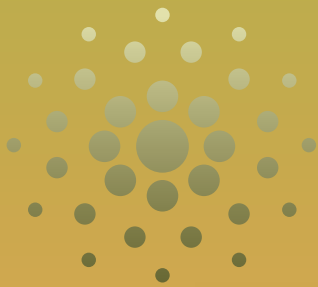


GARE

ADVANCING RACIAL EQUITY

CALIFORNIA CONVENING

OAKLAND, CALIFORNIA SEPTEMBER 12-13 2019



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



haas institute
FOR A FAIR AND INCLUSIVE SOCIETY

GARE is a joint project of Race Forward and the Haas Institute for a Fair and Inclusive Society.

THURSDAY, SEPTEMBER 12 AGENDA

8:30^{AM}–9:00^{AM} REFRESHMENTS & REUNION

EAST HALL FOYER

9:00^{AM}–9:15^{AM} WELCOME & PURPOSE

EAST HALL

WELCOME AND ACKNOWLEDGMENT

Sandra Witt, *DIRECTOR, HEALTHY COMMUNITIES NORTH REGION, THE CALIFORNIA ENDOWMENT*

Alexandra Desautels, *PROGRAM MANAGER FOR STRATEGY DEVELOPMENT AND DISSEMINATION, THE CALIFORNIA ENDOWMENT*

PURPOSE

Leslie W. Zeitler, *GARE CALIFORNIA PROGRAM MANAGER, RACE FORWARD*

9:15^{AM}–10:15^{AM} KEYNOTE: IAN HANEY LOPEZ

EAST HALL

INTRODUCING IAN HANEY LOPEZ:

Julie Nelson, *SENIOR VICE PRESIDENT FOR PROGRAM, RACE FORWARD
CODIRECTOR, GARE*

IAN HANEY LOPEZ

CHIEF JUSTICE EARL WARREN PROFESSOR OF PUBLIC LAW AT THE UNIVERSITY OF CALIFORNIA, BERKELEY

In 2014, Ian Haney Lopez in *Dog Whistle Politics* named and explained the coded racial appeals exploited by right-wing politicians over the last half-century--and thereby anticipated the 2016 presidential election. In his new release *Merge Left: Fusing Race and Class, Winning Elections, and Saving America*, he asks the critical question: can merging the fights for racial justice and shared economic prosperity build greater enthusiasm for both goals--and achieve the cross-racial solidarity needed to win elections? A look at how the current socio-political context is shaping the role and value of governing for racial equity.

10:15^{AM}–10:30^{AM} BREAK

10:30^{AM}–11:45^{AM} RACIAL EQUITY WORK: STATE OF THE STATE

EAST HALL

MODERATOR

Dwayne S. Marsh

*VICE PRESIDENT FOR INSTITUTIONAL AND SECTORAL CHANGE, RACE FORWARD
CODIRECTOR, GARE*

A review of how jurisdictions throughout the state have been approaching the conversation on racial equity and implications for the work in 2020. The session will also focus on connections and possible strategies between regions and across the state.

PARTICIPANTS:

Ayanna Bennett, *MD, MS, FAAP. DIRECTOR OF INTERDIVISIONAL INITIATIVES. CITY AND COUNTY OF SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH*

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

Julia Caplan, *PROGRAM DIRECTOR, CALIFORNIA HEALTH IN ALL POLICIES TASK FORCE*

Rebecca Nanyonjo-Kemp, *DRPH, PUBLIC HEALTH DIRECTOR, MERCED COUNTY*

Meredith Lee, *HEALTH PROGRAM SPECIALIST, OFFICE OF HEALTH EQUITY, CALIFORNIA DEPARTMENT OF PUBLIC HEALTH*

11:45^{AM}-1:00^{PM}
EAST HALL

LUNCH

RACIAL EQUITY WORK: STATE OF THE NATION

LUNCH PLENARY: GLENN HARRIS

INTRODUCING GLENN HARRIS

Sandra Witt, *DIRECTOR, HEALTHY COMMUNITIES NORTH REGION, THE CALIFORNIA ENDOWMENT*

Glenn Harris, *PRESIDENT, RACE FORWARD*
PUBLISHER, COLORLINES

Glenn brings national perspective to the conversation through his witness of community, government, philanthropic, and other advocates for racial justice doing their best work to respond to the historic moment that challenges progress to date and the very framework of democracy.

