| **Item** | **Notes** | **Action Item(s)** |
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| 1. **Welcome** – Janine   Quick agenda review  ~5 minutes | Attendance:  Co-chairs: Janine and Melissa  Midwest: Joy  Northwest: Ben, Diane  West: Kathi, Kimi  East: Janine  GARE: Julie  Missing: Cedric |  |
| 1. **Overview of the work plan** – Julie   Sharing and strategizing of areas in process  ~20 minutes | Oct 11th, City of Minneapolis is going to co-host a GARE train the trainer. Registration will go live first for GARE members. Nominal fee for GARE members to cover food. Joy and company will arrange logistics. The Met Council will host an advancing racial equity workshop in Nov. January a racial equity toolkit workshop is pending. Details on these are pending a location to be announced.  East coast: Boston, Philly on board. State of PA, via the Mincipal League of PA, is interested in a DC / Baltimore area cohort starting in 2017. East coast is in an earlier stage, focus on supporting new members. Washington Regional Association of Grantmakers have been supporting a “Putting Racism on the Table” series with discussion guides.  West Coast: Here’s where Ben and Dianna can use some help. Nora Lii, who works for GARE is a resources for Northwest area. Dwayne is a resource for CA. Julie will handing off Northwest support to Nora.  Q: how to organize the work that is jurisdiction specific verses GARE wide?  Julie: we want to take advantage of synergy across jurisdictions on initiatives. For example in the Twin Cities, the Met Council wanted to do a workshop, but decided to open it up to others. Multnomah: Public health training right now is only open to Multnomah public health.  Cross jurisdiction work is an option where there’s synergy to build additional events that are open across jurisdictions.  Alameda County: Working on incorporating work force core competencies on racial equity and how to incorporate into job descriptions, creating behaviors and practices that can be evaluated. Has asked for assistance reviewing core competencies.  Ben- Multnomah is exploring being very explicit about dismantling White dominance. Multnomah also developing a matrix on competencies that include understanding on history re how White supremacy affects institutional racism.  South- City of Louisville is a member of Racial Equity Here. Austin is as well and GARE is seeing emerging interest from other areas of the South, including New Orleans and Raleigh. Race Forward pre conference in ATL. There is emerging interest in the south. Simran Noor is the point person for the South. Facing Race is an opportunity to leverage emerging interest and bring other areas of the South along that are interested.  Trying to build and cultivate subject interest areas of expertise. We’re looking at a couple of network platforms to help organize this information.  We’re looking for leaders to organize within the topic areas (lead drafting issue papers, webinars…  Critical mass in workforce equity, health, libraries. Saint Paul and Multnomah, plus Librarians for Black Lives, with 3 of the 4 leaders from GARE Midwest jurisdictions.  Criminal Justice- an area where leadership is lacking amongst GARE members. Minnesota cohort has about 25 police officers and chiefs participating in the co-hort.  Sustainability- GARE is working with the Urban Sustainability Directors Network, with Seattle and Portland playing leadership roles.  Arts leads- Minneapolis and Seattle  Health- has strong leaders, will f/u with folks here on leading this group.  Youth needs more leaders  Trauma informed Equity white paper will be ready in the next month or two. | Julie to hand off Northwest support to Nora  Julie, Diane, Ben and Nora to work together to get another date together for a Northwest session. Julie to send an e-intro to Ben and Diane.  Alameda- If you’re interested in providing feedback, please email Alameda to provide feedback re racial equity competencies that connect to acredidation.  Julie- add a section to the work plan: creating a mechanism for innovative ideas to be supported and disseminated (may be wordsmithed)  Deadline 9/5: to send names for workgroups to Julie  Follow up with St. Paul. re Work force Equity contacts to add to leading a work group.  Law/criminal justice- Susan Seabol  Janine- share Boston Arts chief contact info. Youth contacts re MBK.  Amy Mcbride  Karen and Multnomah will share restorative justice contacts |
| 1. **Convening of work groups** – Melissa (Any questions about the purpose of any of these? How can we as a steering committee get these balls rolling? Any thoughts about who would be willing to play a leadership or participant role?)  * **Evaluation** – Over the past year or two, we have had an evaluation group that has met periodically to develop the pilot Racial Equity Scorecard, to discuss our logic model / theory of change, and to align results based accountability / racial equity. It has been a bit ad hoc, but has had strong interest. At the annual meeting and the subsequent calls, we have discussed the following evaluation related interests and needs: 1) refine / finalize our logic model and theory of change, 2) refine / finalize the shared set of community indicators and use of a measurement framework, 3) develop a peer-to-peer assessment process, and 4) identify effective evaluation practices. * **Membership** – Development of an on-boarding process for new Core and Associate members and development of guidelines for Affiliate Membership (non-governmental members, including community based organizations, foundations, academia, etc, who support the work of government to advance racial equity) * **Innovations and Implementation Fund** – Development of guidelines and process for our new Innovations and Implementation Fund   ~30 minutes | Steering committee to convene sub committees and who can play a leadership role. Melissa shared that we to create an environment for these to come alive.  Evaluation:  Multnomah question, how to measure effectiveness/evaluate our racial equity tools. How to understand and capture transformation. A lot of jurisdictions are spending significant time to develop tools, do folks have good examples of standard practices of evaluation.  Seattle- department director accountability tool on reporting how many times they used the tool. There is a case study pending that may answer some of these questions.  Evaluation: Some folks already working on this.  Membership: developing a much more structured on boarding process. Agreements on what we want from onboarding. Also need to develop guidelines and expectations for Affiliate members.  Implementation and innovation: seed funding for implementation and innovation, develop standards on how folks can gain access to those funds. $50,000.  Ben – what is it intended with the I&I fund, Julie discussed collaborative approaches to dismantling structural racial inequity. | All email recommendations due to Julie by Sept 5th  Volunteers: Karen, Janine  Diane, Joy |
| 1. **Facing Race and Pre-Convening update** – Julie  * Assistance with outreach * Lifting up GARE leaders at the Pre-Convening * GARE reception on November 10th and dinner on Nov 11th   ~20 minutes | Conversations happening re potential merger between the Center for Social Inclusion and Race Forward. There is overlap and complimentary areas between the orgs. Rinku is stepping down and asked Glenn to consider the merger idea with her.  We need your assistance with outreach and will be sending you some sample tweets. Please get the word out.  GARE member and funder meeting 11/10 and 11/11 GARE dinner. RSVPs to [mmartinez@thecsi.org](mailto:mmartinez@thecsi.org) |  |
| 1. **Means of communication beyond email** – Janine   ~10 minutes | Janine- what platforms might enhance communication – are people interested?  Use as a mechanism for communication  LinkedIn –  Kimi – use Huddle as a work space.  Government lack of willingness to grant access  Yes, Diane, Kimmy, Melissa, others. Let’s assume there’s a learning curve for most of us. Some use Huddle government version for shared work space. Whatever we pick, needs to be easy to access. For some municipalities, it can be challenging to get them to give users access to platforms that IT does not support.  MightyBell- a networking platform by invitation only and you can be a member of subgroups. People can be members of multiple subgroups. You can post tools, questions, and resources. | All, please test out MightyBell application when Julie sends an invite. See if you can access it. |
| 1. **Closing**   Recap any action items, follow-up and strategizing needed  ~5 min | End of September, full membership meeting. What else do you want to see on the agenda?   * What’s happening across the region? * Experimentation with new and innovative ideas | Julie to ask people to send ideas on the 3 big things you want |