

Advancing Racial Equity: putting theory into action

2019 learning year cohort for local and regional government in Metro Washington DC

The [Government Alliance on Race and Equity](#) (GARE), in partnership with the Metropolitan Washington Council of Governments (COG), is pleased to announce the inaugural Metro DC learning year cohort of governmental jurisdictions that will be systemically advancing racial equity in 2019. This cohort will be for jurisdictions beginning to work on racial equity and building the foundation to build operational capacity and achieve community-level outcomes. Teams from government jurisdictions in the Metro Washington area will make a one-year commitment to the learning year process, as described below. [Registration will be open](#) from April 1, 2019 – June 1, 2019.

What is the Government Alliance on Race and Equity?

GARE is a national network of governments working to achieve racial equity and advance opportunities for all. GARE uses a three-prong approach:

- 1) Supporting jurisdictions that are at the forefront of work to advance racial equity.
- 2) Building pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- 3) Expanding and strengthening local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

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.

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. 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 implement proven practices and replicate success, changing the norm of what is expected and possible from government.

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, the new cohorts will participate in a structured curriculum that focuses on strategies that normalize conversations about race, operationalize new policies and cultures, and organize to achieve racial equity.

The goal is to build the capacity of jurisdictions to move to implementation of their Racial Equity Action Plans. In other regions, jurisdictions have elected to continue working cooperatively by taking part on an implementation cohort. GARE will work with participating agencies during the Learning Year to determine the interest in replicating that process with the COG.

What will a jurisdiction get out of participating in a 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,
- Support for identifying and launching pilot projects that demonstrate where to start achieving racial equity outcomes in your jurisdiction
- 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

Use of these tools and resources will vary depending on the opportunities individual jurisdictions identify. Technical assistance is provided by GARE to ensure responsiveness to the local conditions. Individual cohort teams may request additional training (additional fees apply) during the learning year to supplement their jurisdiction’s specific needs. **Technical assistance** is provided by GARE to ensure responsiveness to the local conditions of each jurisdiction.

How will the cohort be structured?

The structure will consist of monthly sessions, with a rotation between 1) skill building and strategy development, 2) deeper dive sub-cohort topic sessions, 3) an “Advancing Racial Equity” speaker series that connects community members to the process, 4) individual jurisdiction strategic thinking time 5) peer-to-peer networking and problem solving, and 6) cross-jurisdiction analysis of key regional issues. This 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 from GARE.
- 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.
- Opportunities for COG members to investigate specific issue areas through deeper dives in cross-jurisdiction teams that reinforce areas of particular interest in the DC Metro area.

What is expected from participating jurisdictions?

Participating jurisdictions will:

- Identify team co-leads (2) and a group of no less than 6 employees. Teams should include leadership and staff committed to advancing racial equity and transforming government.
- Complete an enrollment form that designates their team’s co-leads (2), team members, and provides information on jurisdiction-specific opportunities and challenges.
- Commit to attending each session and completing assignments between sessions. Location of events will rotate between sites to maximize in-person participation.
- Work with GARE to promote the “Advancing Racial Equity” speaker series to elected officials, government staff and community partners.
- Contribute towards the learning year costs (details below).

What is the commitment of jurisdictional teams?

To participate in the cohort, jurisdictions will:

- Commit to send a team of people to the entire series. This represents a commitment of 88 hours

per person at cohort events, plus completion of action steps between sessions.

- Work with GARE and COG to promote the Advancing Racial Equity speaker series to elected officials, government staff and community partners.
- Training cost (see below). All events will be in the Washington Metro region.

What are the participation fees?

GARE does fundraising from nongovernment sources to reduce program costs to participating jurisdictions and minimize barriers to entry. Our fee structure is based on the numbers of members on a team. Jurisdictions that are GARE Core members receive a discount on cohort participation fees. For more information on GARE membership, please review <http://www.racialequityalliance.org/members/join/> or talk with Jaqueline Tucker (see contact information below.) GARE members make a commitment to using racial equity tools to create change internally and at the community level.

Learning Year Participation	1-5 PARTICIPANTS	6-10 PARTICIPANTS	11-14 PARTICIPANTS	15-17 PARTICIPANTS
Introductory Cohort (GARE Members)	\$6,000	\$10,000	\$15,000	\$17,500
Introductory Cohort (Nonmembers)	\$9,000	\$13,000	\$20,000	\$25,000

*Fees include training, materials, meeting logistics / meals and technical assistance.

What is the curriculum?

The curriculum and dates are outlined below. The curriculum will be subject to adjustment as the year moves forward to allow responsiveness to the specific needs of teams.

