WE HAVE UNITED

race forward &
CSI CENTER FOR SOCIAL INCLUSION
Our Five Functions

- Narrative Shift
- Institutional and Sector Change
- Movement and Capacity Building
- Research
- Policy Development
Government Alliance on Race and Equity
A national network of government working to achieve racial equity and advance opportunities for all.

- Core network – 91 members and counting
- Growing number of state agencies
- Engaged jurisdictions – 30 states / 150+ cities
- Provide tools to put theory into action
Government Alliance on Race and Equity

**July 2018**

**Washington**
- King County
- Port of Seattle
- Seattle
- Spokane Regional Health
- Tacoma
- WA Early Learning
- WA Dept OJJ

**Oregon**
- Lane County Equity
- Metro
- Multnomah County
- Portland
- Port of Portland

**California**
- Alameda County
- BAAQMD
- Berkeley
- Culver City
- Long Beach
- Marin County
- Merced County
- Monterey County
- Napa County
- Oakland
- Richmond
- Salinas
- San Francisco County
- San Jose
- San Mateo County
- Santa Clara County
- Solano County
- Sonoma County
- SFPUC

**Colorado**
- Boulder
- Denver Arts and Venues
- Ft. Collins

**Iowa**
- Des Moines
- Dubuque
- Iowa City

**Illinois**
- Chicago Public Health
- Chicago

**Indiana**
- South Bend
- Lafayette

**Missouri**
- Kansas City

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- Bloomington
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- Eagan
- Hennepin County
- HC Judicial Courts
- League of MN Cities
- Mankato
- Metropolitan Council
- Minneapolis
- Minneapolis Park Board
- Northfield
- Minnetonka
- Ramsey County
- Richfield
- Rochester
- Saint Anthony
- St. Paul
- Visit St. Paul
- Woodbury

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- Dane County
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**Michigan**
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- Grand Rapids
- Ottawa County
- Washtenaw County
- MI Dept of Civil Rights

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- Stockbridge

**Connecticut**
- Commission on Equity and Opportunity

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- San Antonio

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California Leads the Way

**Humboldt Cohort**
City of Arcata, College of Redwoods, HSU, Community Leaders (2016-17)

Alameda County (2016-18)
Bay Area Regional Collaborative (2017-18)
City of Berkeley (2016-17)
Contra Costa County (2016-18)
Marin County (2016-18)
Monterey County (2017-18)
City of Oakland (2016-18)
Napa City/County (2016-18)
City of Richmond (2016-18)
City of Salinas (2017-18)
City and County of San Francisco (2017-18)
San Francisco PUC (2016-18)
San Francisco Planning (2016-17)
San Joaquin Valley PHC (2017-18)
City of San Jose (2018)
San Mateo County (2017-18)
Santa Clara County (2016-118)
Solano County (2016-18)
Sonoma County (2018)

**Capitol Cohort**
Air Resources Board, Arts, Coastal Commission, Community Services and Development, Corrections, EPA, Housing and Community Development, Parks and Recreation, Planning and Research, Public Health, Social Services, Strategic Growth, Transportation (2018)
CA Department of Housing and Community Development (2016-18)
CA Department of Public Health (2016-18)
City and County of Sacramento (2016)
Merced County (2016-18)
San Joaquin Valley Public Health Consortium (2017-18)

2018

Santa Barbara County (2017)
Ventura County (2017)
Los Angeles County (2016-18)
City of Long Beach (2016-18)
City of Pasadena (2016)
Culver City (2017-18)
Santa Monica (2017-18)

24.5 million residents in California jurisdictions participating in GARE
National effective practice

Normalize
• A shared analysis and definitions
• Urgency / priority

Operationalize
• Racial equity tools
• Data to develop strategies and drive results

Organize
• Internal infrastructure
• Partnerships

Visualize
Learning Cohorts to Advance Racial Equity
Key components

- A curriculum that builds on the field of practice
- Technical assistance
- Peer-to-peer strategizing and problem-solving
- Advancing Racial Equity speaker series
Participating jurisdictions access:

- Racial equity training curriculum
- Trained facilitators to implement training with other employees
- Racial Equity Tool to be used in policy, practice, program and budget decisions
- Example policies and practices that help advance racial equity
- Racial Equity Action Plan
What’s worked

• **Collective learning** – regional synergies emerge when allies can compare notes, experiences, and struggles

• **Customized technical assistance** that recognizes that patterns build movements but nuance sharpens impact

• **Curriculum built on field of practice** to create the ultimate open source democracy upgrade

• **Peer-to-peer strategizing** let’s bureactivists find each other, exchange tactics, lift floors and raise ceilings

• **Speaker Series expertise** demonstrates that jurisdictions have mileposts for which to strive

• **Consistency, integrity, delivery** staff competence, patience, solidarity, and dependability have built GARE CA brand