page](#)