2019 GARE Metro Washington Learning Year Schedule (Tentative)

Month	Session
September 2019 (two days)	<p>Introductory Cohort Launch (two days)</p> <ul style="list-style-type: none"> • Gain understanding of the role of government in relation to racial equity • Examine the regional landscape through a data review with an equity lens • Gain understanding of the local historical context and its relationship to current condition • Develop a shared racial equity analysis, including definitions of terminology (racial equity / inequity, implicit / explicit bias, individual / institutional / structural racism) • Develop skills at analyzing policies and practices from a racial equity perspective and communicating about race • Begin to strategize with others about how government can advance racial equity
October 2019 (full day)	<p>Introductory Cohort – Using a Racial Equity Tool</p> <ul style="list-style-type: none"> • Gain a more in-depth understanding of structural racism • Report on homework, problem solving and strategizing

Month	Session
	<ul style="list-style-type: none"> • Opportunity to orient your Introductory team to the use of Racial Equity Tool • Identify pilot project opportunities • Peer-Exchange on steps for moving the plan forward • Further develop skills at analyzing policies and practices from a racial equity perspective
November 2019 (half day)	<p>Deeper Dive Learning Subgroups (topics to be selected from list)</p> <ul style="list-style-type: none"> • Report on homework, networking, problem solving and strategizing • Lunchtime speaker series (expanded invitation) • Subject/Topic experts – initial session provides overview and framework to bringing an equity lens into topic specific work
December 2019 (full day)	<p>Introductory Cohort - Building Accountability Mechanisms for Racial Equity</p> <p>Gain understanding of collective impact and Results Based Accountability, with a focus on cross-jurisdictional strategies</p> <p>Increase understanding of organizational change theory</p> <p>Breakout options –</p> <ul style="list-style-type: none"> • Others to be determined based on the needs and interests of teams <p>And/Or</p> <p>Equity and Results led by Erika Bernabei</p> <ul style="list-style-type: none"> • Applying a racial equity lens with a results-based framework to transform organizational culture and actions to deliver racially equitable results
January 2020 (half day)	<p>Introductory Cohort - Deeper Dive Learning Subgroups continued</p> <ul style="list-style-type: none"> • Report on homework, problem solving and strategizing • Continue to build a more in-depth understanding of structural racism and root causes in the context of intersections of functional learning areas • Identify jurisdiction specific potential action learning project/initiative • Lunchtime speaker series (expanded invitation) • Subgroup learning cohort to brainstorm regional implications and opportunities
February 2020 (full day)	<p>Developing Racial Equity Action Plans</p> <ul style="list-style-type: none"> • Developing a Racial Equity Action Plan means putting ideas and understanding into action. • Building organizational infrastructure across the breadth (all functions) and depth (up and down hierarchy), using a Racial Equity Tool, and developing and implementing strategies, including both within and across departments.
March 2020 (full day)	<p>Introductory Cohort – Communicating on Race/ Organizing for Racial Equity</p> <ul style="list-style-type: none"> • Develop strategies and actions to build institutional infrastructure to advance racial equity • Develop strategies and actions to more effectively center and engage community • Develop strategies for overcoming barriers to change • Develop facilitator skills to lead workshops about race

Month	Session
	<ul style="list-style-type: none"> • Develop leadership skills to advance racial equity • Finalize your 2019 Racial Equity Action Plan, including implementation of strategies for the long haul
April 2020 (full day)	<p>Introductory Cohort and Jurisdictional Staff – Train the Trainer</p> <ul style="list-style-type: none"> • Learn racial equity facilitation and training skills that will support transformational change within institutions. • This workshop includes an introductory 4-hour curriculum that you can use in your own organization, as well as specific exercises, and strategies for dealing with challenging situations. • Participants will develop skills to take difficult conversations about race, and equity to a deeper level and develop strategies for working through challenging situations.
May 2020 (half- day)	<p>Introductory Cohort – Deeper Dive Learning Subgroups continued</p> <ul style="list-style-type: none"> • Lunchtime speaker series (expanded invitation) • Report on homework, problem solving and strategizing • Continue to build a more in-depth understanding of structural racism and root causes in the context of intersections of functional learning areas • Subgroup learning cohort continues discussion on regional implications and opportunities
June 2020 (full day)	<p>Introductory Cohort – Move to Action</p> <ul style="list-style-type: none"> • Support jurisdiction specific strategizing about learnings and actions in their respective jurisdiction • Explore regional opportunities for collective action that would advance racial equity <p>Advancing Racial Equity Speaker Series: Theme: Commencement Recognition and celebration of the 2019 Cohort</p> <ul style="list-style-type: none"> • Presentation of cohort success and REAP initiatives • Culminating speaker (expanded invitation)

What is the role of GARE?

- Manage and implement the overall project, including provision of training, sharing of curriculum, tools and resources, arrangement of speaker series, communications and outreach, etc.
- Provide the following for all jurisdictions participating in the cohort:
 - Best, promising and next practices. Practices will include racial equity tools, racial equity training curriculum, model policies, and surveys.
 - Cross-cohort learning opportunities, including peer-to-peer exchanges, as well as technical assistance from academic and advocacy experts.
 - Technical assistance on cross-jurisdictional priority areas.

What is the role of the Washington Metro Council of Governments?

- Assist with recruitment for the series
- Disseminate information to COG membership and provide publicity for special events
- Assist with meeting logistics
- Feature the work of participating jurisdictions in COG publications and training sessions

- Work with GARE to obtain foundation funding

Questions? Please contact:

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