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
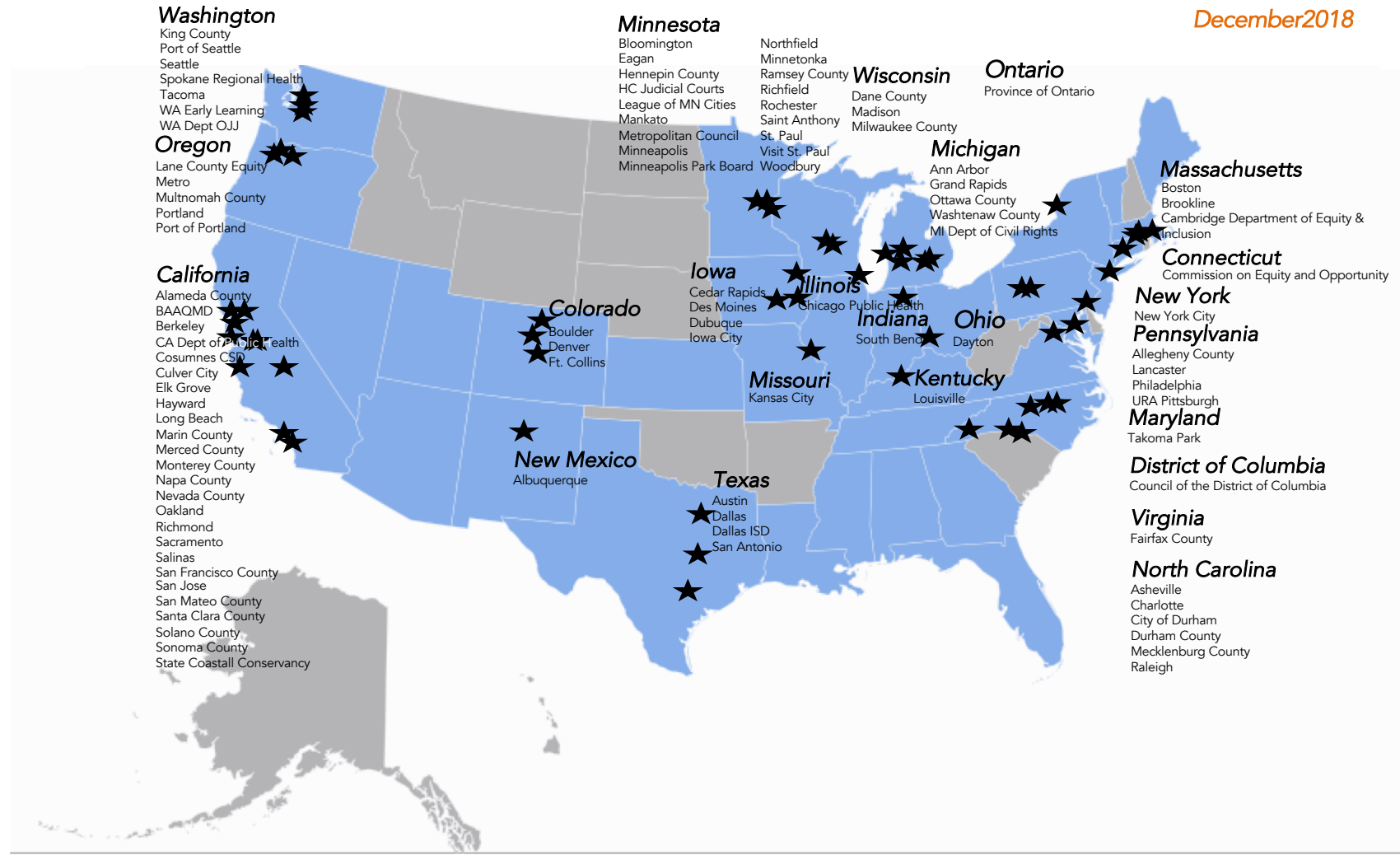- Provide tools to put theory into action

Government Alliance on Race & Equity

Washington
King County
Port of Seattle
Seattle
Spokane Regional Health
Tacoma
WA Early Learning
WA Dept OJJ

