



# Subject Area Working Groups

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Building peer-to-peer relationships based on subject area expertise helps to expand the field of practice, share success, and problem solve challenges. When becoming a GARE member, jurisdictions complete a directory of key point people by topic, e.g., workforce equity, contracting equity, policing, libraries, equitable development, etc. Members identify priority subject area to explore opportunities or challenges, and staff support is assigned based on these priorities. Subject matter groups should include individuals that have knowledge or expertise in the area, as well as individuals who provide fresh perspectives, or who can take the discussion in new and innovative directions. Wherever possible, groups should include a mix of jurisdictions. Work products will be received by the Steering Committee for dissemination to the full membership.

## Working Groups as of April 1, 2018

### Arts & Culture

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The Arts & Culture Work Group is a team of Local Arts Agency representatives dedicated to eliminating racism in our field and using arts and culture to undo white supremacy and build racial equity. Work group activities will be arts- and culture-based as much as possible, to experience and model the transformative impacts of creative learning on individuals, groups, institutions and systems. The team looks to lift up promising policies, programs and practices that leverage the power of arts and culture for racial equity in three ways: 1) within the arts and cultural sector, including related to individual artists, organizations and funding; 2) within other sectors, such as arts and cultural work with public housing residents or within an immigrant detention center; and 3) within government processes, such as artist-led community engagement or policy development, and arts- and culture-based workforce equity training. **Please contact [jvillalobos@thecsi.org](mailto:jvillalobos@thecsi.org) for more information.**

### Communications

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A potential new offering in the working group lineup, the Communications working group has been proposed to provide a space where members can identify and address communications needs that they experience in advancing racial equity. This could be in the form of best practice and tactics for talking about race, messaging for racial equity initiatives within jurisdictions, and reviewing existing/new communications tools. The group will also investigate how to deal with negative messaging directed at the jurisdiction. The specific form and frequency with which the group meets will be driven by the level of interest expressed by participants. **Please contact [dchin@thecsi.org](mailto:dchin@thecsi.org) for more information.**

### Criminal Justice

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The Criminal Justice subject area group includes representatives from police and sheriff departments, including officers and leadership. The group is planning to share strategies and actions being



implemented within their own jurisdictions, including but not limited to changes in policy, organizational culture change, community relations, and training/ skill building. The group will also be a venue for brainstorming about challenges. **Please contact [ggoodwin@thecsi.org](mailto:ggoodwin@thecsi.org) for more information.**

## Equitable Development

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The GARE Equitable Development subject area group is focused on sharing best practices, resources, and information that relates to equitable development. Equitable Development is achieved when: communities of color determine their own futures and shape the futures of their neighborhoods; the benefits and burdens of growth are equitably distributed among people of all races, ethnicities, incomes, and neighborhoods; neighborhoods are multicultural and places where both tenured and new residents can thrive; and all communities have meaningful choices and are able to live, work, and celebrate their cultures in place. Equitable development requires a systemic approach of coordinated and comprehensive investments, policies, and protections. **Please contact [nliu@thecsi.org](mailto:nliu@thecsi.org) for more information.**

## Evaluation

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This group is tackling the challenges of measurement, both as a process as well as a way to advance racial equity. As a community of practice, participants seek to share their evaluation systems: how they are tracking community outcomes and measuring progress. Previously, GARE has developed a precursor to a logic model and is supporting this group's collective assessment and strategizing towards consistency and learning across the network. Discussions have focused on finalizing a shared set of community indicators and measurement framework, as well as piloting a peer-to-peer assessment process. **Please contact [lzeitler@thecsi.org](mailto:lzeitler@thecsi.org) for more information.**

## Human & Civil Rights & Enforcement

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The GARE Human & Civil Rights Departments/Enforcement subject area group is focused on sharing best practices, resources, and information that relates to human & civil rights and enforcement. Current inequities are sustained by historical legacies, structures, and systems that repeat patterns of exclusion, and despite progress in addressing explicit discrimination in the legal system, racial inequities continue to be deep, pervasive, and persistent. This group looks at the current limitations of civil rights law, and will explore new policies and practices that will uphold justice and human rights for all communities regardless of race. This group will be meeting during the GARE Annual Meeting to discuss goals, objectives and contributions to advance equity in this area. **Please contact [jtucker@thecsi.org](mailto:jtucker@thecsi.org) for more information.**

## Human Resources

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The Human Resources Workgroup wants to advance the HR field of practice to ensure local governments are operating with fair practices in all aspects of human resources: recruitment and



benefits, employee onboarding, benefits, promotion and advancement, professional development, retirement, etc. We are looking to build a team to focus our efforts in developing best practices in these and other areas. **Please contact [mmartinez@thecsi.org](mailto:mmartinez@thecsi.org) for more information.**

