

WEDNESDAY

APRIL 17th

BREAKOUT SERIES 1
10:15AM – 11:45AM

ZUNI – ROOM 15

Affirmation & Reprobation: Challenging Anti- Black Racism From a Human Rights Perspective

TAGS: EAST, CIVIL RIGHTS ENFORCEMENT

Carmelyn Malalis, COMMISSIONER AND
CHAIRPERSON, NEW YORK CITY COMMISSION
ON HUMAN RIGHTS

Brittney Saunders, DEPUTY COMMISSIONER
FOR STRATEGIC INITIATIVES, NEW YORK CITY
COMMISSION ON HUMAN RIGHTS

With national leaders endorsing racism and white supremacy, many local agencies feel compelled to be increasingly vocal about their commitment to racial equity. Learn about how the New York City Commission on Human Rights (“Commission”), which is responsible for enforcing and educating New Yorkers about their rights and obligations under the New York City Human Rights Law (“City Human Rights Law”), has attempted to meet this challenge. Learn about how the Commission has taken on racism and xenophobia through research projects, communications campaigns, law enforcement efforts and more.

SANTA ANA – ROOM 31

Workforce Equity in Local Government – Lessons Learned and Next Steps

TAGS: WEST, HR, WORKFORCE EQUITY

Mary Scott, DIRECTOR OF HUMAN
RESOURCES, CITY OF ALBUQUERQUE

Patricia Martinez, DEPUTY DIRECTOR OF
HUMAN RESOURCES, CITY OF ALBUQUERQUE

Brittany Ortiz, DEPUTY DIRECTOR OF
EQUALITY AND INCLUSION, CITY OF
ALBUQUERQUE

Over the last year, Albuquerque has been working to identify ways to hire, retain, and promote people of color in its city government. In this breakout session, speakers will share strategies they have employed and challenges they have faced in working to hire more people of color, especially into management positions. The session will revolve around things like identifying and eliminating barriers to people of color seeking City employment; thinking critically about job descriptions and screening questions; creative recruiting; getting Human Resource coordinators on board; coaching department leadership through regular review of data; and implementing innovative professional development programs for employees of color. Participants will also take away from the session a workforce diversity strategy map (currently in progress) based on the work done in Albuquerque to help inform their own work.

ANASAZI – ROOM 10

Racial Equity Staff Assessments: Leveraging Insights into Action

TAGS: EMERGING, TOOLS

Kimberlee Archie, DIRECTOR OF OFFICE OF
EQUITY AND INCLUSION, CITY OF ASHEVILLE

Felicia Brabec, BOARD OF COMMISSIONER,
WASHTENAW COUNTY

Anna Lemler, RACIAL EQUITY ANALYST,
WASHTENAW COUNTY

Phin Xaypangna, EQUITY AND INCLUSION
MANAGER, MECKLENBURG COUNTY

Rainry Salk, SURVEY RESEARCH MANAGER,
RACE FORWARD

One of the many tools and resources afforded to the Government Alliance on Race and Equity (GARE) network is GARE's Racial Equity Staff Assessment Tool. The tool provides jurisdictions the opportunity to garner insight of staff perspectives, opinions and experiences with racial equity as well as the status of efforts undertaken within and across Departments. The purpose of this session is to highlight the process of conducting an assessment, as well as explore the many benefits and outcomes the assessment produced. All panelists coordinated a jurisdictional-wide racial equity staff assessment, in partnership with GARE, and will engage in a moderated discussion. The breakout session will be of benefit for jurisdictions looking to enhance their data-driven equity strategies.

TEWA – ROOM 70

Welcoming Residents Back Home & Restoring Drivers' Licenses: Making Durham a City of Second Chances.

TAGS: SOUTH, CRIMINAL JUSTICE

Chuck Manning, Sr., INNOVATION TEAM
COMMUNITY OUTREACH COORDINATOR,
DURHAM, NC

Over the past 18 months, the City of Durham's Innovation Team has been working to develop and test new programs designed to remove barriers to employment and improve outcomes for justice-involved residents. At this session you will learn about two of these recent programs, both of which seek to address challenges that face many communities across the country. We will discuss how we designed the programs to build trust, what we have learned from implementation, and how they were shaped and informed by the stories, lived

experiences, and ideas of justice-involved residents. These pilot programs include "Welcome Home" which pairs returning residents with peer support specialists. The Durham Expunction and Restoration (DEAR) program aims to radically increase access to free legal services to help more residents expunge criminal records and restore their driving privileges.

SANTO DOMINGO– ROOM 28

Racial Equity Long Overdue: Elimination of Library Fines in St. Paul

TAGS: MIDWEST, LIBRARIES

Maureen Hartman, SAINT PAUL
PUBLIC LIBRARY

A. J. Ragland, SAINT PAUL PUBLIC LIBRARY

On January 2, Saint Paul Public Library eliminated overdue fines on all materials. In tandem, existing overdue fines were removed from all library accounts and a one-time amnesty removed all bills older than two years for lost or damaged materials. Borrowing privileges were restored to 42,261 patrons. After years of taking incremental steps to mitigate the effects of fines and fees, this was a bold, transformational step. Our process towards eliminating late fines was staff-lead and rooted in library values of access and equity. This session will detail the research, engagement, and communications strategies that took place around this decision and its implementation, highlighting the leadership of library staff at all levels of the organization.

PICURIS ROOM 27

Leading with Race, Enhancing Intersectionality

TAGS: THEORY & PRACTICE

Ali Belen, GENDER JUSTICE TRAINER/GENDER
EQUITY LIAISON, CENTER FOR HEALTH EQUITY
ON THE RACE TO JUSTICE MANAGEMENT TEAM

Dr. Markisha Smith, CITY OF PORTLAND
OFFICE OF EQUITY AND HUMAN RIGHTS

Ashley Horne, GARE PROJECT MANAGER,
FORMERLY CITY OF PORTLAND

Dennis Chin, DIRECTOR OF STRATEGIC
INITIATIVES, RACE FORWARD

How do we lead with race while also building skills to analyze and address the cumulative and compounding impacts of intersecting identities? What does this look like in practice? Panelists will share how they have strengthened their work to advance racial equity by centering an intersectional lens.

BALLROOM B/C

We are GARE: Making the Most of Your GARE Network Membership

TAGS: EMERGING, NEW MEMBERS

Rachael Wyant, GARE NETWORK MANAGER

Manisha Paudel, EQUITY COORDINATOR,
CITY OF DES MOINES

Are you relatively new to the GARE Network? Is this your first Annual Meeting? Have you been a member for a while, but need a refresher on member benefits and where to find resources? This networking session is for members to explore different ways to engage in learning and leadership. It will also include an orientation to the recently launched Member Portal.

