REIMAGINING GOVERNMENT FOR RACIAL EQUITY & JUSTICE

GARE ANNUAL MEMBERSHIP MEETING
PORTLAND, OREGON
ONLINE & IN-PERSON
APRIL 19–21, 2022
AMM’22 IN-REVIEW*

PRESENTED BY LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY

*Contains session recordings and resources
ABOUT GARE
The Government Alliance on Race and Equity (GARE) is a national membership network that fosters critical connections among racial equity practitioners who work in local, state, and regional governments. GARE works to advance a more racially just and equitable society that benefits everyone. Practitioners develop and share skills, lessons, and approaches to strengthen racially equitable policies, practices, and cultural strategies within our member jurisdictions.

ABOUT THE 2022 GARE ANNUAL MEMBERSHIP MEETING
The Government Alliance on Race and Equity Annual Membership Meeting gathers racial equity practitioners who work in local, state, and regional government to uplift best practices, celebrate victories, and share lessons learned from their work advancing racial equity in their jurisdictions.

ABOUT RACE FORWARD
The GARE Network is anchored within Race Forward, a 40-year-old national nonprofit organization with a mission to catalyze movement-building for racial justice. In partnership with communities, organizations, and sectors, we build strategies to advance racial justice in our policies, institutions, and culture.

Race Forward imagines a just, multiracial, democratic society free from oppression and exploitation, in which people of color thrive with power and purpose. Since 1981, Race Forward has brought a systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. In 2017, Race Forward united with the Center for Social Inclusion to become the new Race Forward.

PHOTOGRAPHY AND VIDEO RELEASE
Photography, audio, and video recordings will take place at the conference for journalistic purposes as well as GARE and Race Forward’s marketing purposes. With your presence, you are consenting to the use of your likeness for these stated purposes. If you choose otherwise, please email photos@raceforward.org with a photograph of yourself.
LETTER FROM GARE CO-FOUNDERS
GLENN HARRIS & JULIE NELSON

Welcome to the 2022 Government Alliance on Race and Equity Annual Membership Meeting. We are so happy to have you join us! This year’s meeting feels weighty due to the assaults on democracy, both here at home and around the world.

Anti-democratic forces fundamentally advance an idea of “us versus them,” weaponizing group identity and striving to consolidate power for the few. Thus, racial justice is a core imperative for democracy in the United States, and racial equity practice is the work of building democracy itself. The distance between our current realities and a vibrant, multiracial democracy where all thrive is the gap between our values and our lived history. It is a distance that all of you, GARE’s membership, are helping the country traverse, leading us toward a common vision that realizes the full potential of our stated ideals. We could not be prouder of the contribution GARE members are making to building this better future.

We also know we are in turbulent and, in many ways, dark times. As we clearly make progress on racial justice, backlash and violence intensify. As co-founders of GARE and former public servants, we are keenly aware that the progress made has been hard earned and that the work may get harder as we continue to succeed. We are in the Third Reconstruction. The first sought basic freedom, the second sought formal equality, and the third will be centered on equity and full inclusion in society for all. There is deep opposition to these American ideals. We can expect to be challenged from many directions. As a result, we need each other more than ever. We need this community to fortify and nourish us, to connect and strengthen us, and to lift up our vision for the thriving multiracial democracy we are fiercely committed to bringing into being. We welcome you to the 2022 GARE Annual Membership Meeting with gratitude and awe!
LETTER FROM GARE DIRECTOR

GORDON F. GOODWIN

We are heartened to be gathered here today amid such trying circumstances and unprecedented needs for this network.

This is one of our first full-network opportunities to update you on the GARE strategic planning process. Over the coming months, we will strengthen our infrastructure, hire more staff, maintain the intensity of input from the practitioner-led GARE Steering Committee and work with you to develop a culture of sharing to support the peer exchange necessary for capacity-building, leadership development, and the sharing of what works to fuel the racial equity movement in government.

“…WE WILL STRENGTHEN OUR INFRASTRUCTURE…”

GARE’s strategic planning process included the participation of GARE practitioners and leaders in a landscape analysis, a member survey, focus groups, and a series of individual conversations. As our work continues, we will develop mechanisms to ensure that we are continually receiving your input and participation in building the GARE network.

“…WORK WITH YOU TO DEVELOP A CULTURE OF SHARING…”

Our democracy is only as strong as our government’s commitment to ensure that all people have access to the support and services that we all rely upon to be safe, healthy, housed, educated, employed, and full participants in the social and civic life of our communities. This is the essential promise of government that was historically denied to people based on their race. The failure to fulfill that promise created the racial disparities we are dealing with today. Our network is dedicated to assessing and changing government practices so that they do not continue to contribute to racial disparities. As we assemble for this year’s GARE Annual Membership Meeting in Portland, Oregon, and online, we gather to recommit ourselves to this work, and to celebrate the progress we are making in our movement.

Thank you for being here and for the work you do every day to advance racial equity in government.
LETTER FROM RACE FORWARD VICE PRESIDENT OF INSTITUTIONAL AND SECTORAL CHANGE
CATHY ALBISA

As we continue our work to reimagine government towards a vibrant multiracial democracy where all neighborhoods thrive, we are confronted with increasing backlash and desperate efforts to prevent our country’s racial reckoning. But such reckoning is essential for the health and future of our democracy. As the home of racial equity work in local, regional, and state government, we are deeply cognizant that racial justice and democracy are deeply intertwined, and one suffocates without the other. Changing how government operates is at the heart of and the natural outcome of an authentic reckoning with race. Public institutions are the vehicles to express and live out our collective values. They should belong to everyone, and when communities are excluded and marginalized it undermines the legitimacy and purpose of public institutions. This often leads to devastating and harmful consequences for people of color. Exclusion also translates to a direct threat to the very vision of multiracial democracy our country depends upon. But we know what is needed to transform how we govern, and that the work of creating inclusive government is too important to do alone.

