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
Brittny 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
Raintry 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
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 Sambatardo, 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 MANAGER, 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.

SANTA ANA ROOM 31
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 Da 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, CONTRACT TECHNICIAN, 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.

HOPI 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**
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
Ubax 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
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.

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.

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.
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.

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.

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.

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
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 to 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.