TESUQUE ROOM 32

Racially Just Healing-Centered Conflict Resolution

TAGS: NORTHWEST, CIVIL RIGHTS
ENFORCEMENT

Janine Anzalota, OFFICE OF EQUITY AND
SOCIAL JUSTICE, CIVIL RIGHTS MANAGER, KING
COUNTY

Arun Sambataro, OFFICE OF EQUITY AND
SOCIAL JUSTICE, EQUITY STRATEGIES
MANAGER, KING COUNTY

The Pacific North West has a reputation for “the Seattle freeze,” a communication style that avoids conflict and is passive aggressive. Conflict in King County workplaces disproportionately negatively affects Native and employees of color. Research shows that healthy engagement in conflict leads to a more creative, effective groups and organizations. Our current frames see conflict as something that is harmful and needs to be managed and/or avoided. The approaches the County uses to address conflict neither repair the workplace or center racial justice and healing. The County has convened conflict practitioners to develop a new model that addresses the gaps. Participants will explore strategies for internal collaborations that improve policies, procedures, and resources to repair the workplace; how investigations can work in tandem with a model that centers racial justice, healing and the impact of trauma; how civil rights ordinance and code can be transformed to include accountability for equity.

COCHITI ROOM 18

Emerging Strategies for Place-Based Racial Equity

TAGS: THEORY & PRACTICE, COMMUNITY
ENGAGEMENT

Wanda Hunter, LEAD ORGANIZER & TRAINER,
THE RACIAL EQUITY INSTITUTE

Jesse Villalobos, DIRECTOR OF PLACE-
BASED INITIATIVES, RACE FORWARD

In this interactive session, participants will engage with emerging tools, practices and strategies, based upon recent efforts at Race Forward in response to the question: What factors can contribute to impactful cross-sector racial equity initiatives, specific to a community, region or jurisdiction -- considering the local racial history, community and leadership capacity, cultural context and quality of life indicators for people of color? Speakers will reflect on both the challenges and opportunities regarding comprehensive approaches to

deepening and sustaining racial equity in a given local ecosystem. What are the implications for communities of color? What new insights have come to local government, frontline communities or local philanthropy as a result? How might promising practices be replicated or brought to scale in other regions?

TAOS ROOM 30

Reflecting on Race and Racism Through Spoken Word, Story, and Conversation

TAGS: ARTS & CULTURE

Tristen Gardner, PROGRAM MANAGER, KING COUNTY (KC)

Julia Yen, PROGRAM MANAGER, KC

Debra Ross, PROGRAM MANAGER, KC

A multiracial, multigenerational team of county employees organized a literary series to encourage coworkers to reflect on racism through poetry performed by local poets of color. Based on participants' feedback to go deeper, the project invited employees of color to write their untold story of racism. The stories were read by local performers in a series of events open to all employees. Discussions on racism followed all the performances. The Session participants will read aloud project samples to feel the power of the words and see the possibilities for discussing racism and affecting systems of power. We'll share strategies and progress toward increasing awareness of and actions against racism that can apply across geographic areas.

HOPI ROOM 65

Decentering Whiteness by Focusing on Relational Culture

TAGS: THEORY & PRACTICE, ORG. DEVEL.

Dora Perry, EQUITY MANGER, BUREAU OF DEVELOPMENT SERVICES, PORTLAND

Diana Falchuk, MANAGER OF ARTS & RACIAL EQUITY, CITY OF SEATTLE RACE AND SOCIAL JUSTICE INITIATIVE

Erica Haugen, COMMUNITY DEVELOPMENT SPECIALIST, CITY OF DUBUQUE IOWA

Through hands-on, interactive and reflective activities, participants will explore challenges and best practices of decentering whiteness in the work of system transformation. How are we accountable (clear about transforming systems, able to stand in our own power – not ego-driven – and at the same time not perpetuating racism)?

ISLETA ROOM 19/JEMEZ ROOM 21

"Building Bridges, Not Walls"

TAGS: WEST, IMMIGRATION

Winter Torres, DEPUTY CITY ATTORNEY, CITY OF ALBUQUERQUE

Mariela Ruiz-Angel, COORDINATOR, CITY OF ALBUQUERQUE, OFFICE OF IMMIGRANT AND REFUGEE AFFAIRS (OIRA)

Natalie Saing, ENDING GENDER-BASED VIOLENCE COORDINATOR, NEW MEXICO ASIAN FAMILY CENTER

Marian Mendez-Cera, COMMUNITY ORGANIZER, WORKER'S JUSTICE AND CIVIL RIGHTS, EL CENTRO DE IGUALDAD Y DERECHOS

Albuquerque's Mayor Keller has recently affirmed his support and commitment to our immigrant, refugee, and asylee brothers and sisters. At the recent State of the City he committed to "Building Brides, Not Walls!" That we are "one Albuquerque" regardless of where you come from, what language you speak, or how long you have been here. But how is the City of Albuquerque speaking truth to that power?

NAMBE ROOM 23/NAVAJO ROOM 25

Diversifying Voices that Inform City Processes, Programs, and Projects Audience

TAGS: WEST, COMMUNITY ENGAGEMENT

Selina Lujan, SENIOR SPECIALIST, ENVIRONMENTAL SERVICES, CITY OF FORT COLLINS

Christine Macrina, PUBLIC ENGAGEMENT COORDINATOR, CITY OF FORT COLLINS
Angela Pena, TECHNICIAN, PARKS, CITY OF FORT COLLINS
Glen Shirey, INFORMATION SERVICES MANAGER, CITY OF FORT COLLINS

The City of Fort Collins will report on the process of how an internal grassroots equity subcommittee formed to address issues of accessibility and representation for people engaging in various City processes. This cross-functional team, including community membership, audited current member representation on the City's Boards and Commissions and Budgeting for Outcome teams to identify gaps and identify barriers to inclusion. The panel will share what initial learnings from forming the subcommittee and developing data baselines, including survey strategy, navigating potential roadblocks, tips for working with staff, leadership and Council to ensure the best possible outcome, and how to implement that outcome, including transferring lessons learned to other processes.

LAGUNA 20 Organizing to Transform -- The One Fairfax Story

TAGS: EAST

Karla Bruce, CHIEF EQUITY OFFICER, FAIRFAX COUNTY
Marlon Murphy, POLICY ADVISOR, FAIRFAX COUNTY
Robin Wilson, POLICY ADVISOR, FAIRFAX COUNTY

Once you reach that significant visible leadership milestone to intentionally advance racial equity - how do you organize and mobilize for transformative implementation? How can you leverage and align local and regional efforts to further advance both efforts? Explore the One Fairfax journey as it navigates another pivotal point and unique opportunity.

APACHE ROOM 17 Good Food Purchasing Policies and Effective Campaign Strategies

TAGS: PUBLIC HEALTH, POLICY

Navina Khanna, DIRECTOR OF HEAL FOOD ALLIANCE
Christina Spach, NATIONAL ORGANIZER WITH THE FOOD CHAIN WORKERS ALLIANCE
Emi Yoko, COORDINATOR OF POLICY AND ADVOCACY, RACE FORWARD

Ten institutions in six cities around the country are already shifting hundreds of millions of our public dollars towards food that's fair to workers and animals, good for the environment, and great for the local economy - all while increasing access to healthy foods for residents most dependent on public food assistance. In this workshop, learn more municipal strategies for incorporating a racial equity framework into public food procurement. We'll talk through the nuts and bolts of what it takes to ensure food policy works for people and the planet, and how we're building momentum with the emerging Good Food Communities campaign.