"...THE WORK OF CREATING INCLUSIVE GOVERNMENT IS TOO IMPORTANT TO DO ALONE."

Being in community through our network allows us to learn, share, build relationships and ultimately exercise the kind of collective influence that can build a racial equity agenda in our country from the ground up. This our purpose at the 2022 Annual Membership Meeting for GARE. You are all on the frontline of change and make GARE the vibrant and powerful force that it has become. Alone you do good, together you can change history. We are honored and grateful for the privilege of creating the opportunity for all the powerful changemakers of GARE to come together to forge a democratic future for generations to come.

“TOGETHER, YOU CAN CHANGE HISTORY.”
IN-PERSON & ONLINE
SCHEDULE AT A GLANCE

April 19, 2022

9:00 AM – 10:00 AM
Online Conference Kick-Off | Online

10:00 AM – 10:15 AM
Break

10:15 AM – 11:45 AM
Online Breakout Series 1 | Online

11:45 AM – 12:00 PM
Break

12:00 PM – 12:30 PM
Programmatic Overview of City of Portland’s Tribal Relations Program | Online

12:30 PM – 1:30 PM
Online Networking Mixer | Online

12:00 PM – 4:00 PM
On-site Check-in open

4:00 PM – 6:00 PM
Explore Portland on your own

6:00 PM – 9:00 PM
Welcome Reception & Iftar—Learn about the importance of Ramadan and the intersection of faith and race in our democracy.

4:00 PM – 6:00 PM
Art Gallery | Exhibit Hall B

April 20, 2022

8:00 AM – 6:30 PM
Art Gallery | Exhibit Hall B

8:00 AM – 9:00 AM
Check-in and Breakfast

9:00 AM – 10:30 AM
Plenary—Looking Back to Move Forward: GARE’s Past, Present, and Future in Reimagining Government | Exhibit Hall B & Online

10:30 AM – 10:45 AM
Break

10:45 AM – 12:15 PM
In-person Breakout Session Series 1 | Lobbies B&C

10:45 AM – 12:15 PM
Online Breakout Session Series 2 | Online

12:15 PM – 12:30 PM
Break

12:30 PM – 2:00 PM
Keynote Lunch—Freedom to be We: On Belonging, Beloved Community, and the Role of Government, featuring john a. powell, moderated by Imara Jones | Exhibit Hall B & Online

2:00 PM – 2:15 PM
Break

2:15 PM – 3:45 PM
In-person Breakout Session Series 2 | Lobbies B&C

3:45 PM – 4:00 PM
Break

4:00 PM – 5:30 PM
In-person Breakout Session Series 3: Hot Topics | Lobbies B&C

5:30 PM – 6:30 PM
DJ and Networking Hour | Exhibit Hall B

All times are in Pacific Standard Time
IN-PERSON & ONLINE

SCHEDULE AT A GLANCE

April 21, 2022

8:00 AM – 3:00 PM  Art Gallery | Exhibit Hall B
8:00 AM – 9:00 AM  Check-in and Breakfast
9:00 AM – 10:30 AM  Plenary—The Unfinished Business of Racial Equity: A Whole-of-Government Approach | Exhibit Hall B & Online
10:30 AM – 10:45 AM  Break
10:45 AM – 12:15 PM  In-person Breakout Session Series 4 | Lobbies B&C
10:45 AM – 12:15 PM  Online Breakout Session Series 3 | Online
12:15 PM – 12:30 PM  Break
12:30 PM – 1:00 PM  Lunch
12:30 PM – 1:00 PM  Reflective Activity – How the US Stole Thousands of Native American Children | Online
1:00 PM – 2:30 PM  Closing Plenary—Imagining Change: The Role of Narrative, Arts, and Culture in a Just, Multiracial Democracy | Exhibit Hall B & Online
2:30 PM – 3:00 PM  Performance and Remarks

All times are in Pacific Standard Time
**KEYNOTE SPEAKER**

**john a. powell**, Director, Othering & Belonging Institute and Professor of Law, African American and Ethnic Studies, University of California, Berkeley

john a. powell is an internationally recognized expert in the areas of civil rights, civil liberties, structural racism, housing, poverty, and democracy. John is the Director of the Othering & Belonging Institute at the University of California, Berkeley, a research institute that brings together scholars, community advocates, communicators, and policymakers to identify and eliminate the barriers to an inclusive, just, and sustainable society, and to create transformative change toward a more equitable world.

john holds the Robert D. Haas Chancellor’s Chair in Equity and Inclusion and is a Professor of Law, African American Studies, and Ethnic Studies at the University of California, Berkeley. Previously, he was the Executive Director of the Kirwan Institute for the Study of Race and Ethnicity at the Ohio State University, where he also held the Gregory H. Williams Chair in Civil Rights and Civil Liberties at the Moritz College of Law. John also founded and directed the Institute on Race & Poverty at the University of Minnesota Law School.

john also served as the Director of Legal Services for the City of Miami, Florida and was the National Legal Director of the American Civil Liberties Union, where he was instrumental in developing educational adequacy theory. He has lived and worked in Africa, where he was a consultant to the governments of Mozambique and South Africa, and has also worked in India and Brazil. He is one of the co-founders of the Poverty & Race Research Action Council, and serves on the board of several national and international organizations, including: More in Common, the Institute for New Economic Thinking, and the Open Society Foundations. John has taught at numerous law schools, including Harvard and Columbia.

john led the development of an “opportunity-based” model that connects affordable housing to education, health, health care, and employment and is well known for his work developing the frameworks of “targeted universalism” and “othering and belonging” to effect equity-based interventions. John has written extensively on a number of issues, including structural racism; racial justice; concentrated poverty; opportunity-based housing; voting rights; affirmative action in the United States, South Africa, and Brazil; racial and ethnic identity; spirituality and social justice; and the needs of citizens in a democratic society. He is the author of several books, including his most recent work, “Racing to Justice: Transforming our Concepts of Self and Other to Build an Inclusive Society.”

