

2021-2022 DC-MD-VA GARE Intro II Cohort Timeline/Schedule (**DRAFT**)

Introductory DMV learning community for local and regional government

- General Team Registration for Jurisdictions: **dates to be determined**
- Informational Webinar-General Overview and Q&A: **dates to be determined**
- Informational Webinar-Invoicing and Q&A: **dates to be determined**
- Suggested Pay by Date: **dates to be determined** (Race Forward must receive payment in order for jurisdiction to receive coupon code and Eventbrite link to register individual participants)
- Individual Participant Registration: **dates to be determined**

****All dates and locations below are subject to change based on number of registered participants. Race Forward will notify team leads via email provided, in advance, if changes occur. Team leads will be responsible for relaying changes to the rest of the team.**

DATE	TYPE OF MEETING	ACTIVITY
SEPTEMBER 23 & 24, 2021 Date(s) to be determined Day 1: 9:00 am – 4:00 pm ET Day 2: 9:00 am – 4:00 pm ET	Virtual Cohort Learning (2 full days w/ 1hr mid-day break)	ADVANCING RACIAL EQUITY: THE ROLE OF GOVERNMENT Workshop includes: <ul style="list-style-type: none"> • Gain understanding of the role of government in relation to racial equity • Develop a shared racial equity analysis, including definitions of terminology (racial equity / inequity, implicit / explicit bias, individual / institutional / structural racism) • Learn skills to effectively communicate about race • Draft the vision of the future state of well-being for your locality • Begin the development of your jurisdiction’s racial equity timeline • Introduction to Organizational Assessment
September 30, 2021 10am – 11:30am	Virtual Team Leads Meeting (60-90 min)	Debrief of workshop, prep for future workshops
October 7, 2021 10am – 11am	Virtual Technical/Implementation Support (up to 2h/mo)	GARE staff meets virtually with Core Teams to provide technical assistance and support for completion of assignments, internal and external communication, strategizing and problem-solving to support institutional culture change
OCTOBER 21, 2021 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	COMMUNICATING FOR RACIAL EQUITY Workshop includes: <ul style="list-style-type: none"> • Learn the Affirm-Counter-Transform model for communication

		<ul style="list-style-type: none"> • Develop strategies and actions to more effectively center and engage community • Inside/outside government communications • Interpersonal communication and communicating with the media and broader outside audiences
October 28, 2021 10am – 11:30am ET	Team Leads Meeting (60-90 min)	Debrief of workshop, prep for future workshops
November 4, 2021 10am – 11am ET	Technical/Implementation Support (up to 2h/mo)	GARE staff meet to provide technical assistance and support for completion of assignments, internal and external communication, strategizing and problem-solving to support institutional culture change
NOVEMBER 2021		NO SESSION
DECEMBER 2, 2021 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day: 6hrs w/ 1hr mid-day break)	GETTING TO RESULTS: BUILDING ACCOUNTABILITY MECHANISMS Full day workshop to include: Results-Based Accountability: “Racial Equity: Getting to Results”
December 9, 2021 10am-11:30am	Team Leads Meeting (60-90 min)	Debrief of workshop, prep for future workshops, planning for racial equity employee survey
December 16, 2021 10am-11am	Technical/Implementation Support (up to 2h/mo)	GARE staff to provide technical assistance and support for communicating about race, designing and launching a supportive strategy for normalizing.
JANUARY 20, 2022 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	RACE EQUITY TOOLS 1-3 Workshop to include: <ul style="list-style-type: none"> • Using a Racial Equity Tool (Parts 1-3) • Examples of Racial Equity Tool application
JANUARY 27, 2022 9:00 am – 4:00 pm ET	Team Leads Meeting (60-90 min)	Topic: Identifying data, interpreting survey results, supporting the identification and development of RET pilot projects
FEBRUARY 3, 2022 10am-11am	Technical/Implementation Support (up to 2h/mo)	GARE staff meet to provide technical assistance and support for identifying and launching racial equity tool pilot projects in various lines of business.

FEBRUARY 17, 2022 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	RACE EQUITY TOOLS 4-6 Workshop includes: <ul style="list-style-type: none"> • Racial Equity Tool (Parts 5 & 6) • How racial equity tools are used to reshape how government does business • Topics may include - Workforce equity (hiring and career advancement), Contracting and Procurement equity, Complaint-based system alternatives, Fines and Fees
FEBRUARY 24, 2022 10AM – 11:30AM ET	Team Leads Meeting (60-90 min)	Topic: Getting ready for inclusive outreach and public engagement
MARCH 3, 2022 9am – 4pm (??2 days)	Technical/Implementation Support (30min/team x13)	GARE staff to provide technical assistance and support /coaching for each team around the use of the RET and support for develop your pilot project Narrative Statements.
MARCH 24, 2022 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	INCLUSLIVE OUTREACH & PUBLIC ENGEAGMENT <ul style="list-style-type: none"> • Deepen understanding of issues and practices related to inclusive engagement and public participation in government • Explore continuum of community engagement models and how power and trust matter • Discuss effective strategies for inclusive engagement
MARCH 31, 2022 10am -11:30am ET	Team Leads Meeting (60-90 min)	Topic: Preparing for Racial Equity Action Plans. Preparation and readiness for entering the Racial Equity Action Plan Implementation phase.
APRIL 7, 2022 10am – 11am ET	Technical/Implementation Support (up to 2h/mo)	GARE staff to provide technical assistance and support for beginning the racial equity action planning process and problem-solving to support institutional culture change.
APRIL 21, 2022 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	RACIAL EQUITY ACTION PLANS Workshop includes: <ul style="list-style-type: none"> • Developing Racial Equity Action Plans
APRIL 28, 2022 10am – 11:30am ET	Team Leads Meeting (60-90 min)	Topic: Preparing for the leading for racial equity session
MAY 5, 2022 9am – 5pm	Technical/Implementation Support (up to 1h/ per team) – 13 meetings	GARE staff to provide technical assistance and support for beginning the racial equity action planning process and problem-solving to support institutional culture change.