BREAKOUT SERIES 2
2:40PM – 4:10PM

COCHITI ROOM 18 Just Data--Building the Equitable City with the Tacoma Index

TAGS: WEST, EVALUATION, COMMUNITY ENGAGEMENT

Alison Beason, SENIOR POLICY ANALYST, CITY OF TACOMA
Mary Morrison, OPERATIONAL MANAGER, CITY OF TACOMA

The City of Tacoma's Office of Equity and Human Rights worked with the Kirwan Institute to create the Tacoma Equity Index,

a mapping application for City staff and community members to utilize in their work to better understand the needs and opportunities within Tacoma. The Index uses data to determine where people are not able to access services or where services do not meet community needs. The report, map and online tool analyzes census blocks within Tacoma and comprised of 20 indicators focusing on four categories: Accessibility, Economy, Education, and Livability. It scores each census block to get a better understanding of the disparities within the City. The Office of Equity and Human Rights will present the Index and explain usage throughout the City municipal departments.

NAMBE ROOM 23/NAVAJO ROOM 25
Advancing Workforce Equity by Centering Those Most Impacted

TAGS: WEST, HR, WORKFORCE EQUITY

Ben Duncan, CHIEF DIVERSITY AND EQUITY OFFICER, MULTNOMAH COUNTY

Raymond De Silva, AFSCME LOCAL 88 VICE PRESIDENT, MULTNOMAH COUNTY

Andrea Archuleta, DEPT OF COMMUNITY JUSTICE PAROLE OFFICER, EMPLOYEES OF COLOR CO-CHAIR, MULTNOMAH COUNTY

Aimeera Flint, PROJECT MANAGER, MULTNOMAH COUNTY

Natasha Smith, PROGRAM SPECIALIST SENIOR, MULTNOMAH COUNTY

This session will explore how local governments can utilize social justice principles and community organizing models to address institutional inequities around racial and other marginalized employee identities by centering the voices and experiences of those most impacted by organizational practices, policies and approaches. In order to affect change, Multnomah County began by lifting up and centering the voices and experiences of those most impacted by unequal employment opportunity. This session will share the process, strategy development,

and guiding framework that allowed Multnomah County to focus on building and sharing power with front line staff to guide the organization towards its goals and develop a Strategic Plan built from the bottom up.

ISLETA ROOM 19/JEMEZ ROOM 21
Promoting Health Equity and Youth Opportunities with Employment and Transportation

TAGS: WEST, HEALTH, TRANSPORTATION, YOUTH

Chris Baca, PROGRAM COORDINATOR, TOGETHER FOR BROTHERS

Brittany Ortiz, DEPUTY DIRECTOR, CABQ OFFICE OF EQUITY AND INCLUSION

Cristin Chavez-Smith, PROGRAM DEVELOPER AND MANAGER, CABQ FAMILY AND COMMUNITY SERVICES

Bernie Toon, DIRECTOR, CABQ TRANSIT

Young men of color leaders from Together for Brothers and Albuquerque's Downtown, International District and Westgate have been collaborating with City departments and community partners to implement short and long-term policy recommendations such as a free summer youth bus passes to youth most impacted by transit inequity including immigrant and refugee youth, urban Native youth and LGBT-plus youth.

ZUNI ROOM 15
Profiles in Innovation: Building & Sustaining Racial Equity Core Teams

TAGS: WEST, SOUTH, EMERGING

Tanya Ange, DEPUTY CITY MANAGER, CITY OF BOULDER

Aimee Kane, PROGRAM AND PROJECT MANAGER, CITY OF BOULDER

Phin Xaypangna, OFFICE OF EQUITY & INCLUSION, MECKLENBURG COUNTY

Shenetta Johnson, VITAL RECORDS MANAGER, MECKLENBURG COUNTY

Terry Keleher, DIRECTOR OF STRATEGIC INNOVATIONS, RACE FORWARD

This panel discussion will help participants understand how cities and counties created their Racial Equity Core Team and learn some innovative approaches being used to communicate and invoke passion for advancing racial equity to all city staff and community partners. To showcase best practices, teams from the City of Boulder and Mecklenburg County will share their experiences and facilitate a discussion with participants on best practices, pitfalls, and advice for how to initiate and sustain a strong core team.

LAGUNA ROOM 20

Trauma Troopers

TAGS: MIDWEST, YOUTH

Desralynn Cole, INNOVATION PROGRAM MANAGER, CITY OF MINNEAPOLIS

ReCAST Minneapolis (a program in the Division of Race and Equity) sought out a Youth Engagement Organizer to create, develop and implement an authentic community engagement processes to gather the narratives and stories of youth ages 16-25 impacted by trauma in and around their community. The goal of this project was to deepen our understanding of how youth define themselves as youth, define their own interpersonal trauma, define community violence and trauma, understand their coping skills and practices, equip the community with the type of data necessary to inform how they would like to respond and support, develop additional activities to support them with recovery and healing after traumatic events that happen to them and within their community.

TESUQUE ROOM 32

When Community Drives - Participatory Governance in St Paul

TAGS: MIDWEST, COMMUNITY ENGAGEMENT

Toni Newborn, CHIEF EQUITY OFFICER, CITY OF SAINT PAUL, MN

Mary Guerra, BUDGET ANALYST, CITY OF SAINT PAUL, MN

Over the past year, the City of Saint Paul through the leadership of its first African American Mayor Melvin Carter, has enhanced its engagement strategy and approach with its community members. The city has adopted a model of authentic participatory engagement in which we invite our community to be a part of our decision-making process. The city has led multiple initiatives and projects in which we have utilized the model including but not limited to: recruitment and hiring, the formation of the minimum wage ordinance, college saving accounts, community first public safety, forming the city's equity goals, and the budget process. This breakout session will feature the leaders of these various engagement efforts and they will discuss best practices and learnings.

HOPÍ ROOM 65

The Elusive, Inclusive Economy: What Works and How'd You Do It?

TAGS: WEST, CONTRACTING & PROCUREMENT, EQUITABLE DEVELOPMENT

Viola Cunningham, CITY OF ALBUQUERQUE PROCUREMENT MANAGER

Lucas Pedraza, CITY OF ALBUQUERQUE ECONOMIC DEVELOPMENT MANAGER

Carlos Contreras, CHIEF MARKETING STRATEGIST FOR THE CITY OF ALBUQUERQUE

Robin Brule, CHIEF STRATEGIST FOR CITY ALIVE

Under a new Mayor, the City of Albuquerque began firing on many more economic cylinders, in an all-out effort to jump start a lagging economic recovery. Mayor Tim Keller's "Increment of One" and racial equity vision found fertile ground among grassroots

localists, business support organizations, incubators, and others including City Alive who had been involved in nurturing a local, more inclusive, entrepreneurial economy. Panelists will share the myriad ways the city has contributed to this ecosystem in the first year of the new administration. And there are many levers to pull to achieve procurement equity and an inclusive economy. What has worked in other cities, and how did you do it?

TEWA ROOM 70

Speed Hating: A Date with discrimination and microaggressions and how to interrupt them

TAGS: THEORY & PRACTICE

Dion C. Jordan, MANAGER OF EQUITY AND INCLUSION, DEPARTMENT OF HUMAN SERVICES, MULTNOMAH COUNTY

Mohammad Bader, DEPUTY DIRECTOR OF HUMAN SERVICES, MULTNOMAH COUNTY

In this 90-minute breakout session we will engage in “Speed Hating” an exercise that will allow participants to know how to call out and interrupt discrimination, microaggressions, and all forms of “Isms”. This session leads with race, equips participants to have successful race talks, as well as provides tools on what to do when the race conversation goes wrong.

