



DEBRIEF & DISCUSSION

CHIEF EQUITY OFFICERS COMMITTEE

July 28, 2022

GARE Team

Julie Nelson, and Karen Shaban



The DMV Region Journey



2018

2019

2020

2021

2022

2023

CAO
Retreat

CAO
initiated
RE Task
Force

**Introductory
Cohort**

District of Columbia

Maryland:

Charles

College Park

Gaithersburg

Montgomery

Prince Georges

Takoma Park

Virginia:

Alexandria

Arlington

Fairfax

Loudoun

**Implementation
Cohort**

Maryland:

Charles

College Park

Montgomery

Virginia:

Alexandria

Arlington

Fairfax

Loudoun

**COG formalized
Chief Equity
Officers
Committee
(CEOC)**

**Introductory
Cohort**

MWCOG team

District of Columbia

Maryland:

Charles

College Park

Frederick

Greenbelt

Montgomery

Virginia:

Alexandria

Arlington

Fairfax

Loudoun

Price William

**Elected
Officials
Learning
Series**

Glance at Readiness

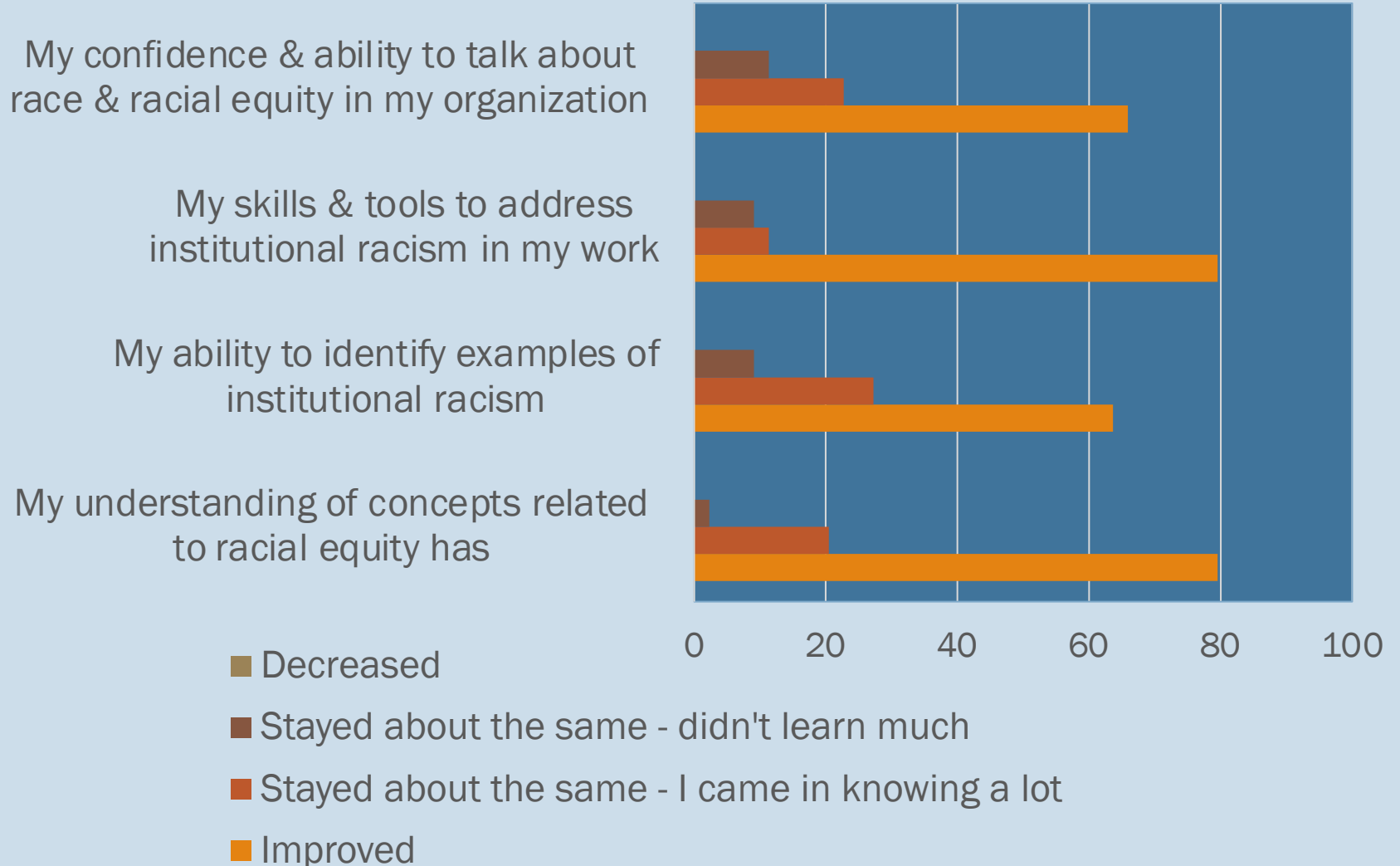
At Registration (August, 2021):