**Imara Jones**, Award-Winning Journalist and Creator of TransLash Media

Imara, whose work has won Emmy and Peabody Awards, is the creator of TransLash Media, a cross-platform journalism, personal storytelling, and narrative project, which produces content to shift the current culture of hostility toward transgender people in the U.S. As part of her work at TransLash, Imara hosts the Webby-nominated TransLash Podcast with Imara Jones, as well as the investigative, limited series The Anti-Trans Hate Machine: A Plot Against Equality. In 2020, she was featured on the cover of Time Magazine as part of its New American Revolution special edition. In 2019, she chaired the first-ever UN high-level meeting on gender diversity, which had over 600 participants. Imara’s work as a host, on-air news analyst, and writer focuses on the full range of social justice and equity issues.
Freedom to Be We: On Belonging, Beloved Community, and the Role of Government, featuring John A. Powell and Imara Jones

April 20, 2022 | 12:30 – 2:00 PM | Exhibit Hall B

Freedom movements have long struggled to expand the definition of “We the People,” which is the foundation of our U.S. Constitution. Those struggles achieved formal recognition of “equality under the law” in the form of protection against discrimination based on race and gender. But we know that racism is systemic, with a reach far beyond personal bias. A policy that may be race-neutral on its face often drives racial inequity, with devastating consequences in arenas as diverse as voting disenfranchisement, overincarceration, health, housing, education and more.

The principles of racial equity and justice give us a moral mandate to reimagine government and make that expanded definition of “We the People” a material reality. When we successfully do the work of building a bigger “we” through racial equity, we strengthen public goods and services to the benefit of all. We also inoculate against nascent anti-democratic movements, like those that coalesced around the January 6 insurrection that attempted to violently interrupt the peaceful transition of power, and we create beloved community in its wake.

The GARE network grows out of the field of practice on racial equity, and we are honored to welcome one of the giants of our field, Professor John A. Powell, as our keynote speaker. Professor Powell introduced the groundbreaking concept of “targeted universalism” into debates focused on racial equity. Targeted universalism is a strategic framework where universal goals are pursued through targeted strategies that attend to how different groups are situated within structures, culture, and across geographies. Join us as Professor Powell explores how the groundbreaking concept of targeted universalism can help us reimagine governance so that we can build a thriving multiracial democracy that fosters a sense of belonging and well-being for all.

This keynote presentation will be followed by a lively discussion moderated by Imara Jones, award-winning journalist and creator of TransLash Media.
Looking Back to Move Forward: GARE's Past, Present and Future in Reimagining Government

April 20, 2022 | 9:00 AM – 10:30 AM | Exhibit Hall B

The Government Alliance on Race and Equity (GARE) was launched by public servants in 2014 with 12 members, and now stands 430-plus strong. Our members work together toward a vision of a vibrant, multiracial democracy, and have ensured that GARE’s approach spreads across local and state jurisdictions—culminating recently with President Biden’s 2021 Executive Order on Advancing Racial Equity and Support for Underserved Communities (Exec. Order No. 13985, 2021). Executive Order 13985 mandates the integration of racial equity across all federal agencies. But we have also seen increasing challenges to our vision of an equitable democracy and a mounting legal and cultural offensive against racial equity work, from school boards to statehouses. Against this backdrop, the need for GARE has never been more acute, and the potential never more inspiring.

This plenary brings together GARE leaders, past and present, to reflect on the role the GARE network has played in changing government and to address what is required of us going forward to ensure the arc of the moral universe does indeed bend toward justice. Our panelists will discuss how GARE will evolve to meet the challenges of our day, and how our members will continue to play a key role in securing a just, multiracial, and democratic future.

This plenary will be hosted by Gordon F. Goodwin, Director, Government Alliance on Race and Equity.

This plenary will be moderated by Cathy Albisa, Vice President of Institutional and Sectoral Change, Race Forward.
The Unfinished Business of Racial Equity: A Whole-of-Government Approach

- April 21, 2022 | 9:00 AM – 10:30 AM | Exhibit Hall B

A new generation of federal policymakers and government officials are committed to advancing equity. As equity gains traction in the sphere of public policy, federal civil servants are learning that stewardship of the common good requires encouraging equity as well. This federal commitment is key to weaving together racial equity efforts across all levels of government and reinforcing local and state efforts. Collaborative problem-solving among levels of government, together with persistent leadership, can create the conditions for the thriving, multiracial democracy our country needs. This plenary offers insight on how the historic shift ushered in by the Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government (Exec. Order No. 13985, 2021) helps to reshape the national landscape toward this end.