SANTO DOMINGO ROOM 28

Open and Accountable Elections: Innovative Practices in Campaign Finance & Community-Driven Elections

TAGS: WEST, NORTHWEST, ELECTIONS

Commissioner Amanda Fritz, CITY OF PORTLAND

Cristina Nieves, CITY OF PORTLAND

Javier Benavides, CAMPAIGN DIRECTOR, COMMON CAUSE

This session will feature speakers from the City of Portland and the City of Albuquerque who will share their pilot programs to make elections more open and accountable to communities in their jurisdictions. In the City of Portland, the Open and Accountable Elections program seeks to reduce the influence of money in politics and encourage election of people to City office who are reflective of and accountable to all Portlanders. This presentation will walk through the mechanics of the program, challenges, and desired outcomes in supporting equity commitments throughout the city of Portland. In the City of Albuquerque, a new proposal called "Burque Bucks" would allow publicly-financed candidates to receive up to double the amount they would normally receive, depending on how many residents allocate their vouchers to them. Vouchers would incentivize publicly financed candidates to listen to many more people than non-publicly financed candidates, bringing equity issues to the forefront.

APACHE ROOM 17

A Real Story: Progress & Barriers to Advancing Racial Equity in Government

TAGS: MIDWEST, EMERGING, IMPLEMENTING

Dr. Felicia Brabec, BOARD OF COMMISSIONERS, WASHTENAW COUNTY

Linda Edwards-Brown, JUVENILE COURT ADMINISTRATOR, WASHTENAW COUNTY

Anna Lemler, RACIAL EQUITY ANALYST, WASHTENAW COUNTY

While the conversation about racial inequities had been on the forefront for some Washtenaw County departments for years, it wasn't until 2018 that the County implemented GARE trainings, hired a staff person, and built out a policy to advance racial equity for the County as an institution. Over these handful of years, and especially the last year, many obstacles have arisen,

numerous lessons have been learned, and some successes have been had. From passing an Equity Policy that includes the charge for an Office with two staff members including an Officer, to building out teams and working groups across the organization, this panel of 3 members representing the Board of Commissioners, the racial equity work, and departmental leadership, will share this story. This session will focus in areas of policy, relationship-building, office design and hiring, partnership strategy, cultural change and more via a presentation and panel.

PICURIS ROOM 27

Exploring the Intersections of Antisemitism, White Supremacy, and White Nationalism

TAGS: THEORY & PRACTICE

Diana Falchuk, SEATTLE OFFICE OF ARTS & CULTURE/OFFICE FOR CIVIL RIGHTS

Scot Nakagawa, SENIOR PARTNER, CHANGE LAB; BOARD OF DIRECTORS, RACE FORWARD

Jeyn Levison, SENIOR VICE PRESIDENT OF STRATEGIC PARTNERSHIPS, RACE FORWARD

Lindsay Schubiner, MOMENTUM PROGRAM DIRECTOR, WESTERN STATES CENTER

As overt white nationalist organizing and rising racist and antisemitic violence threaten our communities, the role of local government in protecting the public good and democratic structures is as important as ever. This workshop will explore the intersections between white supremacy and white nationalism and the role that antisemitism plays within each. The session will address questions such as: What is antisemitism? How is white nationalism different from white supremacy and how do they each impact marginalized communities? How can government racial equity initiatives engage elected officials, policymakers and directly impacted communities in ways that allow us to address antisemitism and build racial justice? What opportunities do local

governments have to counter white nationalism and white supremacy, and what is at stake in doing so? All are welcome regardless of expertise and experience.

ANASAZI ROOM 10

Making the Case for Racial Equity

TAGS: EMERGING, IMPLEMENTING

Temi Bennett, CONSUMER HEALTH FOUNDATION

Zan Gibbs, CHIEF EQUITY OFFICER, SAN ANTONIO

Joanne Pierce, DEPUTY HEALTH DIRECTOR DURHAM COUNTY

Beverly Davis, DIRECTOR, EQUITY & HUMAN RIGHTS OFFICE, CITY OF DALLAS

Michele Kumi Baer, DIRECTOR OF PHILANTHROPY PROJECTS, RACE FORWARD

Advancing Racial Equity in government requires internal and external organizing. In order to address the ways our institutions have created and maintained racial inequities and begin to work toward equity for everyone including people of color, we must cultivate champions, develop internal infrastructure, and build external partnerships. This work requires us to be able to make the case for why racial equity is critical to senior leadership, explain why resources for staff and training are critical, and help partnering foundations understand how best to fund the vision of community. To learn talking points, best practices, and key strategies around how to make the case for racial equity join this incredible panel discussion.

TAOS ROOM 30

Developing a Strategic Narrative to Combat Structural Racism: Video Production Workshop

TAGS: COMMUNICATIONS, TOOLS

Tiye Rose, LEAD VIDEO PRODUCER, RACE FORWARD

An informative video workshop that highlights impactful racial justice video work, gives an overview of the different stages of video production and video production best practices, and answers questions related to creating your own impactful video about the work in your jurisdiction.

SANTA ANA ROOM 31

Strategies for Equitable and Inclusive Community Outreach & Engagement: Spotlight on Long Beach

TAGS: WEST, COMMUNITY ENGAGEMENT

Rebecca F. Kauma, PROJECT LEAD,
ECONOMIC & DIGITAL INCLUSION CITY OF LONG BEACH

Katie Balderas, EQUITY OFFICER, OFFICE OF EQUITY, CITY OF LONG BEACH

Equitable and inclusive community outreach and engagement is an iterative process. To effectively engage with low-income communities and communities of color who have historically been marginalized in public policy, a community outreach and engagement process that fosters power-sharing, uplifts voices and increases ownership is fundamental. This session will provide tangible, in-depth and equity-based strategies for developing and implementing an equitable and inclusive community outreach & engagement process. Attendees will walk away with intentional outreach and engagement best practices and planning tools that will transform the way they outreach and engage with communities.

THURSDAY

APRIL 18th

RACIAL EQUITY LABS
8:45AM – 10:15AM

LAGUNA ROOM 20

Building Effective Collaborations Across Systems to Advance Racial Equity

TAGS: THEORY & PRACTICE, TOOLS

Joanne Pierce, DEPUTY HEALTH DIRECTOR,
DURHAM COUNTY, NC

In this session, participants will learn about the model used to build effective collaborations across systems. The Texas Model has been used by Texas's Center for Elimination of Disproportionality and Disparities and by Durham County, NC to normalize, operationalize and organize racial equity. Learn how Durham and Texas used data driven trainings to train thousands of key stakeholders and identify leaders throughout their systems. Hear about how these leaders organize and collaborate to further advance racial equity in these two communities, by learning how to use the "Texas Model" to normalize, operationalize and organize around racial equity, how GARE trainings and GARE tools can be used within this model. Participate in hands-on activities aimed at translating the Texas model to their jurisdiction.

