



WE HAVE UNITED

race forward 

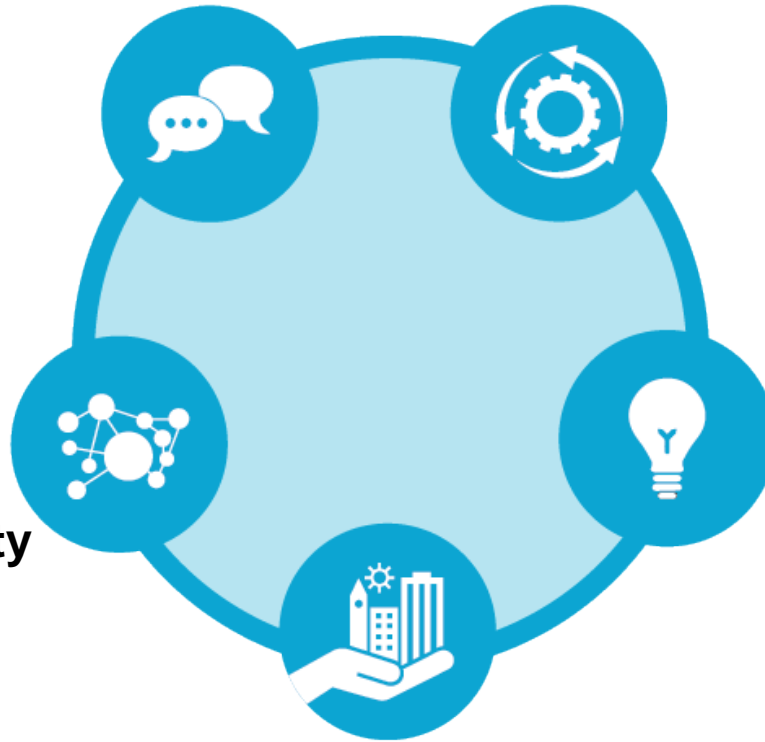
&

Csi CENTER FOR
SOCIAL INCLUSION

Our Five Functions

Narrative Shift

**Institutional and
Sector
Change**



Research

**Movement and Capacity
Building**

Policy Development



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

Government Alliance on Race and Equity

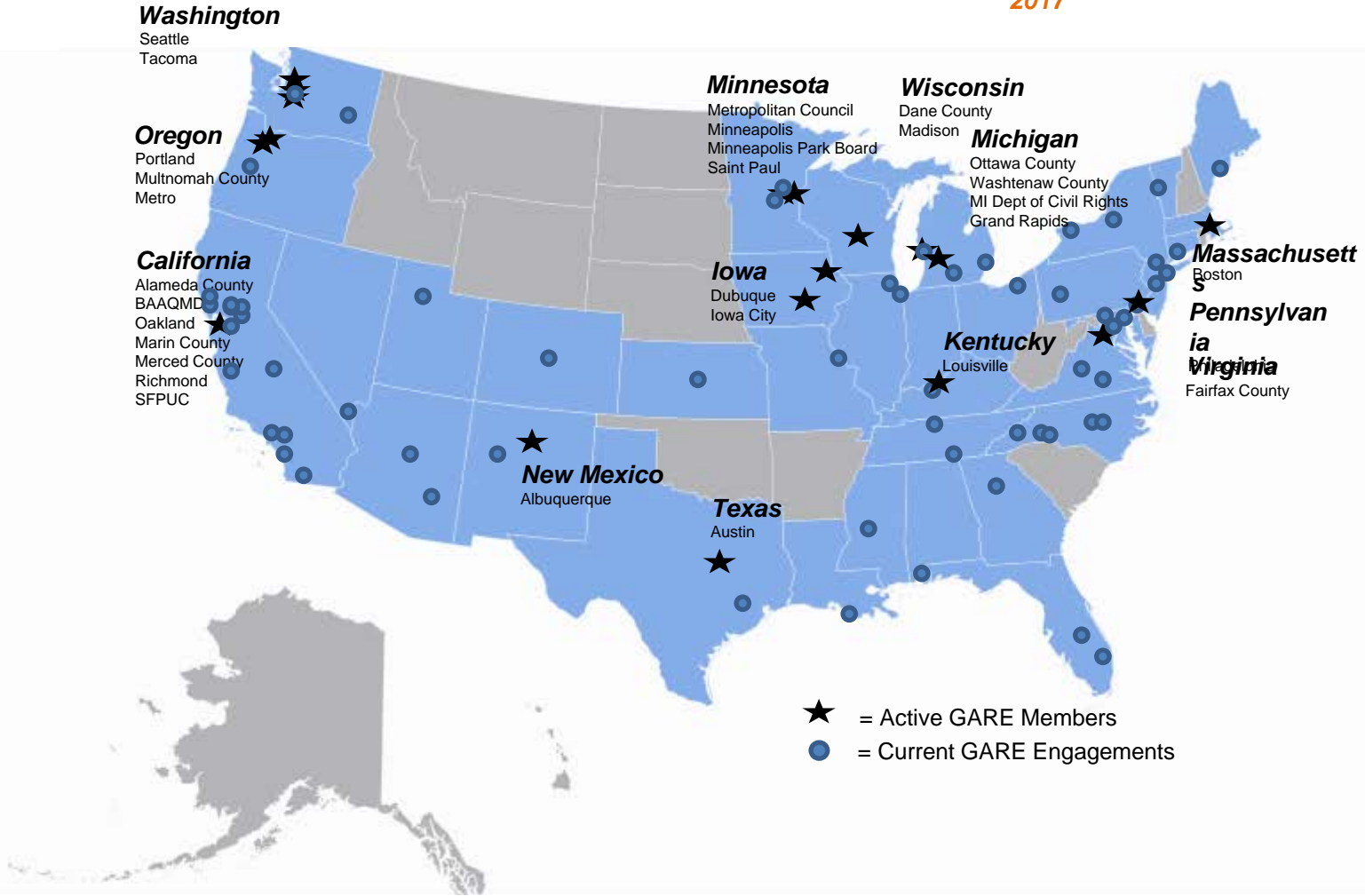
A national network of government working to achieve racial equity and advance opportunities for all.