- 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 --

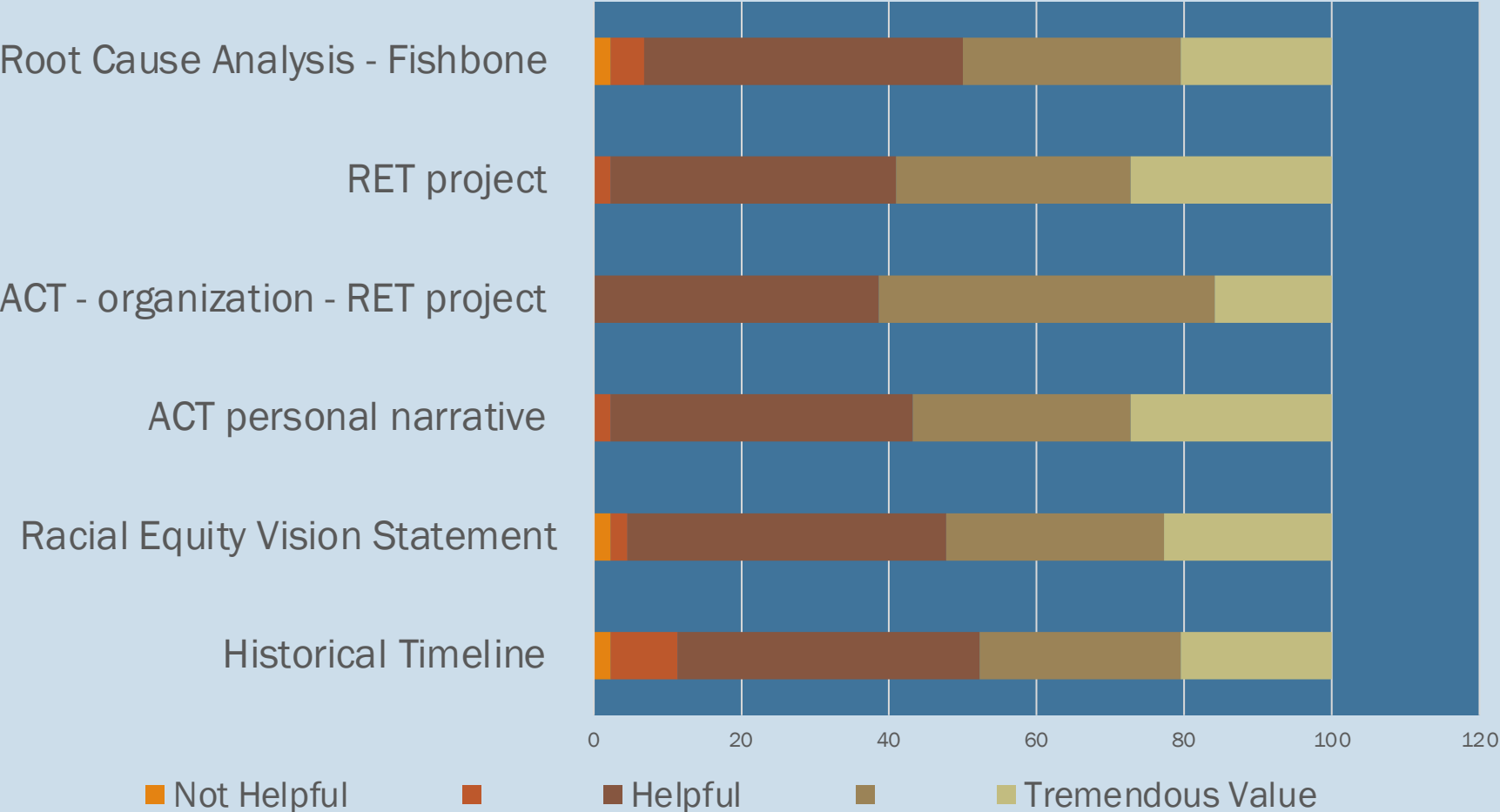
FEEDBACK ABOUT THEMSELVES



Participant Survey Results

Administered March-April, 2022 --

FEEDBACK ABOUT ASSIGNMENTS



Symposium Reflections

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

- Debrief & Discussion

What's Next for the DMV Region?