NAMBE ROOM 23/NAVAJO ROOM 25

Building Narrative Power, Part 1: Equity Messaging and Storytelling

TAGS: COMMUNICATIONS

Jeff Chang, VICE PRESIDENT OF NARRATIVE,
ARTS & CULTURE, RACE FORWARD

DEPUTY PUBLISHER, COLORLINES
Nayantara Sen, MANAGER OF CULTURAL STRATEGIES AND SENIOR TRAINER, RACE FORWARD

This is a basic-level training/skilling session on equity messaging and storytelling, and an introduction to narrative strategy to build racial equity. Participants of all levels are welcome—there will be many new ideas even for long-time communications specialists. Participants will learn: How messaging, storytelling, and narrative are used to advance or reverse racial equity and justice; How structural changes in the communications and narrative context impact our tactics and strategies for change; Basic skills in storytelling and narrative-building for equity and justice; Core concepts of narrative power and narrative justice and how they apply to their work; How to identify narrative strategy and cultural strategy in their work.

TAOS ROOM 30
Designing a “Bureactivist Bootcamp”: Ideas and Tools to Spur Action

TAGS: TOOLS

Ariana Flores, POLICY ANALYST, SAN FRANCISCO HUMAN RIGHTS COMMISSION
Marissa Bloom, GRANTS AND CONTRACTS ADMINISTRATOR, SAN FRANCISCO OFFICE OF ECONOMIC AND WORKFORCE DEVELOPMENT
Malik Looper, SENIOR COMMUNITY DEVELOPMENT SPECIALIST, SAN FRANCISCO MAYOR'S OFFICE ON HOUSING AND COMMUNITY DEVELOPMENT

In San Francisco, the Human Rights Commission manages a cohort of employees who are in the GARE Learning Year and working to advance racial equity in over 25 city & county departments. Cohort members requested more opportunities to practice skills and apply tools in a supportive learning environment. In response, we

developed a multi-day intensive workshop series for participants to engage more deeply with the materials and strategies. In this Learning Lab, you will experience and leave with a range of exercises and tools that you can adapt and take back to your jurisdiction to design and lead your own tailored intensive workshop series. Topics include leveraging personal power, applying a racial equity lens, reframing constraints, and peer consulting.

PICURIS ROOM 27
Alignment, Alignment, Alignment: Institutional Change, Performance Measures, and Population Outcomes

TAGS: EVALUATION

Kien S Lee, PRINCIPAL ASSOCIATE AND VICE PRESIDENT, COMMUNITY SCIENCE
Nora Liu, NORTHWEST PROJECT MANAGER, GARE

Participants will gain a deeper understanding of how using a disciplined analysis that explicitly uses data and community engagement avoids typical pitfalls and drives toward desired results that advance racial equity. This session will include a presentation and interactive exercises. This session will promote and help participants solidify the use of a racial equity tool to guide governmental policy, program and procedural decisions. This analysis provides a disciplined alternative to the typical institutional decision-making process - one that creates and perpetuates the current disparities, to one that advances racial equity.

TESUQUE ROOM 32
Beyond DE&I: Promising Tactics and Skills

TAGS: THEORY & PRACTICE

Radious Guess, COMMUNITY OUTREACH, EQUITY & INCLUSION MANAGER, MINNEAPOLIS PARK & RECREATION BOARD

Shawn Hockett, OPERATIONS MANAGER,
ENVIRONMENTAL STEWARDSHIP DIVISION,
MINNEAPOLIS PARK & RECREATION BOARD

In a large group setting, participants will learn a replicable set of skills; then in small group sessions there is an opportunity to practice the skills with support and encouragement from others. Hands on practical skills for building cultural competency, welcoming diversity, and increasing equity and inclusion.

ISLETA ROOM 19/JEMEZ ROOM 21
Racial Equity Tools: Sharpening the Discipline

TAGS: TOOLS, IMPLEMENTING, SUSTAINING

Julie Nelson, CO-DIRECTOR OF GARE
Analilia Garcia, SANTA CLARA COUNTY
PUBLIC HEALTH DEPARTMENT

So your jurisdiction has completed Intro to Advancing Racial Equity. Now, what? How do you operationalize racial equity? What does it take to effectively implement a Racial Equity Tool and achieve different outcomes at the local level? Panelists will share how they approached implementation of a racial equity tool, how they selected projects and staff, and the challenges they faced along the way. Join us for a practical discussion of best practices, lessons learned and tips on how to take the first step.

TEWA ROOM 70
Adaptive Leadership Models to Shift Organizational Culture

TAGS: RACIAL EQUITY CEOS, SUSTAINING

Dwayne S. Marsh, CO-DIRECTOR, GARE
Brion Oaks, CHIEF EQUITY OFFICER, CITY OF AUSTIN
Ben Duncan, CHIEF DIVERSITY & EQUITY OFFICER, MULTNOMAH COUNTY
Zan Gibbs, CHIEF EQUITY OFFICER, CITY OF SAN ANTONIO

This lab will explore the dimensions of alternative leadership, starting with presentations from three CEOs about how they are confronting this issue in their local jurisdictions. Following discussion with the audience, small groups will form to strategize about the ways in which you can cultivate this leadership locally.

ANASAZI ROOM 10
Incorporating Community-Driven Planning Into Your Work

TAGS: COMMUNITY ENGAGEMENT,
EQUITABLE DEVELOPMENT

Rachael DeCruz, VP OF POLICY, RACE FORWARD
Victoria Benson, PROGRAM MANAGER, MOVEMENT STRATEGY CENTER
Ubox Gardheere, EQUITY STRATEGIES MANAGER AT OPCD, CITY OF SEATTLE

This interactive session will help government staff identify ways to effectively incorporate community-driven planning into their work. In addition to making the case for why community-driven planning is necessary in order to advance racial equity, the workshop will feature a framework developed by Movement Strategy Center that outlines the guiding principles, essential components of community-driven climate resilience planning, and case studies. The City of Seattle, a member of GARE, will also share examples about what community-driven planning looks like in practice and offer lessons learned from their recent efforts. Workshop participants will have an opportunity to discuss challenges, opportunities, and ways to apply the framework to emerging or current work.

HOPi ROOM 65
Equity for Equity's Sake: Opportunities and Trends in Socially Responsible Public Finance

TAGS: MUNICIPAL FINANCE

Ryan Bowers, FRONT LINE SOLUTIONS
Napoleon Wallace, ACTIVEST

This Equity Action Lab will focus on the spectrum of socially responsible bond financing options available to communities. During the session, we'll dig into current and emerging ways that local governments are utilizing finance to support community and development goals, particularly those that advance racial equity. The presenters will discuss current issues such as evaluating municipal expenditures and revenues through an equity lens, innovative municipal finance opportunities in higher education, justice finance and law enforcement, equitable infrastructure development, among others. The session will provide a workshop for members on how to address their city-specific racial equity issues through municipal finance, including reviewing available financing options.

