

**From:** [Eric Levitt](#)  
**To:** [CityCouncil-List](#)  
**Cc:** [Gerry Beaudin](#); [Yibin Shen](#); [Lara Weisiger](#)  
**Subject:** Question on GARE  
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Mayor Ezzy Ashcraft & City Council:

I received some questions on GARE and had Gerry respond. I am copying you so you are aware of the background on the recommendation of using GARE.

Eric Levitt  
City Manager

- GARE is one of the few organizations that address race and equity through the lens of government and government's role with these topics;
- Other cities around us have seen (or are seeing) positive results with GARE (Hayward is using GARE now and their leadership team are noticing a difference in staff's approach to delivering policy recommendations and programming);
- GARE ties Alameda into a national network of local governments who are prioritizing race and equity, which allows us to learn from others and hopefully leverage that knowledge; and
- Annual membership to GARE will allow Alameda to continue to tap into training and other "maintenance programming" once we have completed our consultant-led training program and policy review/update.

We looked at other entities, such as Moxie Consultancy (we have a proposal from them to help us with a department specific (not city-wide) Diversity, Equity and Inclusion scope of work), and other similar local consultants. Many are booked and/or can't offer the same continuity beyond the initial work that GARE offers. Neighboring cities are looking for consultants from out of state to facilitate this discussion – GARE has an office in Oakland.

In terms of "selecting" GARE, other than an annual membership, we have not entered into any formal agreements at this time.

GARE has a positive reputation in the organizations where they are working, and GARE does offer a full range of tools and resources: evaluation/review of existing conditions (including survey work), government staff training, policy and program updates, and implementation support. This full scope of services are not readily available from other providers. However, if Council would like staff to solicit proposals or pursue a different approach, there is still time to do that.

GARE has a tight connection with UC Berkeley. Check out this link to see how GARE came to be: <https://www.racialequityalliance.org/about/who-we-are/>

With whomever we partner with/hire, we will be identifying baseline data and metrics to track our progress.