RESPONDENTS:

Tony Iton, *SENIOR VICE PRESIDENT, THE CALIFORNIA ENDOWMENT*

Shireen Malefkazali, *SENIOR MANAGER FOR POLICY, PLANNING AND EQUITY, SAN MATEO COUNTY*

Dee Williams-Ridley, *CITY MANAGER, CITY OF BERKELEY*

Mary Ann Okpalaugo, *MANAGER, DIVERSITY EQUITY AND INCLUSION OFFICE, BAY AREA AIR QUALITY MANAGEMENT DISTRICT*

Jarrod Schwartz, *EXECUTIVE DIRECTOR, JUST COMMUNITIES*

1:00^{PM}-2:15^{PM}
EAST HALL

FACILITATED BREAKOUTS: SESSION I

FACILITATOR

Ashley Horne, *GARE REGIONAL PROGRAM MANAGER, RACE FORWARD*

AUTHENTIC COMMUNITY RELATIONSHIPS OAKLAND ROOM.

EQUITY INDICATORS OCC 201

BUILDING INSTITUTIONAL MOMENTUM OCC 202

CRIMINAL JUSTICE OCC 210/211

EQUITY OFFICES OCC 203

STATE AGENCY ACTION CALIFORNIA ROOM

INTERAGENCY COORDINATION FOR RACIAL EQUITY OCC 208

2:15^{PM}-2:30^{PM}

BREAK

2:30^{PM}-4:30^{PM}
EAST HALL

FACILITATED CROSS-POLLINATION & STRATEGY SESSION:

CONNECTING STATE AGENCY AND LOCAL JURISDICTION WORK

FACILITATOR

Ashley Horne, *GARE REGIONAL PROGRAM MANAGER, RACE FORWARD*

Leslie W. Zeitler, *GARE CALIFORNIA PROGRAM MANAGER, RACE FORWARD*

Jurisdictions and regions will share what racial equity work is happening throughout the state and strategize around what is needed to continue and further the racial equity movement in the state.

4:30^{PM}-4:50^{PM}
EAST HALL

BRINGING IT TOGETHER: TAKEAWAY DAY 1

4:50^{PM}-5:00^{PM}
EAST HALL

ANNOUNCEMENTS & TOMORROW'S AGENDA

5:00^{PM}-6:00^{PM}
OCC 210/211

NETWORKING STATIONS (OPTIONAL)

FRIDAY, SEPTEMBER 13 AGENDA

8:30_{AM}–9:00_{AM}

EAST HALL FOYER

COFFEE & RECONVENING

9:00_{AM}–9:20_{AM}

EAST HALL

CHECK IN FROM DAY ONE

9:20_{AM}–10:45_{AM}

EAST HALL

GOVERNMENT–COMMUNITY PARTNERSHIPS PANEL

INTRODUCTION

Dwayne S. Marsh

VICE PRESIDENT FOR INSTITUTIONAL AND SECTORAL CHANGE, RACE FORWARD

CODIRECTOR, GARE

Lauren Padilla-Valverde moderates an exploration of some of the state's most promising models for re-envisioning the relationship between community and government in service of advancing racial equity.

MODERATOR

Lauren Padilla-Valverde, *SENIOR PROGRAM MANAGER, THE CALIFORNIA ENDOWMENT*

Analilia Garcia, *RACIAL AND HEALTH EQUITY, SENIOR HEALTH CARE PROGRAM MANAGER, PUBLIC HEALTH DEPARTMENT OF SANTA CLARA COUNTY*

Jaquie Franco, *EAST SAN JOSE RESIDENT AND EAST SAN JOSE PEACE PARTNERSHIP*

Jose Arreola, *COMMUNITY SAFETY DIVISION ADMINISTRATOR AND DIRECTOR OF COMMUNITY ALLIANCE FOR SAFETY & PEACE, CITY OF SALINAS*