CLOSING PLENARY

Imagining Change: The Role of Narrative, Arts and Culture in a Just, Multiracial Democracy

- April 21, 2022 | 1:00 PM –2:30 PM | Exhibit Hall B

Alongside progress on racial equity has emerged a growing backlash to that progress, fueled by politically driven racial resentment. At a time when fundamental ideas about equity, including racial equity, are under increasing attack, what is the role of narrative, arts and culture in defending and advancing racial equity work? And how can government catalyze narrative, arts, and culture to steward a truly just, multiracial democracy in which we all thrive?
MAINSTAGE SPEAKER BIOS

Looking Back to Move Forward: GARE’s Past, Present, and Future in Reimagining Government

Cathy Albisa is the Vice President of Institutional and Sectoral Change at Race Forward. In this position, she oversees the Government Alliance on Race and Equity (GARE) and the Federal Initiative for Racial Equity (FIRE). She serves on the New York City Commission on Human Rights and co-founded Partners for Dignity and Rights. She has also held several leadership program positions and has a background in constitutional litigation. She has taught at various law schools and published on a broad range of social justice topics.

Janine Anzalota is King County Metro’s Organizational Health and Development Manager. Janine’s team focuses on advancing effective and consistent leadership practices across Metro and working with our partners to create a culture of well-being and belonging.

Karla Bruce has over 20 years of local government management experience, bridging the efforts of local government with the collective action of residents and broad networks of partners to address the most pressing issues affecting communities. Karla is Chief Equity Officer for Fairfax County, Virginia, where she successfully championed the One Fairfax Racial and Social Equity Resolution and Policy initiative. In her role, she also supports leadership and staff in shaping policy and practice to foster equitable opportunity for all residents.

Helen Chin serves as the Assistant to the City Manager on Homelessness for the City of Culver City and as an appointed Commissioner for the Los Angeles County Commission on Human Relations. She is a practitioner of active hope and values the paradoxes in all of us. She resides on unceded Tongva Land, also known as Los Angeles.

Gordon F. Goodwin is the Director of the Government Alliance on Race and Equity at Race Forward. He joined GARE in 2017 and took on directorship of the program in January 2020. Gordon’s career includes work in local and federal government, community development, philanthropy, and nonprofit capacity-building. His work has supported poverty reduction and racial equity efforts with PolicyLink, the Northwest Area Foundation, the W.K. Kellogg Foundation, and the Aspen Institute. Gordon is based in Saint Paul, Minnesota.

Glenn Harris brings to Race Forward over 25 years of experience working on issues of race and social justice with community groups, foundations, and government agencies, all dedicated to building a more just and democratic society. Glenn currently serves on the boards of the Philanthropic Initiative on Racial Equity, the Willamette Valley Law Project, and the City Parks Alliance. A prolific speaker and trainer, Glenn has helped hundreds of organizations across the country center racial equity in their work.
Looking Back to Move Forward (cont.)

Raintry Salk, Ph.D, has worked for GARE and Race Forward for over three years. Prior to joining the GARE team, she worked to advance racial equity in regional government and was an active contributor to the GARE network from its onset. Her current endeavors are focused on directly working with jurisdictions to utilize data-driven approaches to advance racial equity, as well as co-creating new and innovative racial equity tools alongside network members and external partners.

The Unfinished Business of Racial Equity: A Whole-of-Government Approach

Carlton Eley is the Senior Director for Federal Strategies at Race Forward. He joined Race Forward following a long career of encouraging planning and policy solutions that are responsive to the needs of underserved communities. From 2015 to 2019, Carlton completed multiple projects that served to reenergize the American Planning Association’s focus on advancing equity, including chairing the Social Equity Task Force. Carlton was named the 2021 Sojourner Truth Fellow for Taubman College at the University of Michigan.

Earl Redrick serves as the Department of Housing and Urban Development (HUD) Fort Worth Field Office Director (FOD), overseeing 162 counties in northern Texas. Earl joined HUD in 2002 and previously worked for HUD’s Office of Fair Housing and Equal Opportunity and the FOD of HUD’s Omaha, Nebraska, office. Earl is a veteran with 25 years of service with the U.S. Army, retiring at the highest enlisted rank of Sergeant Major. Earl is currently a Ph.D. candidate at DBU studying the intersection of public policy, leadership, and equity.

Matthew S. Tejada, Ph.D. joined the Environmental Protection Agency (EPA) in 2013 as a career senior executive. As the EPA’s Director of the Office of Environmental Justice, Matthew leads the Environmental Justice Program’s crosscutting work. Before his career at the EPA, Matthew was the Executive Director of the environmental justice advocacy group Air Alliance Houston in the Houston and Texas Gulf Coast area. Matthew is a native of Fort Worth, Texas and the proud father of Nia Tejada.

Marilyn Shazor joined US DOT’s Transportation Policy office in March 2016. She has a diverse background having expertise in the public, private and military sectors. Ms. Shazor began her career as an Army officer following her education at the U.S. Military Academy. After leaving the military, Ms. Shazor spent several years as Corporate Project Manager for the Mead Corporation, overseeing both engineering and construction projects. She then moved on to become the General Manager of Human Resources for Japanese Tier I automotive supplier Green Tokai using her leadership and interpersonal skills and knowledge to break down language and cultural barriers and help the company achieve success.
Imagining Change: The Role of Narrative, Arts and Culture in a Just, Multiracial Democracy

Dr. Charlene Sinclair serves as Race Forward’s Chief of Staff and is the founding director of the Center for Race, Religion, and Economic Democracy (C-RRED) and the program coordinator for the Interfaith Organizing Initiative. Previously, she served as program director for Engaging the Powers at Union Theological Seminary and campaign director for the Center for Community Change.