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



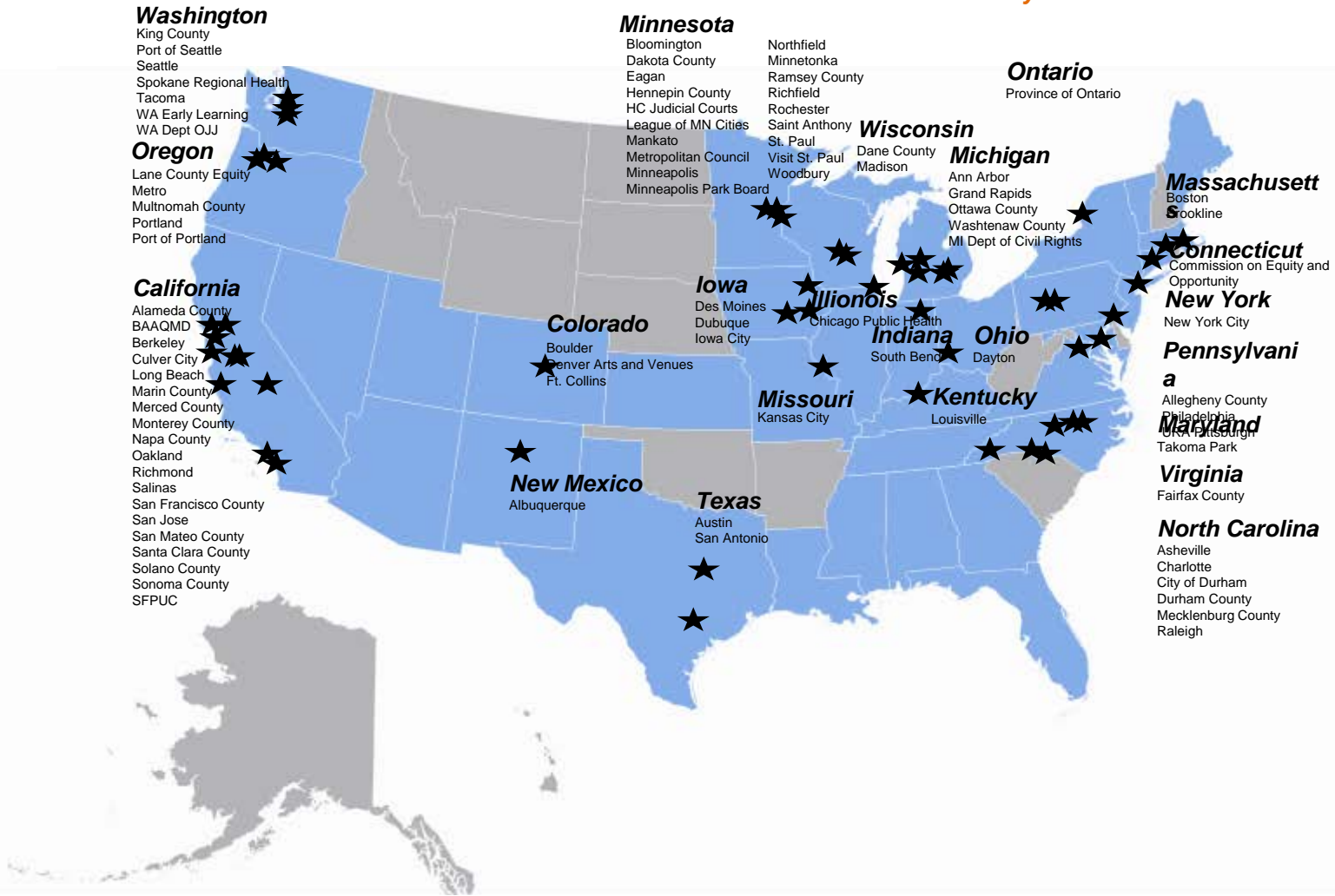
Government Alliance on Race and Equity

January
2017



Government Alliance on Race and Equity

July 2018



California Leads the Way

Humboldt Cohort

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

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)

- 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)

- 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)