Andrea Manzo, *REGIONAL EQUITY DIRECTOR, BUILDING HEALTHY COMMUNITIES – TOWARD A RACIALLY EQUITABLE MONTEREY COUNTY*

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

James Suazo, *ASSOCIATE DIRECTOR, LONG BEACH FORWARD*

10:45_{AM}–10:55_{AM}

BREAK

11:00_{AM}–12:10_{PM}

FACILITATED BREAKOUTS: SESSION II

PUBLIC HEALTH OCC 210/211

HR, TRAINING, AND WORKFORCE CALIFORNIA ROOM

EQUITABLE DEVELOPMENT/PLANNING OCC 202

COMMUNITY ENGAGEMENT – PLACE BASED STRATEGY OCC 208

WORKFORCE COMPETENCY: PILOTING TRAINING OCC 201

UNITING COMMUNITY AND GOVERNMENT IN CAUSE OF RACIAL EQUITY OCC 203

CONCURRENT SESSION: PHILANTHROPY FOR GOVERNING FOR RACIAL EQUITY OAKLAND ROOM

12:10_{PM}–1:00_{PM}

EAST HALL

LUNCH

KEYNOTE SPEAKER: **john a. powell**

INTRODUCTION

Julie Nelson *SENIOR VICE PRESIDENT FOR PROGRAM, RACE FORWARD*

CODIRECTOR, GARE

LUNCH KEYNOTE

john a. powell

PROFESSOR OF LAW, PROFESSOR OF AFRICAN AMERICAN STUDIES AND ETHNIC STUDIES, ROBERT D. HAAS CHANCELLOR'S CHAIR IN EQUITY AND INCLUSION DIRECTOR, HAAS INSTITUTE FOR A FAIR AND INCLUSIVE SOCIETY AT THE UNIVERSITY OF CALIFORNIA, BERKELEY

Internationally renowned thought leader John A. Powell brings his distinctive perspective on race, culture, and equity to the Convening, sharing insights on how to navigate the current social context with an eye to rebuilding momentum for racial justice.

1:00_{PM}-2:30_{PM}
EAST HALL

COMMUNICATING ABOUT RACE

RACE FORWARD FACILITATORS

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

Nayantara Sen, MANAGER OF CULTURAL STRATEGIES, RACE FORWARD

The Race Forward team provides a demonstration on practices for beginning and maintaining conversations on racial equity, providing a deeper dive on strategies, tools, and resources for advancing racial equity in government.

2:30_{PM}-2:45_{PM}

BREAK

2:45_{PM}-4:00_{PM}
EAST HALL

2020 - 2021 ROADMAP FOR RACIAL EQUITY IN CALIFORNIA

EMCEES

Helen Chin, MANAGEMENT ANALYST, DEPARTMENT OF PUBLIC WORKS, CITY OF CULVER CITY

Ashley Horne, GARE REGIONAL PROGRAM MANAGER, RACE FORWARD

Leslie W. Zeitler, GARE CALIFORNIA PROGRAM MANAGER, RACE FORWARD

Through a facilitated process, the assembled collective will engage to review trends identified during the first day work sessions, resolve questions and clarify details, and identify priority issues for GARE to track in 2020 and beyond.

4:00_{PM}-4:45_{PM}
EAST HALL

BRINGING IT ALL TOGETHER, DAY 2

Projecting the road forward by sharing insights and application of lessons shared to the work of participating jurisdictions.

EMCEES

Helen Chin, MANAGEMENT ANALYST, DEPARTMENT OF PUBLIC WORKS, CITY OF CULVER CITY

Ashley Horne, GARE REGIONAL PROGRAM MANAGER, RACE FORWARD

Leslie W. Zeitler, GARE CALIFORNIA PROGRAM MANAGER, RACE FORWARD

4:45_{PM}-5:00_{PM}
EAST HALL

NEXT STEPS & CLOSING

BREAKOUT SESSION I THURSDAY, SEPTEMBER 12 1:00_{PM}–2:15_{PM}

Exploration of issues and opportunities to advance racial equity through improved local-state alignment, internal coordination, or redefinition of the community-government relationship.

FACILITATOR

Ashley Horne, *GARE REGIONAL PROGRAM MANAGER, RACE FORWARD*

1. AUTHENTIC COMMUNITY RELATIONSHIP OAKLAND ROOM

Jarrod Schwartz, *EXECUTIVE DIRECTOR, JUST COMMUNITIES*

The work of building authentic relationships between community and government is absolutely essential to making meaningful progress toward racial equity. None are arguing that premise, but how to get there...? This session will draw on participants to build out a potential roadmap for making such connections, starting with the sharing of models showing significant progress on California's Central Coast, before transitioning to facilitated conversations that surface the building blocks of a new generation of community leadership and engagement in shaping the trajectory of government action.

