

Northern CA Advancing Racial Equity

The Role of Government

Sacramento Cohort

Government Alliance on Race and Equity

Center for Social Inclusion facilitators:

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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-pronged 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.

Why GARE?

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.

How will a Sacramento Cohort Benefit?

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



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LOCAL AND REGIONAL GOVERNMENT
ALLIANCE ON
RACE & EQUITY

How will a Sacramento Cohort Benefit?

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 is the Cohort 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.

- ❖ Susan McKee, County of Sacramento
- ❖ Francine Tournour, Office of Public Safety Accountability, City Manager’s Office
- ❖ Claudia Jasin, WayUp Sacramento
- ❖ Judy Robinson, County of Sacramento
- ❖ Christine Roybal, City Councilmember Eric Guerra’s Office
- ❖ Kim Williams, Sacramento BHC Hub
- ❖ Katie Valenzuela Garcia,
- ❖ Jodi Mulligan, Valley Vision
- ❖ Stacey Bell, SCUSD
- ❖ Pamela Harris, County Public Health Department
- ❖ Christine Tien, The California Endowment

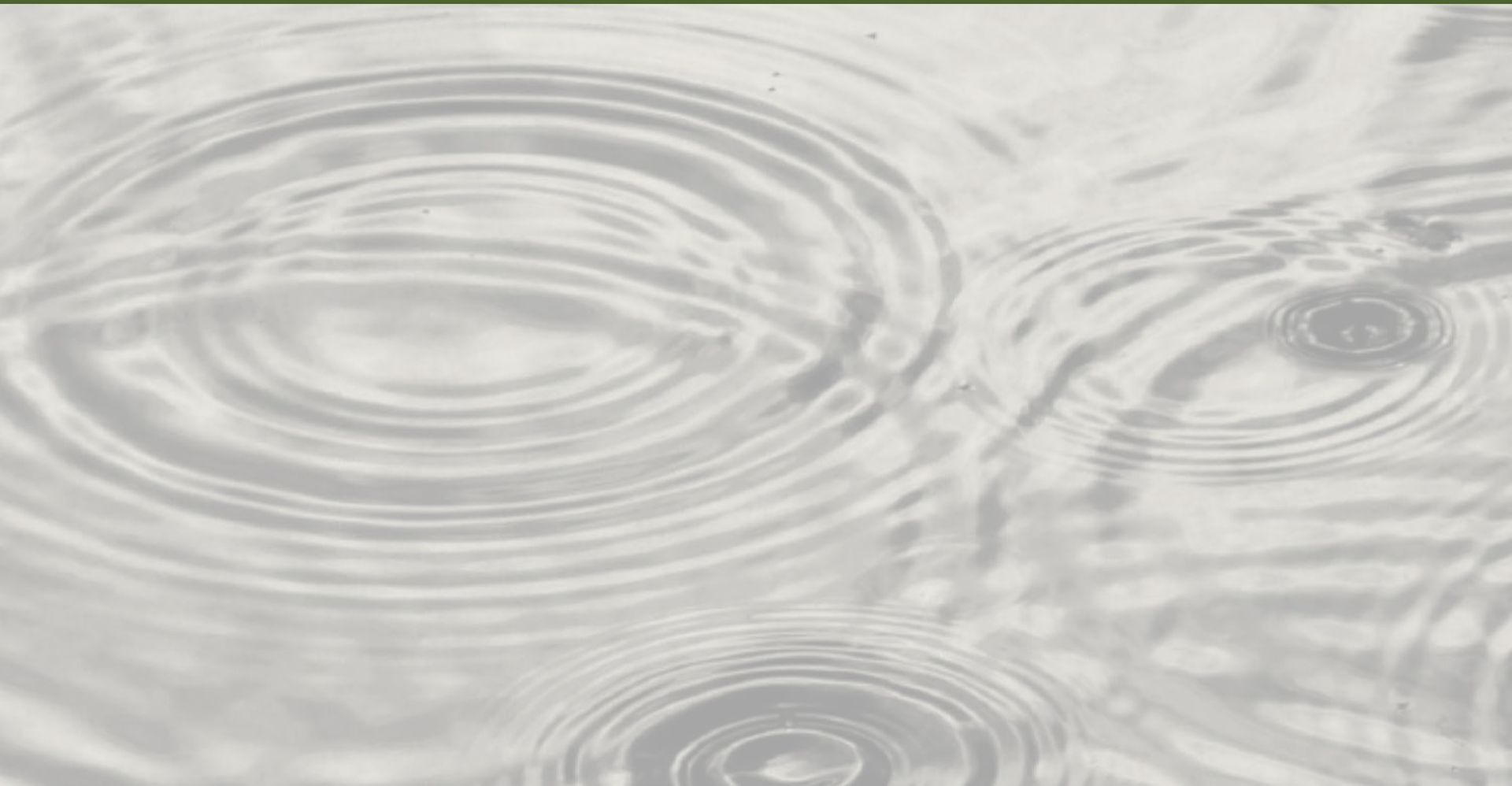
How is the Cohort Structured?

