

Government Alliance on Race & Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Core network – 155 members and growing!
- ✓ A half-dozen state agencies
- ✓ Expanded network - 32 states / 150+ cities
- ✓ Provide tools to put theory into action



How is GARE working with government?

We are a membership network of jurisdictions working to achieve racial equity – Our network shares effective practices, tools, and resources to build a national movement for racial equity.

We offer pathways for new jurisdictions to begin racial equity work

- An exciting field of practice has developed over the past decade for jurisdictions to utilize: GARE tools and resources positions new jurisdictions for success and support longer-term members deepen and sustain their racial equity work.

We support and build local and regional collaborations that are broadly inclusive and focused on achieving racial equity

- To eliminate racial inequities, it is necessary to develop a collective approach firmly grounded in community. Government can play a key role in collaborations for achieving racial equity, centering community, and leveraging institutional partnerships at the local and regional level.

Who are GARE Members?

GARE Members have made commitments to advancing racial equity across the breadth (all functions) and depth (from frontline staff to appointed and elected leadership) of their jurisdiction.

Core Members are entire jurisdictions who have made this commitment (cross-departmental, all levels).

Associate Members are individual offices or departments who have made this commitment.

This commitment can be demonstrated by development and implementation of a **Racial Equity Work Plan**, integration of racial equity into strategic or operational plans, use of a **Racial Equity Tool** in routine decision-making, and/or **adoption of legislation** that describes the jurisdiction's commitment.

Why Government?

GARE's work is underpinned by the knowledge that we will not be able to advance racial equity without the transformation of government into an effective and inclusive democracy. For government to advance racial equity, we must recognize the historical legacy of government having created and maintained racial inequity, explicitly from the foundation of our country, and implicitly for the last half a century. Therefore, GARE strategically builds the capacity of local government to eliminate institutional and structural racism.

What does it mean for government to “lead with race”?

- Inclusion = access to decision-making, information, & opportunities
- Diversity = representation
- Equity is about *outcomes*
 - *We ask a different set of questions*
 - *We take a holistic approach to strategy*
 - *We look at root causes*

Race focused, but not exclusive
always bring an “intersectional” analysis

Getting started: Self-Assessment Resources with a racial equity lens

- Overview: Racial Equity Impact Assessments
(<https://www.aecf.org/m/resourcedoc/RF-RacialEquityImpactAssessment-2009.pdf>)
- Race Forward: The Workforce Development Racial Equity Readiness Assessment
(<https://www.raceforward.org/practice/tools/workforce-development-racial-equity-readiness-assessment>)
- Coalition of Communities of Color Organizational Self Assessment for Racial Equity (<https://racc.org/wp-content/uploads/buildingblocks/foundation/CCC%20-%20Tool%20for%20Organizational%20Self-Assessment%20Related%20to%20Racial%20Equity.pdf>)
- Western States Center Organizational Assessment
(<http://www.racialequitytools.org/resourcefiles/westernstates3.pdf>)

Member Benefits & Resources



LOCAL AND REGIONAL GOVERNMENT
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SOCIAL INCLUSION**

Membership Benefits

- Peer exchange and mentorship
 - *Learn from other members, strengthen racial equity practices*
- Technical Assistance from experts in the field and cross-sector collaboration with national partners and networks
 - *Adapt tools and resources to reflect your daily work and responsibilities*
- Visibility and recognition of your racial equity work on GARE blog and newsletter
 - *Members should contribute 2-3 blog posts annually*
- Administration of an Employee Equity Assessment (Core Members)
- Innovation & Implementation Fund (Core Members)
- Discount on GARE trainings (Core Members)

Resources

- 12 Subject Area Working Groups
 - *Sign up for discussion forums and monthly calls with groups such as Public Health, Libraries, Criminal Justice, Arts & Culture, Equitable Development, Human Resources, and more.*
- Skill-building webinars and one-on-ones
- Member Portal & Resource Library
- Access to tools including:
 - *Racial Equity Toolkit*
 - *Racial Equity Action Plans*
 - *Contracting & Procurement*
 - *Workforce Equity*
 - *Communicating About Race*
 - *Equity Core Teams & Offices*

Fast Facts: Staying Connected



**GARE Steering
Committee
Meeting**
Monthly
(governance and
leadership)



**GARE Monthly
Membership Calls**

4th Monday of
every month



**Regional
Quarterly Calls**



**Annual
Membership
Meeting**
Annually in April

How should I get involved?

- Create your portal profile, review new member resources, join subject area groups etc.
- Add our Monthly Membership calls to your calendar
- Review the GARE “Using a Racial Equity Toolkit”
- Review the GARE “Building Racial Equity Core Teams Toolkit”
- Access the REH self-guided “Advancing Racial Equity 101” training and Racial Equity Tool Template