A community organizer for over 20 years, Dr. Sinclair has helped national and local organizations develop grassroots organizing and political strategies. One of her main areas of interest is dismantling mass incarceration by uniting faith conviction and spirituality in social activism. She serves as a lay minister at the Church on the Hill AME Zion Community. Dr. Sinclair received her Ph.D. in social ethics from Union Theological Seminary in New York City.

Donald Cohen is the founder and executive director of In the Public Interest, a national research and policy center that studies public goods and services. He was appointed by Senator Charles Schumer to serve on the Commission on Social Impact Partnerships at the U.S. Department of Treasury. His opinion pieces and articles have appeared in The New York Times, Reuters, the Los Angeles Times, The San Diego Union-Tribune, the New York Daily News, The New Republic, The American Prospect, The Nation, and other online and print outlets. He’s the co-author of “The Privatization of Everything: How the Plunder of Public Goods Transformed America” and “How We Can Fight Back.”

Ralph Remington has extensive professional experience in arts administration and government, and has experience as a director, actor, essayist, playwright, and screenwriter. Prior to joining the City and County of San Francisco as Director of Cultural Affairs, he served as the Deputy Director for Arts and Culture for the City of Tempe, Arizona. In that role, he was responsible for the Tempe Center for the Arts’ comprehensive performance and visual arts programming, as well as overseeing public art, the Tempe History Museum, arts engagement, and municipal arts granting. He previously served as the former Western Regional Director and Assistant Executive Director for the Actors’ Equity Association in Los Angeles. Prior to that, he was Director of Theater and Musical Theater at the National Endowment for the Arts (NEA) in Washington, D.C. In 2010, he received the NEA Chairman’s Distinguished Service Award. Prior to working at the NEA, Remington was a City Council member for the City of Minneapolis. He is a former Guthrie Theater Acting Company member and is the founding Producing Artistic Director of the award-winning Pillsbury House Theatre in South Minneapolis. Ralph has a Bachelor of Fine Arts in Drama from Howard University.

Kristin Sakoda is Director of the Los Angeles County Department of Arts and Culture, a local arts agency that fulfills a mission to advance arts, culture, and creativity throughout the largest county in the United States. The Department of Arts and Culture provides grants and technical assistance to hundreds of nonprofit organizations; runs the largest arts internship program in the nation; coordinates countywide public-private arts education initiatives; increases access to creative career pathways; commissions civic artwork; supports free community programs; leads the Los Angeles County Cultural Equity and Inclusion Initiative; and advances cross-sector cultural strategies to address civic issues. Appointed by the Los Angeles County Board of Supervisors, she previously served as Executive Director of the Los Angeles County Arts Commission. Under her leadership, she led the organization during its historic transition into the County’s first Department of Arts and Culture. She is an arts executive, attorney, and performing artist with more than 25 years in the field.
Welcome to Rose City Reception and Iftar

- April 19, 2022 | 6:00 – 9:00 PM | Exhibit Hall B

Come enjoy refreshments and a warm welcome from GARE and Race Forward leadership, as well as Portland and Oregon government officials.

Ramadan Fireside Chat and Iftar

Explore the significance of the month of Ramadan for the Muslim community and the intersection between race and faith in our journey towards justice. What are the shared values that we can leverage as GARE members towards building a multiracial democracy that upholds racial equity at every level of government?

Imam Najieb will follow with remarks. Imam Polovina will announce the call to prayer and the breaking of the fast for those who observe. The Imam will lead those who are interested in joint prayer in room C120.

Meditation & Prayer Room

- April 19, 2022 | Room C120

Need a quiet space to meditate, pray, or be still and quiet? Please come to room C120 throughout the entirety of the conference to ground yourself and regroup.

This will also be where those who want to pray together during the Iftar on April 19, can gather together to be led in prayer by a local Imam.

Art Gallery

- Exhibit Hall B

Tour the Art Gallery in Exhibit Hall B brought you by the Oregon Community Foundation.

Special thank you to the Muslim Educational Trust for loaning artwork.

Special thank you to the Western State Center for connecting Race Forward to talented local & regional artists.

Live Poetry Reading by Valerie Yvette Peterson

- April 20, 2022 | 12:30 PM | Exhibit Hall B

Poet, playwright and creative Valerie Yvette Peterson will unveil and perform a new poem written especially for the equity champions in the GARE membership during the keynote luncheon.

DJ and Networking

- April 20, 2022
  5:30 PM – 6:30 PM
  Exhibit Hall B

Anjali and The Incredible Kid have spent twenty years igniting dance floors with cutting edge music not limited by borders or language. They are most known for incinerating dance floors with the heavy dance floor artillery of South Asia, but the duo scours the globe for any hard-hitting music that combines local music traditions with window-rattling production.

Light refreshments and a cash bar will be available.
TUESDAY, APRIL 19, 2022

Online Breakout Series 1

- 10:45 AM – 12:15 PM | Cvent Attendee Hub

Community Benefits to Equitable Development—Cities Leading the Way

Aaron Goodman, Manager—Community Benefits Ordinance, Planning & Development Department, City of Detroit, MI; Veronica Cummings, Stakeholder Engagement Lead, City Administrators Office, City of Oakland, CA; Suzanne Burnes, Director of Just Growth—Partnership for Southern Equity; and Kaziem Woodbury, Consultant, Partnership for Southern Equity

The movement for community benefits has taken root in cities across the country to bring residents to the table with developers and achieve better community outcomes for large development projects. The embrace of community benefits by local governments offers both advantages and unique challenges in the pursuit of equitable development outcomes for jobs and workforce development, environmental impacts, public health, transit, affordable housing, supporting minority and women-owned businesses, and neighborhood quality of life. This breakout session will explore innovative examples from the City of Detroit, MI, the City of Oakland, CA, and the City of East Point, GA.