2. EQUITY INDICATORS OCC 201

Greg Gearheart, *DEPUTY DIRECTOR, OFFICE OF INFORMATION MANAGEMENT AND ANALYSIS, AT CALIFORNIA STATE WATER RESOURCES CONTROL BOARD*

The Cal EPA Beyond Green team has developed California state workforce racial identity datasets and a visualization tool to help do analyses. This session will focus on (a) how this tool and resource library were developed and (b) how to extend this effort by collaborating and expanding the team to address other, common data resource needs and interests.

3. BUILDING INSTITUTIONAL MOMENTUM OCC 202

Trina Jackson, *LIAISON TO THE CITY COUNCIL, CITY OF RICHMOND*

Donte Blue, *DEPUTY DIRECTOR, OFFICE OF REENTRY AND JUSTICE, CONTRA COSTA COUNTY*

Anika Johnson, *LITERACY PROGRAM ASSISTANT, SOLANO COUNTY LIBRARY*

Sometimes there is no secret to making progress toward racial equity, beyond rolling up your sleeves and doing the hard work to transform institutional culture. Join representatives from California jurisdictions deep in the change process as they relate the essential elements to moving forward for each of their distinctive situations, then turn the conversation towards participants to identify other useful tactics for consideration. Insights on working the elected sphere, criminal justice, and social services are all likely to be highlighted.

4. CRIMINAL JUSTICE OCC 210/211

Glenn Harris, *MODERATOR*

Tara Anderson, *DIRECTOR OF POLICY, SAN FRANCISCO DISTRICT ATTORNEY'S OFFICE, CITY AND COUNTY OF SAN FRANCISCO*

Phaedra Ellis Lamkins, *CO-FOUNDER AND CEO, PROMISE*

Chukwuemeka Manning Sr, *COMMUNITY ENGAGEMENT AND ECONOMIC ANALYST, DURHAM, NC, DIRECTOR, THE WELCOME HOME PROJECT*

Some of the country's most exciting innovations on advancing racial equity are happening in the arena of criminal justice, and this panel brings this reality into relief, lifting up advancements on fines and fees, reentry support, and using technology to accelerate the adoption of alternatives to incarceration. Race Forward President Glenn Harris moderates this session, which will draw examples from the public, nonprofit, and private sector.

5. EQUITY OFFICES OCC 203

MODERATOR

Julie Nelson, SENIOR VICE PRESIDENT FOR PROGRAM, RACE FORWARD

Sheryl Davis, EXECUTIVE DIRECTOR OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION, CITY AND COUNTY OF SAN FRANCISCO

Anyania Muse, M.E.D, EQUITY OFFICER, MARIN COUNTY

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

When Seattle initiated its Race and Social Justice Initiative in 2003, it established the first municipal racial equity office. Just sixteen years later, there are at least forty Racial Equity CEO (Chief Equity Officers) nationwide, some working solo to bridge the actions of their entire jurisdictions, others as part of well-resourced divisions with multiple staff and direct access to leadership. Join this session moderated by Race Forward Senior Vice President Julie Nelson, who was there in the early days in Seattle, to hear how three of California's own are charting their own course through organized offices, and what might get an office started in your own jurisdiction.

6. STATE AGENCY ACTION CALIFORNIA ROOM

MODERATOR

Holly Nickel, RACIAL EQUITY ASSOCIATE, CALIFORNIA HEALTH IN ALL POLICIES TASK FORCE

Jeanie Ward-Waller, SUSTAINABILITY PROGRAM MANAGER, CALTRANS

Ambreen Afshan, LOW CARBON TRANSPORTATION COMMUNITY LIAISON, CALIFORNIA AIR RESOURCES BOARD

Jessica Buendia, DEPUTY DIRECTOR, CALIFORNIA STRATEGIC GROWTH COUNCIL

As state teams continue to get deeper into racial equity implementation, they've had varying experiences, challenges, and lessons learned. This session will highlight racial equity work from three state entities and explore their triumphs and struggles over the last two years to move respective topic areas to prioritize racial equity in transportation, environment, and sustainability.

