



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

### **Fact Sheet: Jurisdictional Cohorts to Advance Racial Equity**

The [Government Alliance on Race and Equity](#) (GARE)<sup>1</sup> is pleased to announce the fourth year of its innovative training series for California cohorts of governmental jurisdictions that are systematically advancing racial equity. The latest edition of these year-long cohorts will focus on jurisdictions in Northern and Southern California and launch in early 2019.

#### **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 employs three strategic emphases:

- 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.
- 3) Expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Government's proactive work 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 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.

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 and building on three successful cycles of the training series between 2016 and 2018, cohorts will participate in a structured curriculum that focuses on strategies that normalize conversations about race, operationalize new policies and practices, 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
- Support on developing a Racial Equity Action Plan.

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

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<sup>1</sup> Funding provided by the California Endowment, The San Francisco Foundation, and other supporters.

### How will the cohort be structured?

The structure consists 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.
- An Implementation Track for jurisdictions that have participated in previous Learning Years that builds on experience and focuses in on the specific strategies necessary to fulfill the elements of their Racial Equity Action Plans.
- 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 eight to twelve employees. Teams should include governmental leadership and staff committed to advancing racial equity and transforming government. A team of 12 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 previous Learning Years have the option of nominating that team to take part in the 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.
- 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 are the costs of the training?

GARE does aggressive fundraising from nongovernment sources to reduce the cost of the training to participating jurisdictions and minimize barriers to entry. The total cost to jurisdictions depends on the number of members on the team. Core members of GARE receive substantial participation discounts.

	6-10 PARTICIPANTS	11-14 PARTICIPANTS	15-17 PARTICIPANTS
Core Training GARE Members	\$4,000	\$6,000	\$12,500
Core Training nonmembers	\$12,500	\$17,500	\$22,500
Implementation Cohort GARE Members	free	\$4,000	\$6,000
Implementation Cohort Nonmembers	\$6,000	\$8,000	\$12,500

### Is there an alternative to the Learning Year for jurisdictions not near the core locations?

Jurisdictions not located near the Northern and Southern California sessions (Oakland, Los Angeles) should contact GARE staff to investigate potential arrangements for group training opportunities.

## What is the curriculum?

Curriculum and dates are outlined below. 2019 participants are encouraged to join the Class of 2018 at their Commencement event in December to get a sense of the Year and strengthen continuity between the 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
December 2018	<b>BLENDED Introductory &amp; Implementation Cohorts (full day, 8:30am-5pm): RBA Redux, Commencement, AND Advancing Racial Equity Speaker Series:</b> “Celebrating our Success, Facing New Challenges” – recognition and celebration of the 2018 Cohort	<b>12/11</b> TUE	<b>12/13</b> THU
January 2019	<b>*Implementation Cohort (full day, 8:30am-5pm): Going Deep</b> Strategic Planning for Regional Action	<b>1/15</b> TUE	<b>1/17</b> THU
February 2019	<b>Introductory Cohort (two full days, 8:30am-5pm): Launch</b> Introducing Core Racial Equity Concepts	<b>2/11-12</b> MON-TUE	<b>2/13-14</b> WED-THU
March 2019	<b>BLENDED Introductory &amp; Implementation Cohorts (full day, 8:30am-5pm):</b> <ul style="list-style-type: none"> <li>▪ <b>Advancing Racial Equity Speaker Series:</b> “Learning from the Best”</li> <li>▪ Results-Based Accountability &amp; Racial Equity Action Plans</li> <li>▪ Strategies for coordinating jurisdiction work across and within cohort teams</li> <li>▪ Survey Protocols</li> </ul>	<b>Week of 3/11</b>	
April 2019	<b>Introductory Cohort (half day, 12-5pm):</b> Report on homework, networking, problem solving and strategizing; Brief crossover time for cohorts to meet & ID next steps for integrated efforts. <b>*Implementation Track (half-day, 8:30am-1:00pm)</b>	<b>4/9</b> TUE	<b>4/11</b> THU
May 2019	<b>Introductory Cohort (full day, 8:30am-5pm):</b> <ul style="list-style-type: none"> <li>▪ Putting Concepts into Action, developing a Racial Equity Action Plan, using a Racial Equity Tool</li> <li>▪ Partnering with the Community</li> </ul>	<b>5/14</b> TUE	<b>5/16</b> THU
June 2019	<b>Introductory Cohorts (half day, 12-3pm):</b> <b>Advancing Racial Equity Speaker Series -</b> “Organizing for Power – Inside and Outside Strategies” <b>*Implementation Track (half-day, 8:30am-12pm)</b>	<b>Week of 6/10</b>	
July 2019	<b>*Implementation Track (full-day, 8:30am-5pm)</b>	<b>7/15</b> MON	<b>7/19</b> FRI
July 2019	<b>Introductory Cohort (half day, 12-5pm):</b> Developing, Implementing and Expanding Structure and Leadership for a Racial Equity Initiative; Brief crossover time for cohorts to meet & ID next steps for integrated efforts; and Advancing Racial Equity in a prop-209 Environment <b>*Implementation Track (half-day, 8:30am-1:00pm)</b>	<b>7/16</b> TUE	<b>7/18</b> THU
August 2019	<b>Introductory Cohort (full day, 8:30am-5pm)</b> Train the Trainer Protocols	<b>8/13</b> TUE	<b>8/15</b> THU
September 2019	<b>BLENDED Introductory &amp; Implementation Cohorts:</b> <b>California Statewide Convening -</b> All cohorts engage in this event.	<b>September 12-13</b> THU-FRI	
October 2019	<b>Introductory Cohort (half-day, 12-5pm):</b> Community Engagement; Brief crossover for Intro & Implementation cohorts to meet & ID next steps for integrated efforts <b>*Implementation Track (half-day, 8:30am-1:00pm)</b>	<b>10/8</b> TUE	<b>10/10</b> THU
November 2019	<b>BLENDED Introductory &amp; Implementation Cohorts (full day, 8:30am-5pm):</b> Communications and Landing Your Plan; Advancing Racial Equity in Challenging Political Environments; <b>Commencement</b> ; AND <b>Advancing Racial Equity Speaker Series:</b> “The Road Forward” - celebration of the 2019 Cohort	<b>11/12</b> TUE	<b>11/14</b> THU

## What if I have questions?

For more information, please contact Leslie Zeitler at [zeitler@raceforward.org](mailto:zeitler@raceforward.org). Thank you for your interest.