Fact Sheet: New Cohorts to Advance Racial Equity

The Government Alliance on Race and Equity (GARE) is pleased to announce the launching two new California cohorts of governmental jurisdictions that are systemically advancing racial equity. Recruitment for these year-long cohorts, one of which will be in the Bay Area and the other in Southern CA, is currently underway, with the kick-off events to take place in Dec, 2015.

What is the Government Alliance on Race and Equity?
GARE is a national network of government working to achieve racial equity and advance opportunities for all. The Alliance uses a three-prong approach:
1) Support jurisdictions that are at the forefront of work to advance racial equity.
2) Build pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
3) Expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Government’s proactive work on racial equity has the potential to leverage significant change, setting the stage for the achievement of racial equity in our communities. Supporting targeted cohorts of jurisdictions and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity.

What is an Advancing Racial Equity cohort?
Over the last decade, a solid field of practice has developed that advances racial equity and transforms government. Government will not be able to advance racial equity without a fundamental transformation into an effective and inclusive democracy. The field of practice is based on the experiences of early adopters of racial equity within government. Over the past decade, cities and counties across the country have developed and are implementing racial equity initiatives or agendas and using racial equity tools. GARE cohorts will implement proven practices and replicate success, changing the norm of what is expected and possible from government and will increase our collective impact.

New jurisdictions can make use of the field of practice and begin and expand work on institutional and structural equity. Based on the experiences of leaders, the new cohorts will participate in a structured curriculum that focuses on strategies that normalize conversations about race, operationalize new policies and cultures, and organize to achieve racial equity.

What will a jurisdiction get out of participating in a cohort?
As a result of participating in the cohort, each jurisdiction will receive tools and resources,

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1 Funding provided by the California Endowment / Building Healthy Communities
including:

- A racial equity training curriculum, with cohort participants who are equipped to implement the training with other employees,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,
- A capacity building plan and organizational structure to institutionalize equity within their own jurisdiction,
- Example policies and practices that help advance racial equity, and
- A Racial Equity Action Plan

Implementation of these tools and resources will vary depending on the opportunities within individual jurisdictions. Technical assistance will be provided by GARE to ensure responsiveness to the local conditions of each jurisdiction.

How will the cohort be structured?

The structure will consist of monthly sessions, with a quarterly rotation between 1) skill building and strategy development, 2) an “Advancing Racial Equity” speaker series, and 3) peer-to-peer networking and problem solving. This quarterly rotation process will allow three months for implementation of action steps before a new topic is introduced.

Key components of the cohort will include:

- A curriculum that builds on the existing and growing field of governmental practices to advance racial equity. Technical assistance and academic research from the Haas Institute for a Fair and Inclusive Society and members of GARE’s Technical Assistance Advisory Group will be provided.
- Mentors from similarly situated jurisdictions that have experience with implementation of racial equity initiatives. Mentor connections will take into account: location, size, form of government, demographics and other characteristics. The cohort as a whole will be structured to support peer-to-peer strategizing and problem-solving.
- An “Advancing Racial Equity” speaker series that will be an opportunity for cohort participants, community members and elected officials to come together to learn and strategize in the spirit of shared commitment to advancing racial equity and transforming government.

What is expected from participating jurisdictions?

Participating sites will:

- Identify a team lead and a group of two to ten employees. Teams should include governmental leadership and staff committed to advancing racial equity and transforming government. Community members are welcome to be team members, but the focus of the cohort will be an “inside” strategy.
- Complete an enrollment form that designates their team’s lead, team members, and provides information on jurisdiction specific opportunities and challenges.
- Commit to participate in the full series, including each session (total of 56 hours) and completion of assignments between sessions. In-person participation is preferable, although video-conferencing may be available. Location of events will rotate between sites to maximize in-person participation.
• Work with GARE and TCE to promote the “Advancing Racial Equity” speaker series to elected officials, government staff and community partners.
• Contribute towards the training cost ($2,000 per person or $10,000 per team).

What is the curriculum?
The curriculum for the year is as follows:

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<thead>
<tr>
<th>Kick-off</th>
<th>Advancing Racial Equity speaker series: “Re-envisioning government” – a government-community conversation with John Powell, Executive Director of the Haas Institute for a Fair and Inclusive Society at University of California Berkeley and Julie Nelson, Director of GARE</th>
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<tr>
<td>Cohort launch</td>
<td>Core racial equity concepts and train-the-trainer (two days)</td>
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<td>Jan, 2016</td>
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<td>Feb, 2016</td>
<td>o Advancing Racial Equity speaker series: “Sankofa – knowing our past to empower our future”</td>
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<td>March, 2016</td>
<td>o Report on homework, networking, problem solving and strategizing (two hours)</td>
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<td>April, 2016</td>
<td>Developing, implementing and expanding structure and leadership for a racial equity initiative, partnering with the community (one day)</td>
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<td>May, 2016</td>
<td>o Advancing Racial Equity speaker series: “Organizing for Power – inside and outside strategies”</td>
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<td>June, 2016</td>
<td>o Report on homework, networking, problem solving and strategizing (two hours)</td>
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<td>July, 2016</td>
<td>Putting Concepts into Action, developing a Racial Equity Action Plan, using a Racial Equity Tool (one day)</td>
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<td>August, 2016</td>
<td>o Advancing Racial Equity speaker series: “Tools and Tactics – Transforming Government to Advance Racial Equity”</td>
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<td>September, 2016</td>
<td>o Report on homework, networking, problem solving and strategizing (two hours)</td>
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<td>October, 2016</td>
<td>Communications and strategic planning (one day)</td>
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<td>November, 2016</td>
<td>o Report on homework, networking, problem solving and strategizing (two hours)</td>
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<tr>
<td>December, 2016</td>
<td>o Advancing Racial Equity speaker series: “Celebrating our Success and Facing Challenges” – recognition and celebration of completion of cohort</td>
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How do I sign-up?
Team leads are responsible for completing an on-line enrollment form no later than November 13. Due to limited capacity, teams should register as early as possible. Enrollment will close once capacity is reached.

What if I have questions?
For more information, please contact Julie Nelson, Director of the Government Alliance on Race and Equity, at julie.nelson62@gmail.com or (206) 816-5104.