SANTA ANA ROOM 31
Integrating Equity & Social Justice into Enterprise Management

TAGS: NORTHWEST, IMPLEMENTING, SUSTAINING, TOOLS

Priti Mody-Pan, SENIOR PERFORMANCE AND STRATEGY ANALYST, KING COUNTY
Nicole Franklin, CHIEF EQUITY OFFICER KING COUNTY INFORMATION TECHNOLOGY

Equity and social justice (ESJ) has been formalized into King County's work since 2008 through executive priority, ordinance, and a countywide ESJ Strategic Plan. King County's Office of Performance, Strategy and Budget (PSB) and KC Information Technology both play a key role in the County's journey to bring an equity and social justice perspective to the work of the County. This lab will begin with an overview and discussion of PSB efforts toward building staff capacity. We'll walk through a methodology that shows how to bake equity into performance management and conclude with an introduction to tools

designed to help governments spotlight and quantify place-based inequities in community conditions. King County Information Technology is developing a tool that will help jurisdictions to more easily conduct equity analysis with accessible ArcGIS maps that display place-based disparities in community indicators to show where resources should be invested to achieve more equitable outcomes.

NETWORKING SESSIONS
11:15AM – 12:30PM

ANASAZI ROOM 10
Working for Equity: Promoting Best Practices in Human Resources

TAGS: HR

Facilitator: Shanna Crutchfield
CONSULTANT, GARE

Jurisdictions across the country are looking for best practices to help them advance equity in their recruitment, hiring, promotion, and retention practices and the GARE HR Subject Area Working Group members are no different. Participants will hear from current members who have implemented racial equity tools in recruitment, hiring, promotions, and retention practices and others who have built out their racial equity teams while navigating challenging circumstances. Participants should come prepared to exchange tools and tactics for addressing current policy, practice and procedure that may have implicit and institutional bias in your jurisdictions, and also brainstorm ways to continue collaborating with the Human Resources Working Group.

SANTO DOMINGO ROOM 28
Making it Count - Communities of Color and the 2020 Census

TAGS: STRATEGY

Brittany Ortiz, DEPUTY DIRECTOR, OFFICE OF EQUITY & INCLUSION, CITY OF ALBUQUERQUE
Dominique Apollon, VICE PRESIDENT OF RESEARCH, RACE FORWARD

People of color are more likely than white people to live in a hard-to-count Census tract. This means people of color are at higher risk for losing access to programs supported by federal funding and representation at every level of government. Additionally, accurate Census data is integral to quantitatively highlighting inequity resulting from institutional racism in communities and benchmarking progress toward racial justice. Come learn strategies and tips from Census experts and members.

ISLETA ROOM 19/JEMEZ ROOM 21
**GARE Health Working Group:
Public Health as an Equity Platform**
TAGS: PUBLIC HEALTH

Facilitator: Shawna Davie, SOUTH REGION PROJECT MANAGER, GARE

In this session, members and prospective members of the health workgroup will have a chance to network, discuss how the workgroup could best support their work, and hear from a panel of GARE jurisdictions about successes and overcoming barriers in operationalizing racial equity within health and public health. Participants will network with other jurisdictions working on advancing racial equity within health and public health, and learn about the GARE Health Workgroup and discuss how the group could best support members. Leaders will be identified who are interested in supporting the workgroup moving forward.

TESUQUE ROOM 32
Racial Equity CEOs Working Group
TAGS: RACIAL EQUITY CEOS

Dwayne S. Marsh, CO-DIRECTOR OF GARE, V.P. OF INSTITUTIONAL & SECTORAL CHANGE, RACE FORWARD

This session is designed for Racial Equity CEOs to discuss the emerging partnership between GARE and PolicyLink, strategize about how to extend the number of jurisdictions establishing CEO-type positions, and reflect on self-care that sustains us in the work going forward. Action planning for the Subject Area Working Group in 2019 will also take place.

PICURIS ROOM 27
A Community Conversation on Applying an Intersectional Approach to our Racial Equity Practices

TAGS: THEORY & PRACTICE, INTERSECTIONALITY

Joy Marsh Stephens, DIVISION OF RACE & EQUITY, CITY OF MINNEAPOLIS
Lucas Smiraldo, OFFICE OF EQUITY AND HUMAN RIGHTS, CITY OF TACOMA

Join an open community conversation about where our cities and jurisdictions are around awareness of intersectional analysis and application into practices and policies. The session will build common understanding of intersectionality by exploring the history of the concept and how it applies to the outcomes we are all looking for as GARE members. In this case, intersectionality embraces a depth of voices and needs in assessment and application of a comprehensive vision for our jurisdictions. Facilitators will share brief examples of how their teams are applying an intersectional analysis into assessments, research, practices, policy etc. Small group discussions will support participants in a more in-depth analysis of how to bring intersectionality more deeply into their work.

NAMBE ROOM 23/NAVAJO ROOM 25
A Collective Framework for a Multi-Agency Racial Equity Initiative
TAGS: WEST, REGIONAL

Kristen Law, COMMUNITY ENGAGEMENT SPECIALIST, BAAQMD

Kate Hoag, PRINCIPAL AIR QUALITY ENGINEER, BAAQMD

Mary Anne Okpalauugo, DIVERSITY, EQUITY AND INCLUSION MANAGER, BAAQMD

The Bay Area Regional Collaborative (BARC) Racial Equity Team is unique in that we are comprised of multiple regional agencies, multiple cohorts, and staff from multiple levels within our agencies. The BARC Team faced challenges coordinating across agency and cohort teams as they began the process of developing and implementing a racial equity action plan. Drawing from the Collective Impact Framework and Results Based Accountability, we spent much of our implementation year developing a vision statement and an organizational framework to ensure we were leveraging resources and forming partnerships to ensure success. During the Networking Session we will share our vision, organizational framework, action plans, and example implementation projects. Attendees will also learn the challenges and solutions coordinating across multiple agencies and cultivating support from leadership and boards.

HOPI ROOM 65

Racial Equity in Parks and Recreation

TAGS: PARKS & RECREATION

Phyllis Utley, PARKS TECHNICIAN, CITY OF ASHEVILLE, NC

Jaqueline Tucker, EAST REGION PROJECT MANAGER, GARE

Join the Parks & Recreation Working Group for an informal discussion and networking session, facilitated by GARE Staff and Parks & Recreation practitioners. Explore questions including: How do we measure the impact Parks and Recreation play to effectuate equity in neighborhood development, health outcomes and education? What evaluation tools can we

use, and where should we focus to increase equity for measurable impact? How do we eliminate the gaps? What small steps can we take to increase collaboration with those most negatively impacted? Come prepared to share your current practices and challenges and build a stronger GARE community focused on Parks.

COCHITI ROOM 18

Implementing Fair & Impartial Police Practices

TAGS: CRIMINAL JUSTICE

Lt. Darrell Lowe, CITY OF SANTA MONICA

Gordon Goodwin, MIDWEST REGION PROJECT MANAGER, GARE

A discussion of the challenges to implementing Fair & Impartial Policing practices in a police department. The discussion will include how-to tips and best practices, facilitated by leader in the GARE Network, Lt. Darrell Lowe, City of Santa Monica, joined by Gordon Goodwin, GARE staff lead for the Criminal Justice Subject Area Working Group. Join this conversation to share your practices, trouble shoot, and organize the continue collaborating through the Criminal Justice Working Group.

ZUNI ROOM 15

Affinity Groups: Self Organized

TAGS: THEORY & PRACTICE

This open space will provide all participants an opportunity to meet in small affinity groups that are self-facilitated, self-organized. All people of color and white people are affected by racism and have to work together to end it. We live in a society in which all of us are racialized; how we are affected by racism and the work we have to do to eliminate it is different based on whether we are targets or agents of racism. Affinity groups provide an opportunity for multi-racial teams to work on skills for recognizing and undoing patterns of internalized racism in separate groups

according to our different racialized experiences. Affinity groups are spaces for self- and group-reflection, loving feedback and developing tactics to challenge the individual and group dynamics that get in our way of building racial equity and social justice.