- 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)

2018

24.5 million residents in California jurisdictions participating in GARE



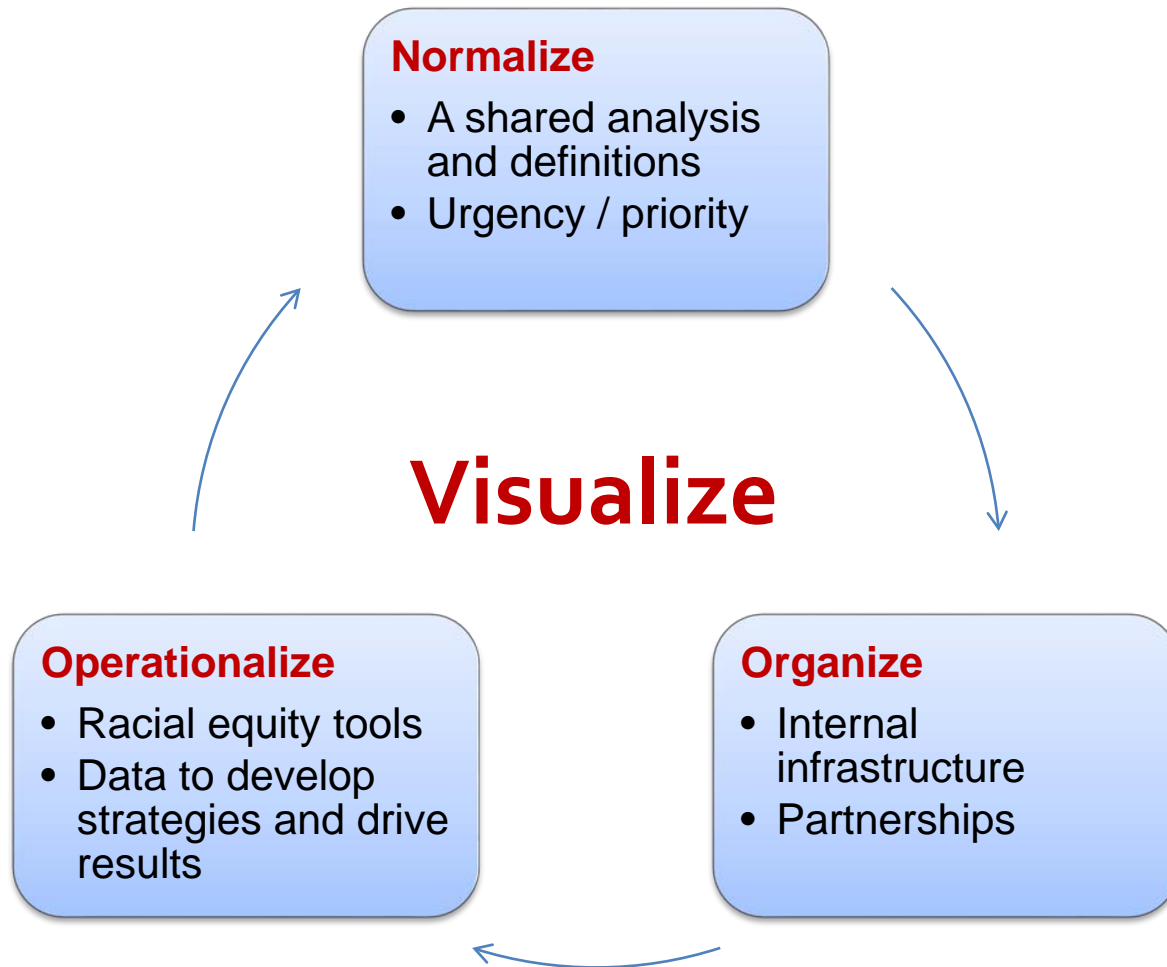
LOCAL AND REGIONAL
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National effective practice



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



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

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