Reimagining State-Level Government: Updates from California

Holly Nickel, Racial Equity Strategist, Public Health Institute; Michael Jimenez, Health & Equity Program Associate, CA Strategic Growth Council; and Lianne Dillon, Co-Lead, Capitol Collaborative on Race & Equity (CCORE)

The Capitol Collaborative on Race & Equity (CCORE) brings together approximately 40 agencies, departments, boards, and offices to build a people-powered movement inside of California State government to advance racial equity. Deploying organizing principles inside and outside of the system has contributed to increased traction, commitment, and accountability. This session will offer updates on racial equity across California and discuss the concrete transformation of informal and formal policies, procedures, and practices, including an expanded network of learners. The session will also explore the potential for coordination across states.

Strengthening Local Government Against Anti-Democracy Movements

Lindsay Schubiner, Momentum Program Director, Western States Center; Yee Won Chong, Racial Equity Senior Fellow, Western States Center; and Raahi Reddy, Director, Diversity Equity and Inclusion, Oregon Metro, OR

Racist anti-democracy groups have long had a presence in communities across the country, but their threats, violence, and targeting of local government have significantly increased in recent years. Local governments are on the front lines facing attacks on democracy and are in a critical place to strengthen inclusive democracy and counter the impact of racist social movements. This workshop will be an in-depth discussion on a new tool from the Western States Center that provides recommendations, discussion, and examples for local government leaders to strengthen their institutions against anti-democracy movements. Participants will also have ample time to share their own experiences and learn from each other about the topic.

Change Management to Embed Racial Justice in Seattle Public Utilities

Steve Hamai, Senior Racial Equity Advisor, Seattle Public Utilities, City of Seattle, WA; Natalie Hunter, Management Systems Analyst, City of Seattle, WA; Brian Mickelson, Strategic Advisor, Seattle Public Utilities, City of Seattle, WA; Andrew Lee, Interim General Manager/Chief Equity Officer, Seattle Public Utilities, City of Seattle, WA

In 2016, Seattle Public Utilities adopted an organizational model to change its culture and embed race and social justice throughout every branch of the utility. It now engages over 110 staff (8% of the utility) and fosters active participation and accountability for all SPU Branch Executives. The session will include a presentation that covers the background and operational model, the role of change management, the logic model, how teams are organized and supported, as well as data from three participant surveys. There will also be time for Q&A, as well as discussion among all workshop participants.
TUESDAY, APRIL 19, 2022

**Using Data and GIS for Racial Equity & Social Justice in Government**

**Clinton Johnson**, Lead for Racial Equity & Social Justice Unified Team, Founder & Executive Director, NorthStar of GIS, Esri

In efforts to address systemic racism and ensure equity for neighborhoods across a jurisdiction, decision-making tools are crucial to help identify where the needs are greatest. As such, data and geography are key to optimizing allocations of government investments and resources for more equitable impact. Fortunately, many cities and counties have access to geographic information systems (GIS) data and tools to help understand the distribution of benefits, burdens, opportunities, risks, and prosperity across a jurisdiction. Join this session to learn more about this technology and how it can help enable, augment, and assess efforts to advance racial justice.

**Budgeting for Equity: Intentional Process that Leads to Outcomes**

**Lindsey Wilson**, Director I, Office of Equity & Inclusion, City of Dallas, TX; **Genesis Gavino**, Chief of Staff, Office of Equity & Inclusion, City of Dallas, TX

Join the City of Dallas to explore the evolution of budgeting for equity. Attendees will walk away from this session with new ideas on how to: 1) move towards transparency in budget decisions for Black, Latino/a/x/e, Native American and Asian American and Pacific Islanders communities, 2) develop a framework for budget decisions that can be extended beyond general funds into other funding sources, like American Rescue Plan Act (ARPA) funds, 3) cultivate trusting relationships with city departments surrounding resource allocation, 4) evaluate budgeting for equity processes and outcomes, and 4) set measurements for budget investments and accountability.

**Programmatic Overview of the City of Portland’s Tribal Relations Program**

**Stone Hudson**, Tribal Relations Associate, Office of Government Relations – City of Portland; **Miranda Mishan**, Tribal Relations Community Liaison, Office of Government Relations – City of Portland

Presenters will share how and why the City of Portland’s Tribal Relations program came to fruition, why it’s situated in the Office of Government Relations, the ways in which the staff engage and support Tribal governments and the Native Community of the Portland/Metro region, and why it represents a needed model for any city that has made a commitment to being anti-racist.

**Online Networking Mixer**

Join this online networking mixer on SpatialChat, an interactive virtual networking platform, to connect with your fellow practitioners and further grow your work.
WEDNESDAY, APRIL 20, 2022

Opening Plenary

Looking Back to Move Forward: GARE's Past, Present and Future in Reimagining Government

9:00 AM – 10:30 AM | Exhibit Hall B

See page 10 for description.

In-Person Breakout Session Series 1

April 20, 2022 | 10:45 AM – 12:15 PM

Blanketing the City: Shifting Cultures Toward Decolonization and Equity

With Metha Brown, Lead Planner, Culture Plan, City of Vancouver, British Columbia, Canada; Sheena Jardine-Olade, Cultural Equity and Accessibility Planner, Cultural Services, City of Vancouver, British Columbia, Canada

Room: B118–119

The City of Vancouver’s cultural policy, Culture|Shift, aims to transform how arts and culture is integrated into every facet of the city. The Cultural Services department worked with community members to center Indigeneity and decolonize processes and ingrained ways of being while working towards reconciliation, equity, and accessibility. The session will discuss the successes and challenges of working toward a transformation in both Vancouver’s arts and culture landscape and within the City’s Cultural Services department.