LAGUNA ROOM 20

Tribal Relations: Highlighting Trends, Challenges, and Best Practices

TAGS: TRIBAL RELATIONS, INDIGENOUS COMMUNITIES

Melissa A. Kiesewetter, NATIVE AMERICAN SPECIALIST/TRIBAL LIAISON, MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Laura R. John, TRIBAL RELATIONS DIRECTOR, CITY OF PORTLAND, OFFICE OF GOVERNMENT RELATIONS

This session will be led by representatives from the state of Michigan and City of Portland, who will share their experiences working at the state, municipal, and institutional/organizational level with tribal government and communities. They will share important local context and history, as well as practices and opportunities to improve or expand relationships with tribal communities and tribal governments. Participants will have an opportunity to share their own work and reflect back to their local work and will receive tools and resources to take back to their jurisdiction.

TAOS ROOM 30

Youth-Led Efforts on Anti-Racism and Racial Equity

TAGS: YOUTH, STRATEGY

Erika Molina, YOUTH DEVELOPMENT COORDINATOR, MULTNOMAH YOUTH COMMISSION, MULTNOMAH COUNTY

Mariela Ruiz-Angel, OFFICE OF IMMIGRANT AND REFUGEE AFFAIRS. ALBUQUERQUE

Desralynn Cole, INNOVATION PROGRAM MANAGER, CITY OF MINNEAPOLIS

Many jurisdictions are already making efforts to prepare and advance the new wave of racial equity practitioners to ensure our work continues with strong force. Representatives from different jurisdictions will share about their successful processes of engaging youth and young adults as well as barriers they face and continue to overcome. This networking session is an opportunity to not only learn about what's happening nationally, but also cross-sharing ideas and resources to begin, continue and/or strengthen the work of intergenerational work to advance and promote equity.

TEWA ROOM 70

Environmental Justice & Sustainability

TAGS: ENVIRONMENTAL JUSTICE, SUSTAINABILITY

Facilitator: Ben Duncan, CHIEF DIVERSITY & EQUITY OFFICER, MULTNOMAH COUNTY

The session will discuss the history of the sustainability movement and its relationship with environmental justice analysis and communities of color. The facilitator will offer specific examples from Multnomah County in the ways that the intersection of EJ and Sustainability has built stronger movements and provided opportunity for racial justice (climate adaptation planning, EJ policy, statewide work, inclusion in county-wide empowerment lenses) The discussion will also recognize that environmental justice is about racial and social justice, and is but one example (sustainability) of areas of focus that have historically not been inclusive of racial justice. Participants will share current initiatives and challenges and strategize about how to carry on the work of the Environmental Justice & Sustainability Working Group.

SANTA ANA ROOM 31

Equitable Development: Race, Place and Land-Use

TAGS: EQUITABLE DEVELOPMENT

Heather Worthington, DIRECTOR, LONG RANGE PLANNING, CITY OF MINNEAPOLIS
Nora Liu, NORTHWEST REGION PROJECT MANAGER, GARE

America's cities have not recovered from centuries of legal restrictions, land-use regulations and infrastructure investments that displaced, limited or prevented people of color from purchasing or renting homes in high amenity neighborhoods. Programs like the G.I. Bill, the Federal Housing Administration loan programs, and redlining have created long-lasting impacts on BIPOC community members. What are the meaningful changes, coupled with other policies and resources that cities can utilize to reverse these disparities? Why should this matter to the future and economic health of our communities? We will have a conversation about some of the tools and tactics that Minneapolis is using to address our deep and persistent racial disparities, and what our future work will be in this area of policy and practice.

BREAKOUT SERIES 3 2:45PM – 4:15PM

PICURIS ROOM 27

Implementing and Monitoring Your Equity Strategy-A Northwest Region Perspective

TAGS: NORTHWEST, IMPLEMENTING, SUSTAINING

Ben Duncan, CHIEF DIVERSITY AND EQUITY OFFICER, MULTNOMAH COUNTY

Markisha Smith, Ed. D., DIRECTOR, CITY OF PORTLAND OFFICE OF EQUITY AND HUMAN RIGHTS

Steve Nakana, Ph. D., SOCIAL EQUITY PROGRAM MANAGER, PORT OF PORTLAND

Cassie Salinas, ORGANIZATIONAL IMPACT PROGRAM MANAGER, OREGON METRO

Bobbi Stedman, CHIEF ADMINISTRATIVE & EQUITY OFFICER, PORT OF PORTLAND

Developing and implementing inclusive racial equity program strategies is a necessary yet sometimes daunting task for any organization, particularly for individuals tasked with implementing and monitoring progress. In this session, participants will hear from four jurisdictions within the Portland Metropolitan region; including the Port of Portland, Multnomah County, Oregon Metro and the City of Portland about how they are implementing their racial equity programs. Panel speakers will share their equity implementation strategies and tools, tips on what worked well and what hasn't, and how to measure success. In so doing, the panelists will compare similarities and differences in their implementation and monitoring approaches.

LAGUNA ROOM 20

Restructuring the Relationship Between Community and Government

TAGS: COMMUNITY ENGAGEMENT

Rachael DeCruz, VP OF POLICY AT RACE FORWARD

Corrine Van Hook-Turner, PROGRAM MANAGER OF TRANSITIONS IN PLACE, MOVEMENT STRATEGY CENTER

As jurisdictions move forward in advancing their racial equity efforts, transforming and cultivating the relationship between communities of color and local government is critical. Join us for a case study of two national projects (100% Cities and Zero Cities) that are seeking to invert the business as usual approach to move towards community and government co-creation of strategies. This session will be co-facilitated with Race Forward and will include best practices, lessons learned, and an interactive discussion.

SANTO DOMINGO ROOM 28
Tool Exchange & Braintrust
TAGS: EMERGING, IMPLEMENTING

Julie Nelson, CO-DIRECTOR, GARE

Participants will have an opportunity to exchange tips and tricks for developing, adapting, and implementing tools for advancing racial equity. Come prepared to share and learn from members across the country who are in various stages of using racial equity tools, mapping tools, budgeting tools, and more. Suggested topics of exchange include overviews of RETs and how they have been applied; challenges and roadblocks in steps of the process; advice for other jurisdictions who are thinking of ramping up or piloting the use of a tool.

TESUQUE ROOM 32
Making Racial Equity Welcoming to All
TAGS: IMMIGRATION

Bryan Warren, DIRECTOR OF THE OFFICE FOR GLOBALIZATION, LOUISVILLE

Kellie Watson, ESQ. OFFICE OF MAYOR GREG FISCHER -CHIEF EQUITY OFFICER, LOUISVILLE

Molly Hilligoss, WELCOMING AMERICA REGIONAL MANAGER

Daniel Valdez, WELCOMING AMERICA NETWORK DIRECTOR

As an organization concerned with creating more equitable and inclusive communities, and with addressing the root causes of what makes communities unwelcoming for immigrants and refugees in particular, Welcoming America has learned that leaders benefit from tools that help them to engage with what we call “receiving communities”—the places that are being reshaped by demographic change and immigration, and the diverse longtime residents who live there. This session will explore those initiatives in receiving communities and look for intersections and

collaborative opportunities for racial equity and immigrant integration professionals and advocates.