## Libraries

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The GARE Libraries Interest works to develop the capacity of libraries to make racial equity a priority within libraries, cities, communities and national associations. From Seattle to Saint Paul, Madison to Marin County, library departments are leading racial equity initiatives that address structural racism, change policies, engage communities and reduce barriers to prosperity and well-being for people of color. Public libraries aim to create welcoming and inclusive spaces, to advocate for equitable access to information, to foster civic participation and economic opportunity, and to ensure literacy and lifelong learning. At the heart of these goals is a shared aspiration that every person might have all they need to succeed. This is what equity means. **Please contact [ggoodwin@thecsi.org](mailto:ggoodwin@thecsi.org) for more information.**

## Parks

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Parks are particularly poised to effectuate equity in neighborhood development, health outcomes, and education. This group brings together Parks & Recreation practitioners to identify innovative strategies that are serving to eliminate racial disparities and lift outcomes for all groups. The GARE Annual Meeting will provide a space for participants to map out the year ahead and discuss mechanisms for changing policies, institutions, and structures. **Please contact [jtucker@thecsi.org](mailto:jtucker@thecsi.org) for more information.**

## Public Health

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From infant mortality to life expectancy race predicts how well you will do. Every indicator of success, including social determinants of health like housing, income, and education are impacted by one's race. The Public Health Subject Area Group is a resource to public health professionals across the country working to advance racial equity and improve health outcomes for all people. We emphasize the importance of focusing on institutional and systemic change rather than individual behaviors. The Public Health Subject Area Group provides leadership in operationalizing health equity, collecting and analyzing disaggregated data, modeling best practices, and crafting messages. Our ultimate goal is to reduce health disparities and improve outcomes for all people. **Please contact [sdavie@thecsi.org](mailto:sdavie@thecsi.org) for more information.**

## Racial Equity Office Directors

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The Racial Equity Office Directors Working Group creates a space where directors and leaders in racial equity, who have one of the most distinctive responsibilities in government service. Regardless of the specific title these CEO (Chief Equity Officers) are leading institutional change efforts for their



jurisdictions, providing a primary interface with residents and neighborhood-serving organizations, and working on specific projects that can change outcomes in communities. Participants in this working group will 1) exchange ideas, tactics that can support Racial Equity CEOs as they engage in the unique practice of navigating their institutions; 2) create solidarity amongst these officers in pursuing their work; and 3) produce content and best practice that might grow the cadre of Racial Equity CEOs that exist around the country. **Please contact [dmarsh@thecsi.org](mailto:dmarsh@thecsi.org) for more information.**

## Rapid Response

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Given the uncertainty of our national political landscape, it is more important than ever that we have the capacity to be flexible and to mobilize people. In the aftermath of the election, the GARE membership network created a Rapid Response Working Group to share information, strategize, and respond to threats from the new administration. This collective approach allows us to provide timely guidance and resources to local jurisdictions, while elevating best practices from across the country that are in line with the values and vision of GARE. The Rapid Response Working Group is composed of GARE members, nonprofit partners, and experts from the field. In its 2nd Year, the RRG will be using the Annual Meeting to explore a few priority issues, including mass deportation and responding to hate crimes and white nationalism, as well as map out how the network can better support members' ability to respond to rapidly emerging threats and challenges. **Please contact [rwyant@thecsi.org](mailto:rwyant@thecsi.org) for more information.**

## Sustainability

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Communities of color and low-income neighborhoods are disproportionately harmed by the effects of climate change and environmental hazards. This emerging subject area in the GARE Network will look to support jurisdictions with resources, tools, and learning space to add a racial equity lens to sustainability initiatives, as well as address particular challenges related to protecting and empowering communities of color. The GARE Annual Meeting will provide a space for participants to map out the year ahead and share their experiences. **Please contact [sdavie@thecsi.org](mailto:sdavie@thecsi.org) for more information.**

## Transportation

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The ability to move about freely and in safety is critical to the health, livelihood and well-being of communities. The transportation work group will share challenges and best practices related to: 1) advancing racial equity across various transportation functions; 2) engaging community to identify best strategies to advance racial equity in transportation; and, 3) effectively messaging the relevance and importance of race equity to infrastructure and maintenance as well as policy, planning, programming and budgeting. The group will consider national-level as well as local efforts. **Please contact [amorris@thecsi.org](mailto:amorris@thecsi.org) for more information.**