DEBRIEF & DISCUSSION CHIEF EQUITY OFFICERS COMMITTEE

July 28, 2022

GARE Team

Julie Nelson, and Karen Shaban

The DMV Region Journey



2018 2019 2020 2022 2021 2023 CAO Introductory Implementation Introductory Elected Retreat Cohort Cohort Cohort Officials **District of Columbia** Maryland: **MWCOG team** Learning CAO Charles Maryland: **District of Columbia** Series initiated College Park **Charles** Maryland: **RE Task** Montgomery College Park Charles Force Gaithersburg Virginia: **College Park** Alexandria **Frederick** Montgomery **Prince Georges** Arlington Greenbelt Takoma Park Fairfax Montgomery Loudoun Virginia: Virginia: Alexandria Alexandria **COG** formalized Arlington Arlington Fairfax **Chief Equity** Fairfax Loudoun Officers Loudoun Committee **Price William** (CEOC)

Glance at Readiness

At Registration (August, 2021):

- Nine Teams self-identified at **Developing** Stage
- Three Teams self-identified at Implementing Stage
- Seven said equity is incorporated into their strategic plans
- Seven said they have adopted a racial equity policy or legislation
- Nine began this cohort with a Chief Equity Officer position in place
- Ten entered as GARE members

Participant Survey Results

Administered March-April, 2022 --

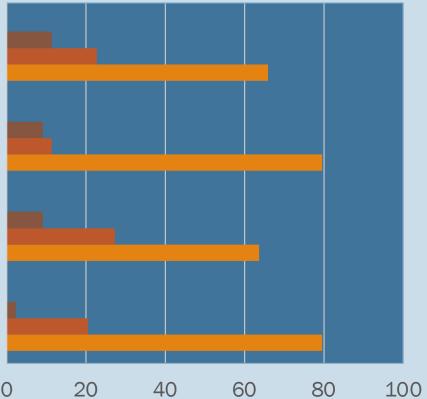
FEEDBACK ABOUT THEMSELVES

My confidence & ability to talk about race & racial equity in my organization

My skills & tools to address institutional racism in my work

My ability to identify examples of institutional racism

My understanding of concepts related to racial equity has



Decreased

Stayed about the same - didn't learn much

Stayed about the same - I came in knowing a lot

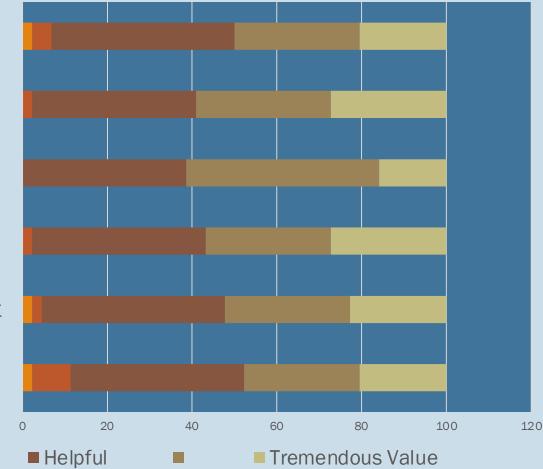
Improved

Participant Survey Results

Administered March-April, 2022 --

FEEDBACK ABOUT ASSIGNMENTS

Root Cause Analysis - Fishbone **RET** project ACT - organization - RET project ACT personal narrative Racial Equity Vision Statement **Historical Timeline** 0 Not Helpful



Symposium Reflections

- Teams invited to share one highlight followed by peer discussion
 - Local Historical Fact / Learning
 - RET Project
 - Racial Equity Action Plan



What's Next for the DMV Region?