Oregon
Lane County Equity
Metro
Multnomah County
Portland
Port of Portland

California
Alameda County
BAAQMD
Berkeley
CA Dept of Public Health
Cosumnes CSD
Culver City
Elk Grove
Hayward
Long Beach
Marin County
Merced County
Monterey County
Napa County
Nevada County
Oakland
Richmond
Sacramento
Salinas
San Francisco County
San Jose
San Mateo County
Santa Clara County
Solano County
Sonoma County
State Coastall Conservancy

Colorado
Boulder
Denver
Ft. Collins

New Mexico
Albuquerque

Minnesota
Bloomington
Eagan
Hennepin County
HC Judicial Courts
League of MN Cities
Mankato
Metropolitan Council
Minneapolis
Minneapolis Park Board
Northfield
Minnetonka
Ramsey County
Richfield
Rochester
Saint Anthony
St. Paul
Visit St. Paul
Woodbury

Wisconsin
Dane County
Madison
Milwaukee County

Iowa
Cedar Rapids
Des Moines
Dubuque
Iowa City

Illinois
Chicago Public Health

Indiana
South Bend

Missouri
Kansas City

Michigan
Ann Arbor
Grand Rapids
Ottawa County
Washtenaw County
MI Dept of Civil Rights

Ohio
Dayton

Kentucky
Louisville

Texas
Austin
Dallas
Dallas ISD
San Antonio

Ontario
Province of Ontario

Massachusetts
Boston
Brookline
Cambridge Department of Equity & Inclusion

Connecticut
Commission on Equity and Opportunity

New York
New York City

Pennsylvania
Allegheny County
Lancaster
Philadelphia
URA Pittsburgh

Maryland
Takoma Park

District of Columbia
Council of the District of Columbia

Virginia
Fairfax County

North Carolina
Asheville
Charlotte
City of Durham
Durham County
Mecklenburg County
Raleigh

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

What is a Racial Equity Core Team

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.

LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

race forward & Csi CENTER FOR
SOCIAL INCLUSION

©2018 RACE FORWARD

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

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

Question to Participants

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?

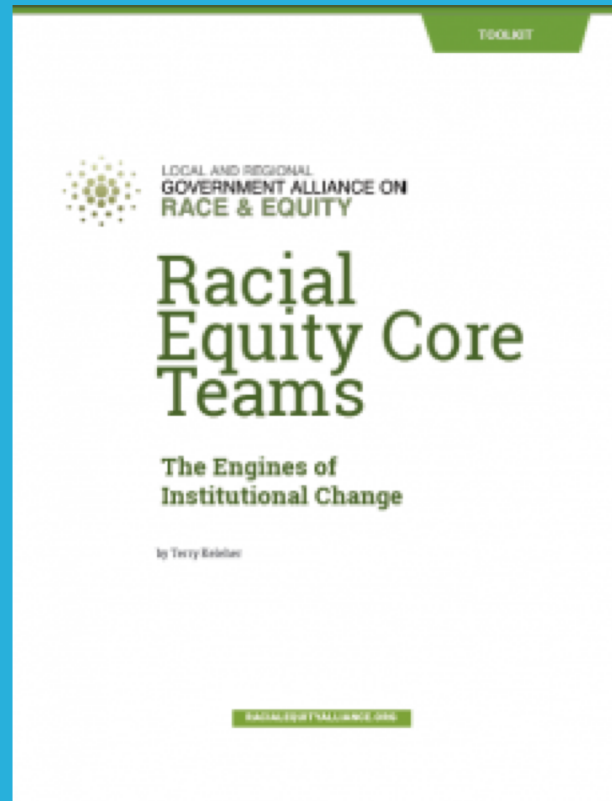*(Use the chat box to respond. Begin your response with the word "Lesson: ...," "Tip: ...," or Success: ...")*

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:")

Download at: https://www.racialequityalliance.org/resources

w RACIALEQUITYALLIANCE.ORG

p 332-203-0966

e rwyant@raceforward.org

e ggoodwin@raceforward.org

WWW.RACE FORWARD.ORG

🐦 📘 📷 RACEFORWARD

Thank You!

Don't forget to join the GARE and Race Forward email lists!

racialequityalliance.org/newsletter/

raceforward.org/subscribe