Reimagining ERGs: Setting a Foundation for Organizational Change

With Tanisha Roberts, Planning Technician, Economic & Community Development, City of Kent, Washington; Michael Mage, Government Performance Coordinator for Administration/Human Resources, City of Kent, Washington; Gina Esposito, Human Resources Analyst, Department of Human Resources, City of Kent, Washington

Room: B112

A handful of employees working for the City of Kent, Washington—most in non-managerial roles—created CARE, an Employee Resource Group (ERG) that hosts monthly discussion topics for employees and elected officials citywide. This session will provide practical strategies for other small- to medium-sized municipalities struggling with implementing GARE’s best practices due to constraints on resources, capacity, and support. Learn how to make ERGs the hubs for normalizing difficult conversations while setting a foundation for positive organizational change.

Operationalizing Equity Through the State: The Michigan Example

With Alfredo Hernandez, DEI Director, Michigan Department of Civil Rights, State of Michigan; Poppy Sias-Hernandez, Chief Equity and Inclusion Officer, State of Michigan, Director of Global Michigan; Ashley Kuykendoll, Equity and Inclusion Officer, Michigan Department of Treasury, State of Michigan

Room: B116

This session will highlight the steps taken across the state of Michigan to operationalize equity for the long term. The session is about organizational/structural change, and will focus on the inception of racial equity strategies and the expansion of these efforts, through executive orders, that have led to the implementation of equity offices across all state agencies (centered on prevention through education), and strategies designed to increase cultural competency and racial consciousness across the work we do.

Equity in Action: Community Capacity-Building to Drive Systemic Change

With Jacqueline R. Scott, Director, Department of Community Resources and Services, Howard County, Maryland; Kim Eisenreich, Administrator, Office of the Local Children’s Board, Department of Community Resources and Services, Howard County, Maryland; Benjamin Barnwell, Sr., Manager of Community Engagement, Office of the Local Children's Board, Department of Community Resources and Services, Howard County, Maryland

Room: B117

The Office of the Local Children’s Board within the Department of Community Resources and Services uses a collective impact approach to improve outcomes for children, youth, and families living in Howard County, Maryland. Two foundational components to their approach are equity, and culturally informed and responsive community capacity-building. This workshop will provide participants with a framework that aligns with equity and community capacity-building as anchors in a collective impact strategy.
Bringing Data to Life: Community Partnerships to Address Bias on a Broader Scale  
With Stephanie Thorpe, Civil Rights Testing Program Manager, Office for Civil Rights, City of Seattle, Washington; Teófilo Reyes, Chief Program Officer, Restaurant Opportunity Centers United (ROC-United)  
Room: B110–111  

The City of Seattle Office for Civil Rights’ testing program—which employs a method often used in “secret shopper” research or undercover scenarios—seeks to uncover bias and discrimination in housing and employment practices. This training will explore the use of testing to unearth how bias manifests in behavior, and how testing can be adapted to assess different issues, capture community experiences, and identify how partnerships can strengthen and amplify the information gathered.

Incorporating Equity Into Public Power and Water Programs  
With Mia Navarro, Policy and Program Manager, Office of Equity and Human Rights, Tacoma Public Utilities, City of Tacoma, Washington  
Room: B115  

Tacoma Public Utilities (TPU), a department of the City of Tacoma, serves Pierce County residents with electricity, water, and a short-line industrial railroad. Upon examining the varied impacts of institutional racism, several programs, including TPU, have begun to incorporate equity into program design and delivery. This session will highlight three programs—two customer/community-facing and one employment-related—that have begun to change how they do business to achieve more equitable outcomes.

Building a Framework: Budgeting for Racial Equity on a Budget  
With Marika Sitz, Equity, Diversity, and Inclusion Manager, Jefferson County, Colorado; Anjali Prasertong, MPH, RDN, ARPA Equity Diversity Inclusion Coordinator, Jefferson County, Colorado; Diana Cardenas, ARPA Equity Diversity Inclusion Coordinator, Jefferson County, Colorado
  
Room: B114  

How do you make a functional model that will work in your local government and facilitate real change? We are working to answer this in Jefferson County every day. We are reimagining the configuration of our systems, our teams, and our dialogue by pairing the GARE model with our own developmental model. Learn how organizational development principles and psychology centering racial equity and intersectionality can be applied to rebuild internal systems to prioritize equity.

Democracy Made Possible: Deepening Community Power for Racial Justice and Transformation in Sacramento  
With Jesse Villalobos, Senior Director of Place-Based Initiatives, Race Forward, Nora Liu, Consultant, Place-Based Initiatives, Race Forward
  
Room: B113  

What are the possibilities when communities of color work collectively to deepen shared power, organize, and develop future-forward democratizing practices and structures that offer a vision for true democracy and transformation, with racial justice as the horizon?  

Community leaders from Sacramento’s racial equity network, along with advocates inside city government, will share this vision, focusing on community-led strategies, collaborative racial equity policymaking, and repairing trust broken through violence, harm, and racial inequities perpetuated by government.