MAY 2022		No formal sessions/training. We encourage you to attend the GARE 2022 Annual Members Meeting.
JUNE 23, 2022 9:00 am – 4:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	LEADING FOR RACIAL EQUITY <ul style="list-style-type: none"> • Explore leadership styles, skills and structures that best support racial equity • Discuss organization change strategies centered on racial equity • Consider ongoing work
JUNE 30, 2022 10am – 11:30am	Team Leads Meeting (60-90 min)	Topic: Choosing staff appropriate to attend the training of trainers
JULY 7, 2022 10am – 11am ET	Technical/Implementation Support (up to 2h/mo)	GARE staff to provide technical assistance and support for beginning the racial equity action planning process and problem-solving to support institutional culture change.
JULY 21, 2022 9:00 am – 5:00 pm ET	Virtual Cohort Learning (1 full day w/ 1hr mid-day break)	TRAINING OF TRAINERS Learn the “Advancing Racial Equity: The Role of Government” curriculum (4-hour version) so that your team can deliver it as part of your normalizing work with staff.
JULY 28, 2022 10am – 11:30am ET	Team Leads Meeting (60-90 min)	Final Team Leads Meeting before Symposium
AUGUST 4, 2022 10am – 11am ET	Technical/Implementation Support (UP TO 2hr/mo)	Final TA FOR teams before symposium, not related to the Training of Trainers. <ul style="list-style-type: none"> • Exploring your Implementation Challenges & Strategies • Review progress on your action plans • Gather feedback on infrastructure of the implementation journey
AUGUST 25, 2022 Day 1: 9:00 am – 5:30 pm ET	Cohort Learning (13 teams (30m per team); 1 day)	SYMPOSIUM & CELEBRATION ??Consider Glen as keynote?? Leading Racial Equity <ul style="list-style-type: none"> • Debut of Racial Equity Action Plans from each jurisdiction • Panel Discussions on best practices and lessons learned • Opportunity to invite elected and executive level leadership (limited space)
AUGUST 26, 2022	Wrap-up Session (approx. 2hrs)	POST SYMPOSIUM DISCUSSION GARE and DMV CEOs/MW COG CEOs meet to debrief, reflection, and retooling plan for future cohorts.

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Workshop descriptions

- **Introduction to Advancing Racial Equity: The Role of Government** – The **initial two day workshop** provides an introduction to the role, responsibilities and opportunities for government to advance racial equity. We focus on normalizing racial equity as a core value with clear definitions of key terminology, operationalizing racial equity via new policies and institutional practice, and organizing, both internally and in partnership with other institutions and the community. Participants gain awareness of the history of race and of implicit and explicit bias and individual, institutional, and structural racism and how it impacts the workplace; gain skill at identifying and addressing institutional and structural racism; and increase capacity to advance racial equity. We introduce a racial equity tool that can be used in decisions relating to policies, practices, programs and budget and share effective communications strategies. This workshop includes facilitated discussion, exercises and video.
- **Communicating for Racial Equity** – Communicating about race can sometimes be a challenge, but preparation and strategy make a big difference. This workshop will provide tools for both interpersonal communication and communicating with the media and broader outside audiences about race and equity.
- **Getting to Results: Results –Based Accountability: Getting to Racial Equity Results** – Racial equity is more than just a value. For our work to have credibility, we must be focused on achieving real results in the community. We must be able to not only identify and measure current disproportionalities, we must also be able to set goals for making a difference and measure our progress in achieving results. This workshop introduces participants to the Results-Based Accountability™ framework which is applied to both cross-community quality of life improvements and the management of programs and service systems.
- **Using a Racial Equity Toolkit** – This workshop will focus on this workshop will provide instruction and practice on how to use a racial equity toolkit within policy, program and budget decision-making processes. Participants will gain skills by using the tool with their own lines of business that they would like to assess from a racial equity perspective. Team will receive assignments to be completed between the first and second session.
- **Inclusive Outreach and Public Engagement** – This workshop uses discussion and hands-on activities on how to implement inclusive outreach and public engagement policies, apply an equity framework to outreach materials and strategies, and deepen understanding of culturally inclusive dynamics.
- **Racial Equity Action Plans** – A formal Racial Equity Action Plan will move good ideas into action and will focus on infrastructure for implementation and sustainability. The Racial

Equity Action Plan will align community quality of life improvements and the strategies and tactics within city and county government that can help develop policies, practices and procedures that advance racial equity. The plan will provide the structure for setting goals and tracking progress towards making a difference in results.

PRICING

\$2,000/PER Person Virtual with In-Person Symposium

\$2,500/PER Person Virtual through December, In-Person starting January through Symposium
(MW COG secures training site, catering, AV equipment...)