Moving Toward Racial Equity

Informational Session for Executive Staff
January 30, 2019

Government Alliance on Race & Equity (GARE)

- Joint project of Haas Institute for a Fair & Inclusive Society and Race Forward

- A national network of government agencies

- Focused on achieving racial equity

- GARE defines racial equity to mean that "we eliminate racial disproportionalities so that race can no longer be used to predict success, and we increase the success of all communities."

Purpose of Presentation

We're here today to provide an overview of team activities and hear from GARE Co-Director Dwayne Marsh and Staff Leslie Zeitler.

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

City of Richmond 2018-19 GARE Team

- Trina Jackson – City Council (Team Lead)
- LaShonda White – City Manager's Office
- Johann Frazier – Community Services
- Ana Crespin – Water Resource Recovery
- John Hill – Information Technology
- Eva Mann – Dept. of Infrastructure, Maintenance and Operations
- Chinwe Okoli - Finance Department
- Samantha Carr – City Manager's Office
- Patrick McKenzie - Finance
- Donna Newton – Human Resources

2017-18

2016-17

GARE Across the Nation

Richmond is one of the 129 local and regional government jurisdictions taking part in increasing race equity.

Bay Area Jurisdictions

1. Contra Costa County
2. City of Berkeley
3. **City of Richmond**
4. Marin County
5. California State Coastal Conservancy
6. City of Oakland
7. Alameda County
8. Bay Area Air Quality Management District
9. San Francisco Public Utilities Commission
10. City & County of San Francisco
11. San Francisco Planning Department
12. City of San Mateo
13. Bay Area Regional Collaborative
14. City of San Jose
15. Merced County Department of Public Health
16. Monterey County
17. City of Salinas
18. Sonoma County
19. Napa County
20. Solano County

2017 Employee Survey
11% Response Rate

- 63% of respondents strongly agree that it is valuable to discuss the impact of race.

- 42% of respondents somewhat agree that they know how to identify examples of institutional racism.

- 35% somewhat agree that they have the tools to address racism in their workplace.

- 40% somewhat agree that they feel comfortable talking about race

- 41% would become more active in advancing racial equity if they received training.

- 36% somewhat agree that the COR is making progress on improving access to services for people of color

Accomplishments and Goals

Accomplishments

- Team completed the 2016 Learning Cohort
- Developed a draft equity action plan
- Team participated in the 2017 & 2018 Implementations Cohorts
- Held three Lunch Forums for Employees in 2017
- Distributed an equity survey to city employees
- City Council adopted Resolution 93-18 in support of systematically applying a racial equity lens in decision-making in 2018

2019 Goals

- Continue to participate in GARE by attending monthly meetings for jurisdictions.
- Develop a timeline and strategy for training sessions
- Continue to collaborate with HiAP and the Equal Access Teams
- Continue Developing Community Partnerships

Why Race Equity and Why Government?

GARE Leadership and Staff

- Dwayne Marsh, Co-Director, Government Alliance on Race and Equity (GARE) and Vice President for Institutional and Sectoral Change, Race Forward

- Leslie Zeitler, GARE California Project Manager

Questions and Answers

Future Work
Here is how you can help

- Staff training sessions and workshops

- Meetings with Richmond GARE Team Members

- Community meetings and outreach

- Continued partnerships with governmental and community-based groups

- Share the work and stay engaged!

THANK YOU!

Resources:

- Race Forward: https://www.raceforward.org/
- Government Alliance on Race and Equity: http://racialequityalliance.org/