



LOCAL AND REGIONAL **GOVERNMENT ALLIANCE ON RACE & EQUITY**

Fact Sheet: Jurisdictional Cohorts to Advance Racial Equity

The [Government Alliance on Race and Equity](#) (GARE)¹ is pleased to announce the launching two new California cohorts of governmental jurisdictions that are systemically advancing racial equity. These year-long cohorts will focus on jurisdictions in Northern and Southern California and launch in February 2017.

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. 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, 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.

¹ Funding provided by [the California Endowment / Building Healthy Communities](#)

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 that connects community members to the process, and 3) peer-to-peer networking and problem solving. This quarterly rotation process allows for implementation of action steps as the year progresses.

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.
- An Advanced Implementation Track for jurisdictions that participated in the 2016 Learning Year so that they can focus in on the specific strategies necessary to fulfill the elements of their Racial Equity Action Plans.

What is expected from participating jurisdictions?

Participating sites will:

- Identify a team lead and a group of six or more employees. Teams should include governmental leadership and staff committed to advancing racial equity and transforming government. A team of 10 tends to be sufficiently representative to move the group to action steps. For teams larger than 15 participants, please contact GARE for more details. **Note:** jurisdictions that participated in the 2016 Learning Year have the option of nominating that team to take part in the Advanced Implementation Track while also introducing a new team of participants into the Core Training.
- 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 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 to promote the “Advancing Racial Equity” speaker series to elected officials, government staff and community partners.
- Contribute towards the training cost (rate sheet detailed below).

What is the curriculum?

The Introductory Curriculum and event dates are outlined below. Note that 2017 participants are encouraged to join the Class of 2016 at their Commencement event in January 2017 to get a sense of the Learning Year and strengthen continuity between the two series.

Specific content projected and subject to some adjustment as the year moves forward.

Dates for speaker series to confirm as speakers are solidified.

note: half-day Advanced Implementation Track Sessions take part on concurrent days with the core training to allow alignment of team activities.

Month	Session	Southern CA	Northern CA
January 2017	Commencement Advancing Racial Equity Speaker Series: “Celebrating our Success, Facing New Challenges” – recognition and celebration of the 2016 Cohort	1/10 TUE	1/12 THU
February 2017	Cohort Launch Introducing Core Racial Equity Concepts (two days)	2/6-7 MONTUE	2/9-10 THUFRI
March 2017	Advancing Racial Equity Speaker Series: “Learning from the Best”	Week of 3/13	
April 2017	Report on homework, networking, problem solving and strategizing (half-day) Advanced Implementation Track (half-day)	4/11 TUE	4/13 THU
May 2017	Developing, Implementing and Expanding Structure and Leadership for a Racial Equity Initiative; Partnering with the Community (full day)	5/9 TUE	5/11 THU
June 2017	Advancing Racial Equity Speaker Series: “Organizing for Power – Inside and Outside Strategies”	Week of 6/12	
July 2017	Putting Concepts into Action, developing a Racial Equity Action Plan, using a Racial Equity Tool (half-day) Advanced Implementation Track (half-day)	7/11 TUE	7/13 THU
August 2017	Train the Trainer Protocols; Advancing Racial Equity in a post-209 Environment (full day)	8/8 TUE	8/10 THU
September 2017	Advancing Racial Equity Speaker Series: “Moving Elected Leadership to Advance Racial Equity”	Week of 9/11	
October 2017	Community Engagement; Adaptive Leadership (half-day) Advanced Implementation Track (half-day)	10/10 TUE	10/12 THU
November 2017	Communications and Landing Your Plan; Advancing Racial Equity in Challenging Political Environments (full day) Advanced Implementation Track (half-day)	11/8 WED	11/9 THU
December 2017	Commencement Advancing Racial Equity Speaker Series: “Celebrating our Success, Facing New Challenges” – recognition and celebration of the 2017 Cohort	12/12 TUE	12/14 THU

What if I have questions?

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