COCHITI ROOM 18
Centering Blackness in Equity: Getting Beyond the Buzzword of Racial Equity
TAGS: THEORY & PRACTICE

Dr. Farris Muhammad, CHIEF DIVERSITY & INCLUSION OFFICER, CITY OF PEORIA (IL)

Taj Suleyman, EQUITY OUTREACH COORDINATOR, CITY OF DUBUQUE (IA)

Anderson Sainci, PUBLIC WORKS SUPERVISOR (AND DUBUQUE SCHOOL BOARD MEMBER), CITY OF DUBUQUE (IA)

Throughout the country in various governmental entities, the concept of equity is gaining momentum and provoking rich discourse beyond the terms “diversity” and “inclusion.” Despite overwhelming research explicating how descendants of Africa are often most marginalized, many diversity practitioners, policy-makers, and governmental official display trepidation when discussing racial issues that are exclusive to Black people. This session will provide elucidation on how to participate in racial equity conversations in an objective, civil, and engaging way –without retreating from discussing systemic racism and social problems that disproportionately impact Black people. The panelists will use their rich and diverse experiences as a framework to center the dialogue in this session.

NAMBE ROOM 23/NAVAJO ROOM 25
Advancing Racial Equity in the Age of Preemption
TAGS: POLICY, STATE GOVERNMENT

Kim Haddow, LOCAL SOLUTIONS SUPPORT CENTER

Felicia Griffin, DEPUTY DIRECTOR, PARTNERSHIP FOR WORKING FAMILIES

Local Solutions Support Center and the Partnership for Working Families (PWF) will share an assessment of present state preemption trends and new data on the effects of this state interference in local democracy on women and women of color. The research explores 1) how these consequences are connected to a structure that has perpetuates inequity, and 2) and, works to limit the economic and health/reproductive choices of women and women of color, deregulate industries and corporations, and erode local decision-making. Presenters will share what cities, officials and advocates are doing top push back against this trend and what's working - including a look at the record number of preemption repeal bills that have been filed.

ANASAZI ROOM 10

Centering Native and Employees of Color In Professional Development

TAGS: NORTHWEST, HR

Janine Anzalota, CIVIL RIGHTS MANAGER, OFFICE OF EQUITY & SOCIAL JUSTICE (ESJ)

Danita Carter, BUSINESS & FINANCE OFFICER, DEPARTMENT OF NATURAL RESOURCES & PARKS (DNRP)

Tristen Gardner, PROGRAM MANAGER, DNRP

Matias Valenzuela, DIRECTOR, OFFICE OF EQUITY & SOCIAL JUSTICE

Julia Yen, PROGRAM MANAGER, PUBLIC HEALTH

King County is committed to supporting the growth and development of workplace and work force equity by fostering the development of Affinity Groups (AGs). Affinity Groups, sometimes also known as Employee Resource Groups, are a tool for employees with common interests and improve retention of Native employees and employees of color by providing a sense of community within the county. The County is working on policies and structures to formalize these groups, provide budget oversight, structure, and a direct line to senior leadership. Participants will discuss

King County strategies to position affinity groups to have direct access to County leadership to voice priorities that support strategic plan goals; recommendations for utilizing AGs and their leads to develop professional development that centers the experiences of Native and employees of color, explicitly addressing institutional and structural racism; lessons learned for creating your own AGs.

ISLETA ROOM 19/JEMEZ ROOM 21

Deploying Data for Implementing Racial Equity Strategies

TAGS: EVALUATION

Kien S Lee, PRINCIPAL ASSOCIATE AND VICE PRESIDENT, COMMUNITY SCIENCE

Allison De Marco, UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL AND CARRBORO/ORANGE COUNTY NC

Historical and current empirical evidence demonstrate that all systems in the United States, including governments, have been systematically created to advantage white population groups and resulted in long-term inequities for population groups of color. In this workshop, we will demonstrate governments' historic and current role in racial oppression and segregation with examples, such as redlining. We will talk about how the data we choose to collect reflects our values and dictates actions taken. We will provide hands-on opportunities for participants to identify the values reflected through examples, such as transportation infrastructure reports that only include data on travel by car. We will discuss what good data looks like and the variety of ways it might be collected to answer a community question, with opportunities for participants to share questions they are struggling with and participate in two skill-building scenarios.

TAOS ROOM 30

Embedding Equity Programs into Construction and Development Projects: A Conversation on Community Benefits Agreements

TAGS: MIDWEST, EQUITABLE DEVELOPMENT

Alex Tittle, DISPARITIES REDUCTION DIRECTOR, HENNEPIN COUNTY

Gordon Goodwin, MIDWEST REGION PROJECT MANAGER, GARE

This conversation will explore the implementation of an equity program for stadium design, construction and beyond. From conducting outreach, development of a procurement process, conducting a compliance process and partnering with a variety of key entities, they will share best practices around accountability mechanisms, oversight, and community impact and inclusion. They will also share general information about how community benefits agreements embedded into workforce equity projects can have a profound impact on communities of color.

ZUNI ROOM 15

State Strategies to Advance Racial Equity

TAGS: STATE GOVERNMENT

Agustin Arbulu, EXECUTIVE DIRECTOR, MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Evette Jasper, RACIAL EQUITY ADMINISTRATOR, WASHINGTON STATE DCYF

Rachel Pallatin, CA AIR RESOURCES BOARD

Holly Nickel, STRATEGIC GROWTH COUNCIL, CA

This session will highlight the work of organizing and operationalizing racial equity at the state level and the unique opportunities and challenges each state agency/department faces. Panelists from California, Michigan, and Washington will

then discuss their experience of moving this work in the distinctive environment that state government represents. In addition to presentations there will also be small group activities for strategizing around additional opportunities to advance state work.

APACHE ROOM 17

Pathways to Undoing White Body Supremacy

TAGS: THEORY & PRACTICE

Cassidy Gardenier, DIRECTOR CIVIL RIGHTS EQUITY DIVISION, CITY OF MINNEAPOLIS

Nick Campbell, RACE AND EQUITY PROGRAM MANAGER, CITY OF MINNEAPOLIS

Minneapolis has undertaken extensive training in Psychological First Aid and Cultural Somatics with Resmaa Menakem and Rachel Martin. As part of a year-long cohort inside of the City, staff are undergoing the necessary work of undoing white body supremacy. A by-product of living in a society that prioritizes white comfort is that even small amounts of racialized stress often elicit reflexive protective responses in white bodies that leave them numb, collapsed, preoccupied, defensive, and avoidant. In turn, these responses often elicit reflexive protective responses in Black, Indigenous, and people of color's (BIPOC) bodies that leave them hypervigilant and burdened with choosing to accommodate and soothe white anxieties or suffer consequences. This session will explore answer to questions including Where do these racialized stress responses come from and what roles can we play within our white communities as we move toward repair and healing? Participants will walk away with information about how racialized stress impacts the body, tools for overcoming, and suggestions for creating their own communities of practice. This session is built for white bodies but is open to all.