Key components of the cohort will include:

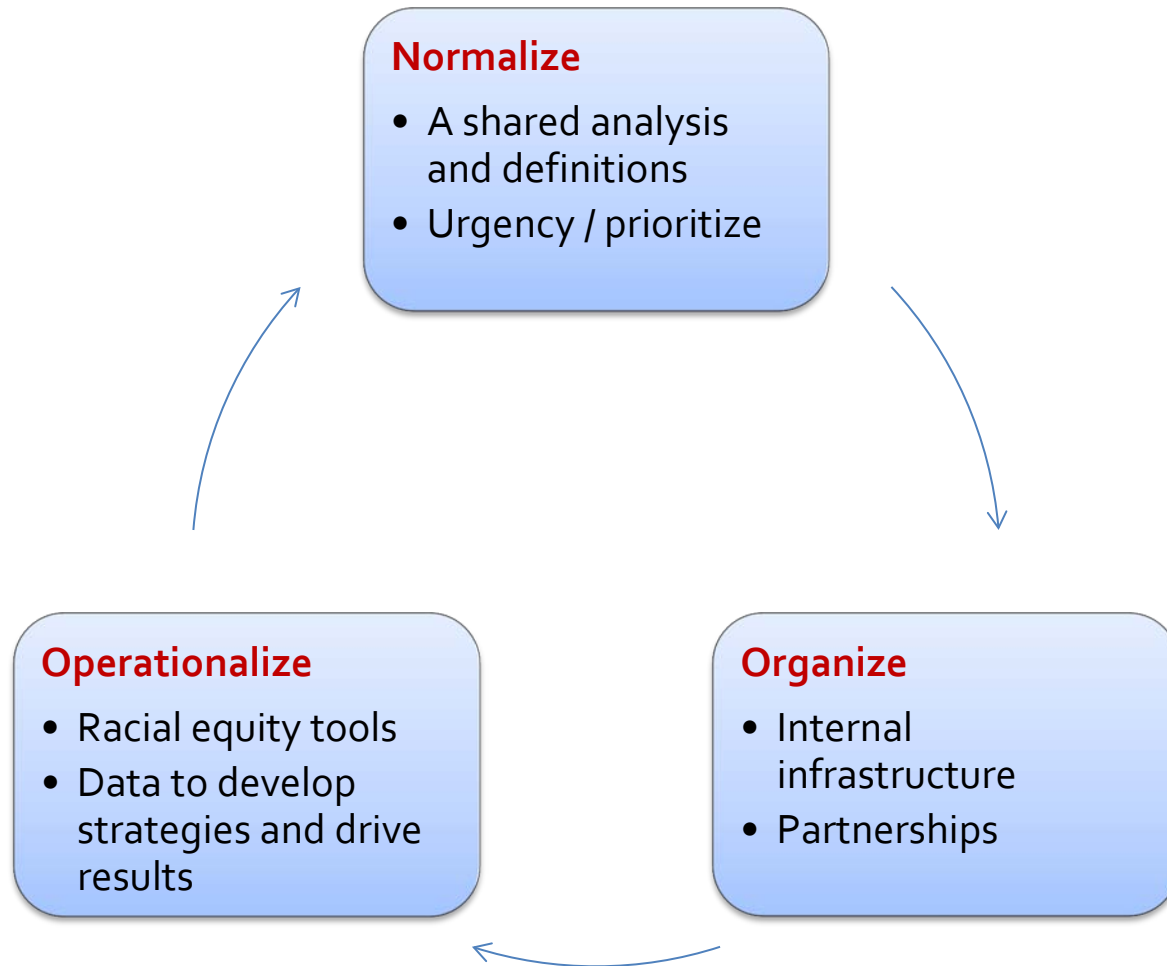
- A curriculum that builds on the existing and growing field of governmental practices to advance racial equity. Technical assistance and academic research from the [Haas Institute for a Fair and Inclusive Society](#) and members of [GARE's Technical Assistance Advisory Group](#) will be provided.
- 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.

Advancing Racial Equity and Transforming Government

A Resource Guide to Put Ideas into Action



National Best Practice



Building Infrastructure to Create Change

- Change happens when people recognize both why the change is needed and the potential of the proposed solution
- System change requires
 - Powerful advocates for change
 - Interaction – advocates with the apathetic
 - Environment that supports change

Building Infrastructure to Create Change

- Racial equity held in the depth and breadth of the organization
- Structured to advance racial equity
- Coordinated and interdepartmental
- Power is mapped

Building Infrastructure to Create Change

1. Mass Exposure
2. Personal Contact
3. Resistance
4. Expertise
5. Infrastructure
6. Leadership
7. Accomplishments

The Seven Levels of Change

GET THE WORD OUT

1. Mass exposure
 - E-newsletter
 - Workshops for all employees
2. Personal contact
 - Train the trainer
 - Maximize contact between racial equity advocates and others

The Seven Levels of Change

MOVE PEOPLE

3. Resistance
 - Listen carefully

4. Expertise
 - Internal advocates across functions and at varying levels of hierarchy



Building Infrastructure to Create Change

FOSTER A SUPPORTIVE ENVIRONMENT

5. Investing in infrastructure
 - Tools and processes

6. Recognizing the role of leaders
 - Make a clear case for change
 - Use change data for decision making
 - Set example and expectations

7. Rewarding and recognizing accomplishments



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Overcoming Resistance

Tipping Point

Need a critical mass to create organizational change

- Advocates
- Apathetics
- Skeptics
- Active Resisters

Government Leadership

- Normalize conversations about race
- Learn from those bearing the burdens of racial inequity
- Set new expectations for equity and back them with resources
- Align internal structures
- Operationalize solutions, take action
- Assess, refine, sharpen

Four Key Principles

- Consciousness with Action
- Focus on Change
- Actionable Plans
- Assess, Refine, Sharpen

Five Key Ingredients

- Alignment of Key Leaders
- Clear Goals
- Resourced Plan of Action
- Key Skills
- Solid Base

Six Steps to Success

- Know what you are hoping to change
- Identify potential allies
- Powermap decision points and decision makers
- Identify opportunities for education
- Measure change
- Pinpoint short-term wins

Making it Actionable



Large Group Discussion

1. Why is leadership important to advancing racial equity?
2. What are the challenges you will be confronted with?
3. How will you address these challenges?