7. INTERAGENCY COORDINATION FOR RACIAL EQUITY OCC 208

Jacque Larrainzar, RACE AND EQUITY ANALYST, CITY OF OAKLAND DEPARTMENT OF RACE AND EQUITY (MODERATOR)

Brittane Brown, BIKE AND PAVING PLANS

Lily Soo Hoo and **Sean Maher**, CIP PUBLIC WORKS AND TRANSPORTATION DEPARTMENT

Greg Minor, CANNABIS EQUITY

Oakland City employees at different levels of the organization are successfully implementing racial equity in their departments. They will share their experiences, challenges, and lessons learned in making racial equity an action with outcomes in their areas of work that have benefited those most impacted by racial disparities in the City of Oakland. From paving to bike plans, redesigning programs - cannabis equity and workforce development - and inclusive outreach and engagement: listen, learn, and replicate at your organization.

BREAKOUT SESSION II FRIDAY, SEPTEMBER 13 11:00_{AM}–12:15_{PM}

Continued exploration of issues and opportunities to advance racial equity through improved local-state alignment, internal coordination, or redefinition of the community-government relationship.

8. PUBLIC HEALTH OCC 210/211

Melissa Jones, *EXECUTIVE DIRECTOR, BAY AREA REGIONAL HEALTH INEQUITIES INITIATIVE – MODERATOR*
Ileisha Sanders, *PUBLIC HEALTH PROGRAM COORDINATOR, PREVENTION POLICY, AND PLANNING, MERCED COUNTY PUBLIC HEALTH*

Anh Thang Dao-Shah, *MANAGER OF EQUITY STRATEGIES, ZUCKERBERG SAN FRANCISCO GENERAL HOSPITAL AND TRAUMA CENTER, CITY AND COUNTY OF SAN FRANCISCO*

BARHII's Melissa Jones moderates this session that looks at how different health departments are institutionalizing racial equity. The Department of Public Health in San Francisco established racial equity as a key strategic priority, making equity as a strategic goal for the department with an explicit focus on improving health outcomes for the Black/African American community and other communities of color. Merced will illuminate recent progress in the range of health Departments in the San Joaquin Valley.

9. HR, TRAINING, AND WORKFORCE CALIFORNIA ROOM

Wilhelmina Parker, *TRAINING OFFICER, CITY OF BERKELEY*

Robert Sowell, *ASSISTANT EXECUTIVE DIRECTOR, LA COUNTY COMMISSION ON HUMAN RELATIONS, LOS ANGELES COUNTY*

Gabriel Dueñas, *ASSOCIATE EQUAL OPPORTUNITY ANALYST, COUNTY OF MONTEREY*

Krista Hanni, *MS, PHD, PLANNING, EVALUATION, AND POLICY MANAGER, COUNTY OF MONTEREY*

Aimée Zenzele Barnes, *DIVERSITY & EQUITY MANAGER, CITY OF SACRAMENTO*

Explore the different ways that jurisdictions are expanding the power of training and workforce equity to serve more employees and ultimately transform community. From innovative leadership development practices at the City of Berkeley to the impact of a 40-year trajectory of implementing a consent decree in Monterey County to the expansion of implicit bias training to a deeper framing on racial equity for the 111,000 employees of Los Angeles County, this session promises to provide a range of exciting lessons to experience.

10. EQUITABLE DEVELOPMENT/PLANNING OCC 202

Diane Corral-Lopez, *EXECUTIVE OFFICER, OPERATIONS ADMINISTRATION, LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY*

Emily Lam, *DIRECTOR OF POLICY AND GOVERNMENT AFFAIRS, SAN FRANCISCO PUBLIC UTILITIES COMMISSION*

The intersections of equitable development and racial equity cut deep, with profound implications for communities of color who have endured generations of economic disinvestment. Government plays an absolutely crucial role in reversing this legacy – if it acts strategically. This session opens with two powerful examples of how major players in local and regional development are approaching transformative work, followed by a pivot to emerging practice drawn directly from the workshop participants for sharing to the broader Convening audience.