<https://racialequityhere.org/resources/>

GARE MEMBER PORTAL

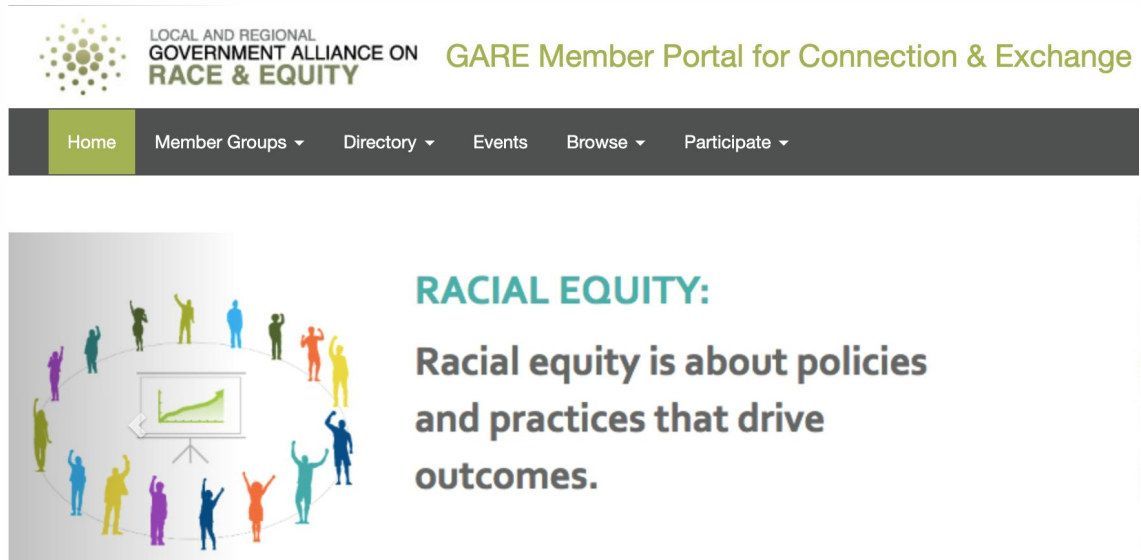


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GARE Member Portal

The GARE Member Portal is a members-only website with discussion forums, document libraries, and the central scheduling and exchange hub. Core Teams, Steering Committees, Leadership Team, and GARE training participants are eligible to receive profiles.



garemembers.racialequityalliance.org/home

GARE Member Portal

Click the 'Sign in' Button

[Contact Us](#) | [Terms and Conditions](#) | [Sign In](#)



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GARE Member Portal for Connection & Exchange

Click the 'Can't access your account' link

Members - Login here

Email

Password

[Can't access your account?](#)

☐ Stay signed in

Login




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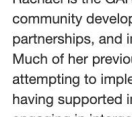

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rwyant@raceforward.org



Actions ▾

Rachael Wyant

GARE Network Manager, Race Forward

My Profile

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Privacy Settings

Email Preferences

RSS Feeds

Group Notifications

Discussion Signature

Bio

Rachael is the GARE Network Manager, joining GARE in January 2014. She has spent the last five years in community development. Rachael has spent the last five years in community development, partnerships, and implementing grants on gender equity, women's rights, and social justice. Much of her previous work involved collaboration with United Cities & Counties of America attempting to implement CEDAW and other international human rights conventions at the local level. She comes to the GARE Network having supported international women's rights coalitions as well as a national network of urban planning activists and practitioners engaging in intergovernmental negotiations at the UN. Rachael has an M.A. in International Development where she focused on immigration policy, as well as the impacts of macro-economic policy and financial crisis on communities of color.

Education

Share where and when you received your education

Add

Job History

Provide an overview of employment experience

Add

Contact Details

Race Forward
rwyant@raceforward.org

Social Links

Link to other social media accounts

Add ▾

Preferred Pronoun

General Member Group

Settings Moderation Alert

Community Home

Discussion 78

Library 96

Events 3

Members 2K

Latest Discussion Posts

Add



Agenda for the May 20th Monthly Membership Call

By: [Rachael Wyant](#), 18 hours ago

Mark your calendars for the upcoming Monthly Membership call on May 20th at 3PM EST. Download the calendar invitation available in the Events Section or copy the zoom information directly from below. EMERGING ISSUE Blueprint for Belonging Curriculum

...



RE: Community Engagement Framework

By: [Aimee Kane](#), 23 hours ago

Hi Phin, The City of Boulder has an engagement framework based off of recommendations from a Public Participation Working Group made up of members of the community as well as International Association of Public Participation Principles. I uploaded it ...

Member Polls

Add poll

Announcements

Add

Where can I find presentations from the Annual Membership Meeting?

By: [Rachael Wyant](#), 9 days ago

Looking for powerpoints and resources from the Annual Membership Meeting the General Member Group Library and find the folder "2019 Membership Meeting Presentations." We encourage you to upload your presentations if you led a session in Albuquerque.

- Member Directory
- Jurisdiction Directory

General Member Groups

Community Home Discussion 78 Library 96 Events 3 **Members 2K**

96 Entries



Create New Library Entry

Folders

New New Child Delete |

- All Members
 - GARE Toolkits
 - Monthly Meeting Agendas
 - Sample Job Descriptions
 - Racial Equity Action Plans
 - Employee Equity Assessments
 - Budgeting
 - Ordinances & Legislation Examples
 - Community Engagement
 - Member Practices & Reports
 - Contracting & Procurement
 - Recruitment & Hiring
 - Member Case Studies
 - 2019 Annual Member Meeting Resources

Folder Contents

New View Delete

- ★ GARE 101 Slides
- ★ GARE Blog Guidelines
- ★ GARE Theory of Change-Normalize, Organize, Operationalize
- ★ Overview: Racial Equity Action Planning
- ★ Overview: Racial Equity Toolkit
- ★ Presentations from the Annual Membership Meeting
- ★ Racial Equity Reading List
- ★ RE: Community Engagement Framework
- ★ Sample Press Release--Joining GARE
- ★ Subject Area Working Groups
- ★ Welcome to the GARE Member Portal!