Racial Equity Core Teams
The Engines of Institutional Change

Webinar
December 18, 2018

Government Alliance on Race and Equity
A national network of government working to achieve racial equity and advance opportunities for all.

- Lead network – 100 members
- Expand Network – 30 states / 150+ cities
- Provide tools to put theory into action
Presenters

**Gordon Goodwin:** Midwest Region Project Manager, Government Alliance on Race and Equity

**Terry Keleher:** Director of Strategic Innovations, Race Forward

**Kimberlee Archie,** Director, Office of Equity & Inclusion, City of Asheville, NC

**Lisa Ramadhar,** Senior Evaluator, NY City Dept. of Health and Mental Hygiene

**Nannette Blaize,** Race to Justice Coordinator, NY City Dept. of Health and Mental Hygiene

**Matias Valenzuela,** Director, Office of Equity and Social Justice, King County, WA.
Introductions

Chat function can be used to:
...introduce yourselves
...ask questions
...share comments, tips, resource links

Introductions: Type in your name, location, government jurisdiction and/or other affiliation.
Agenda

• Overview of Racial Equity Core Teams

• Experience Sharing:
  -- Starting a Core Team (Asheville, NC)
  -- Moving into Action (NYC)
  -- Coordination & Communication (King Co., WA)

• Q&A
Participant Poll

How familiar are you with Racial Equity Core Teams?
Overview of Racial Equity Core Teams
A primary leadership team responsible for designing, coordinating, and organizing racial equity plans and activities across a government jurisdiction or institution that is committed to equitable systems change.
An Engine for Change

- Leads the way
- Pulls others along
- Keeps things on track
- Chugs through challenging terrain
- Moves everyone in a common direction
- Builds movement & momentum
- Arrives at destination: equitable outcomes
Authority and Accountability

- Core Team is often situated within a broader Racial Equity Initiative or framework, and is officially authorized to play a leading role in operationalizing the commitment to equity.

- The closer the Core Team is structurally situated to top management, the more access, authority, and ability it has.

- The Core Team’s work must align with the strategic plans and priorities of the overall jurisdiction, and be fully accountable to its leadership, with direct lines of communication.
Key Functions

- Catalyzing
- Coordinating
- Cultivating
- Capacity-building
- Communicating
- Collecting data
- Championing
Ideal Composition

• Diversity across various identities/characteristics

• Diversity across departments, branches, units

• Diversity across work levels, functions and authority

• Diversity in leadership, emerging & experienced
Desired Characteristics

Creativity
Leadership
Collaborative
Knowledge
Relationships
Humility
Commitment
Communication
Flexibility
Facilitation
Resilience
Core Team Leadership

• Initially, often led by Racial Equity Director

• Increasingly, people take on various leadership roles

• Continually cultivate and develop new leadership

• Balance leadership continuity and turnover
Building Community & Learning

- Build in time for relationship-building
- Build in upfront training
- Build in ongoing learning
- Collect & analyze data (e.g. Employee Equity Survey)
Taking Action

• Decide priorities and develop concrete goals

• Create an Racial Equity Action Plan

• Create working groups / pilot projects

• Stay focused, build in support and accountability
Secret to Success

• A diverse, passionate, visionary team
• Well-coordinated work tied to an action plan
• Continually bringing more people aboard
• Ongoing learning to continually expand impact
• Authority and accountability to navigate obstacles
• Incremental infrastructure to sustain & scale success.
• Staying on track towards a common destination.
Question to Participants

What do you want to learn about Core Teams? Or, What is a challenge you are trying to address?

(Use the chat box to respond. Begin your response with the word “Question:” or “Challenge: …”)
Starting a Racial Equity Core Team

Kimberlee Archie
Equity & Inclusion Manager, City of Asheville, NC
Moving into Action

Lisa Ramadhar & Nannette Blaize
NY City Dept. of Health and Mental Hygiene
Communication & Coordination

Matias Valenzuela
Director, Office of Equity and Social Justice, King County, W
What lesson, tip, or success can you share from your experience with Racial Equity Core Teams? Are there any links to helpful resources you want to share?

(Use the chat box to respond. Begin your response with the word “Lesson: …,” “Tip: …,” or Success: …”)
Q & A
Question to Participants

What will you do next to move your Core Team forward? Is there an idea from this webinar you can apply?

(Use the chat box to respond. Begin your response with the word “Next Step:”)

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 LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY

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