11. COMMUNITY ENGAGEMENT – PLACE BASED STRATEGY OCC 208

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

Nora Liu, *GARE NORTHWEST REGIONAL MANAGER, RACE FORWARD*

Andrea Manzo, *REGIONAL EQUITY DIRECTOR, BUILDING HEALTHY COMMUNITIES – TOWARD A RACIALLY EQUITABLE MONTEREY COUNTY*

Gabby Trejo, *ORGANIZER, SACRAMENTO AREA CONGREGATIONS TOGETHER*

The power of place cannot be overstated in anchoring lasting change in communities of color working to overcome generational disinvestment and structural racial inequities. This session takes a look at how to build a place based strategy for advancing racial equity, highlighting the work of local community leadership from the Monterey Peninsula and the Sacramento region.

12. WORKFORCE COMPETENCY: PILOTING TRAINING OCC 201

Deldi Reyes, *ENVIRONMENTAL JUSTICE PROGRAM MANAGER AT US EPA REGION 9, PACIFIC SOUTHWEST REGION, CALEPA*

Lazaro Cardenas, *EXTERNAL AFFAIRS, DEPARTMENT OF TOXIC SUBSTANCES, CALEPA*

Rooted in the movement for racial justice and civil rights, environmental justice recognizes past harms against communities of color and seeks to ensure all communities live, work, and play in a healthy environment. To realize EJ in our communities, government staff in environmental, transportation, and planning/land use agencies must be able to identify structural racism and the link between the racial segregationist legacy of redlining and modern-day environmental injustice today. This interactive workshop will beta test one module in a longer racial equity training for a government workforce. Participants will be introduced to CalEnviroScreen, CalEPA's cumulative impacts screening tool. Feedback from this session will inform CalEPA's curriculum for its workforce.

13. UNITING COMMUNITY AND GOVERNMENT IN CAUSE OF RACIAL EQUITY OCC 203

LeeAnn Hall, *EXECUTIVE DIRECTOR, ALLIANCE FOR A JUST SOCIETY*

Libero Della Piana, *SENIOR ORGANIZER AND DIGITAL DIRECTOR ALLIANCE FOR A JUST SOCIETY*

Terry Kelleher, *DIRECTOR OF STRATEGIC INNOVATIONS, RACE FORWARD*

An interactive workshop aimed at highlighting an inside/outside strategy for a racial equity agenda. The team will explore the strengths community and government bring to the table, and ways they can better collaborate for change.

CONCURRENT SESSION:

PHILANTHROPY FOR GOVERNING FOR RACIAL EQUITY OAKLAND ROOM

Sandra Witt, *DIRECTOR, HEALTHY COMMUNITIES NORTH REGION, THE CALIFORNIA ENDOWMENT*

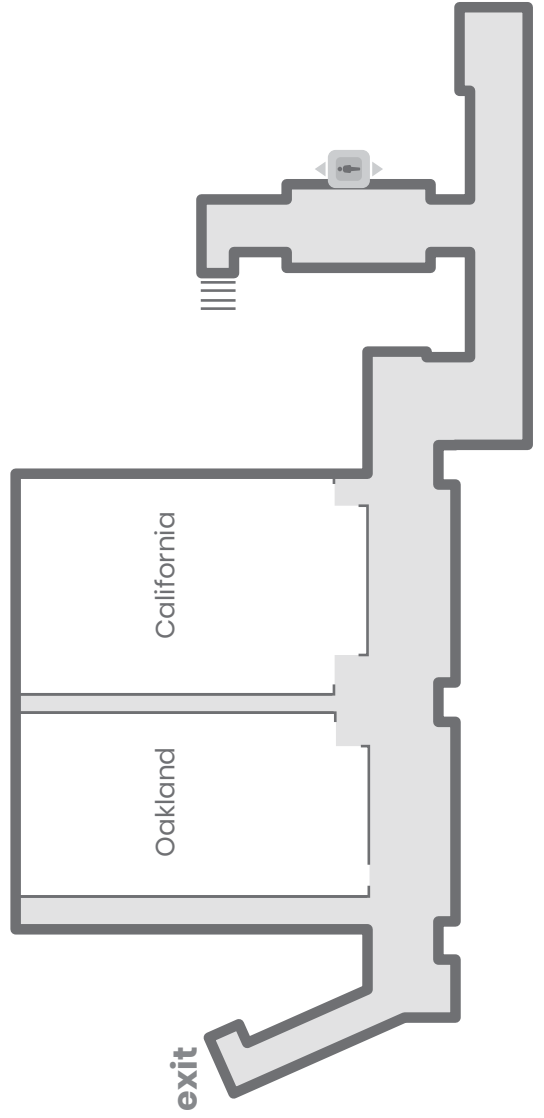
Alexandra Desautels, *PROGRAM MANAGER FOR STRATEGY DEVELOPMENT AND DISSEMINATION, THE CALIFORNIA ENDOWMENT*

Kay Fernandez, *ASSISTANT VICE PRESIDENT OF PROGRAMS, THE SAN FRANCISCO FOUNDATION*

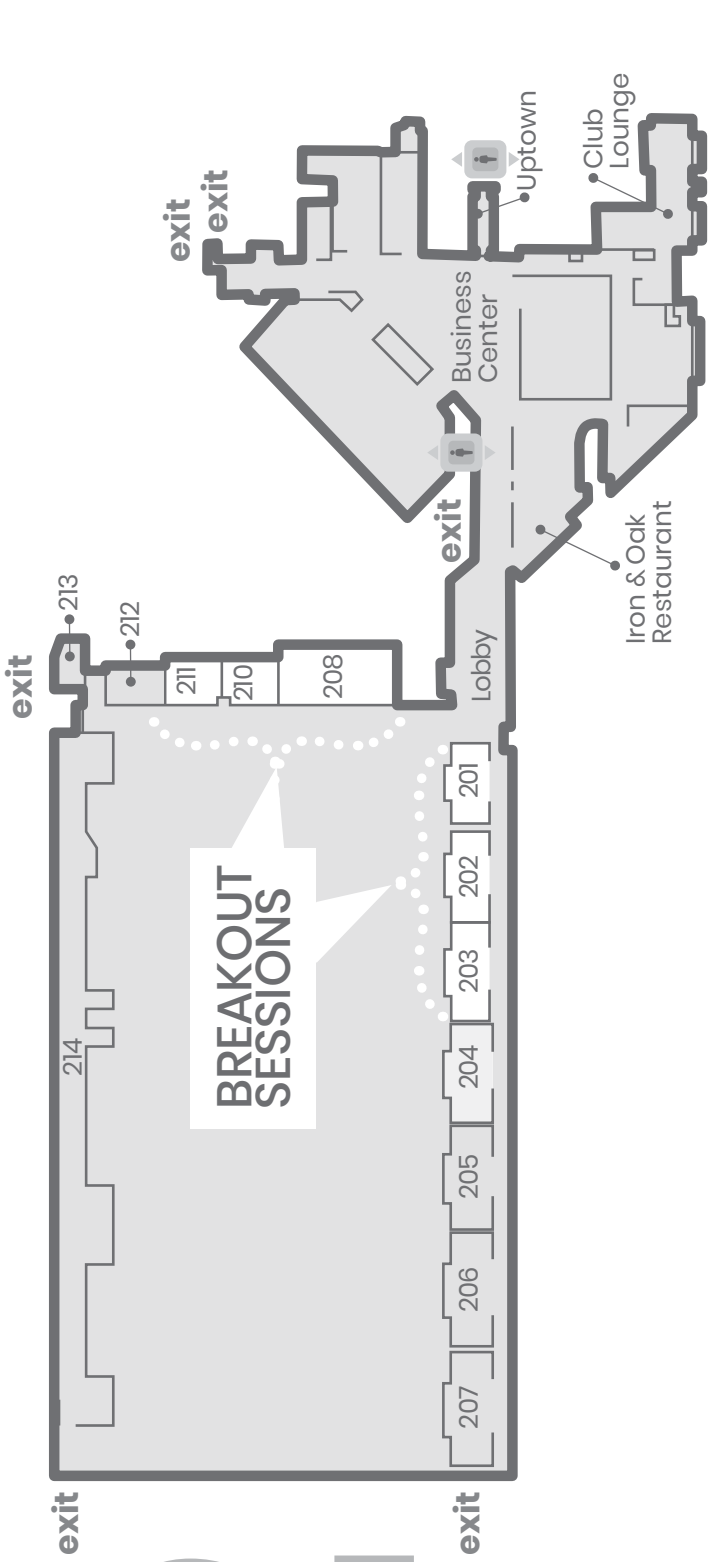
Regional philanthropy revisits the conversation around how best to leverage support for the growing movement of governing for racial equity. By invitation.

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