Online Breakout Session Series 1  

- 10:45 AM – 12:15 PM | Cvent Attendee Hub  

Listening to Experts: Transformative Partnerships Centering Community  
Candace Moore, Chief Equity Officer, Office of the Mayor, City of Chicago, IL; Luis Gutierrez, Executive Director, Latinos Progresando (CBO), Member of the Racial Equity Rapid Response Team, City of Chicago, IL; Genese Turner, Director, Health Equity & Strategic Partnerships, Department of Public Health, City of Chicago, IL  

Room: B115  

During the COVID-19 pandemic, the City of Chicago designed an innovative model for creating transformative partnerships between city government officials and community leaders from areas most impacted by COVID-19. This strengthened the relationship between government and community leaders and led to Chicago becoming a leader in Covid response. Many of those same community leaders are now design partners in Chicago’s longer-term Health Equity Zone model and are helping replicate this dynamic engagement model in other issue areas such as housing evictions and community safety. This session shares lessons learned and will engage the audience in discussing how these tactics and strategies can be replicated.
Operationalizing Racial Equity Through the Distribution of ARPA Funds

Rubyd Olvera, Community Engagement Analyst, Office of Equity, County of Sonoma, CA; Alegría De La Cruz, Director, Office of Equity, County of Sonoma, CA; Lindsay Franco, Equity & Social Justice Data Analyst, Office of Equity, County of Sonoma, CA

This session will discuss how County of Sonoma, CA centered racial equity to distribute $96 million in federal American Rescue Plan Act (ARPA) funds to address COVID-19 impacts by:

- Using ARPA funds to create an ARPA Equity Working Group composed of BIPOC community members. This working group supported decision-making for how ARPA funds were allocated to recovery efforts and worked alongside County staff to implement anti-racist Results-based Accountability (RBA) practices. The working group members were trained to understand government systems;
- Creating interdepartmental partnerships to embed recommendations made by the ARPA Equity Working Group;
- Creating a different way to launch a Request for Proposals (RFP) process, informed by community input and data.

The presentation will end with a discussion of the challenges and successes throughout this process.

The FIRE Foundry Program: An Equity Model for the Future of Employment

Sofia Martinez, Equity Analyst, County Administrator’s Office, Marin County, CA

This session will cover the creation of Marin County, California’s Fire, Innovation, Recruitment and Education (FIRE) Foundry Program. FIRE Foundry Program’s mission is to instill diversity, equity, inclusion, access, and belonging into the fire service and to provide a pathway into the fire service for traditionally underserved, underrepresented, and underfunded community members. The FIRE Foundry Program was designed in California at the County of Marin in partnership with Conservation Corps Northbay, Stanford University, and UC Berkeley. The session will cover best practices for evaluating equity prior to program conceptualization, how to establish resilient community bonds with local organizations, the importance of providing a sustainable wage to program participants, and supplementing attendance with wrap around resources such as housing, food access, mental wellness services, and childcare. This session will focus on diversification, belonging, access, and antiracism.

Designed by Community: Shifting Toward Community Led Innovation

Ashley Cortez, Design Lead, Mayor’s Office for Economic Opportunity, City of New York, NY; Mari Nakana (she/her), Japanese-American, Female, Director; Arabia Simeon, Designed by Community Fellow Alum

The Designed by Community Program, a government partnership and paid service design fellowship and funding model, aims to put time and resources directly into the hands of community organizers and leaders who are effectively addressing community needs with community-based non-profit organizations. In this session you will hear perspectives from the local government partner at NYC Mayor’s Office for Economic Opportunity’s Service Design Studio, and a Designed by Community Fellow alum. We will share how we’ve been developing this unique program model, explain how we center Fellows, and share our experiences navigating systemic barriers and holding space for difficult conversations about the relationship between government and communities. We will also share best practices and lessons learned around what it takes for government to recognize and shift power in ways that can truly enable co-designing effective solutions.

Envisioning a Just, Multiracial Democracy—Advancing Narratives that Support Racial Equity Work

Cathy Albisa, Vice President of Institutional and Sectoral Change, Race Forward; Nadia Mohamed, Director of Network Narrative & Communication at GARE, Race Forward

In this interactive workshop, Cathy Albisa and Nadia Mohamed of Race Forward will weave together narratives on democracy, governance, and racial equity that have the potential to steward a just, multiracial democracy in which we all thrive. Participants will engage in a series of exercises designed to unpack these narratives and learn how to creatively deploy them in a way that supports their racial equity work.
Keynote Lunch

Freedom to Be We: On Belonging, Beloved Community, and the Role of Government, featuring john a. powell and Imara Jones

- April 20, 2022 | 12:30 – 2:00 PM | Exhibit Hall B

See page 9 for description.

In-Person Breakout Session Series 2

- April 20, 2022 | 2:15 PM – 3:45 PM

Paths to Resilience: Community-Driven and Community-Led

With Sheryl Davis, Executive Director of the San Francisco Human Rights Commission, City and County of San Francisco, California; Shakirah Simley, Community Partner and Former Director for the Office of Racial Equity, City and County of San Francisco, California

Room: B110–111

This session will highlight strategies, tools, and efforts to support communities disproportionately impacted by COVID-19. Learn how communities took charge and challenged City government to follow their lead. Communities of color collaborated to meet the needs of the people and made long-lasting changes with amazing results. The session highlights how City government worked with racial and cultural coalitions that challenged policymakers to rethink how they support communities of color.

Engaging Leadership in Successful Equity Programming and Outcomes

With Latricia Tillman, Chief Equity and Inclusion Officer, Washington County, Oregon; Tanya Ange, County Administrator, Washington County, Oregon; Kathryn Harrington, Chair to the Washington County Board of County Commissioners, Washington County, Oregon

Room: B118–119

The leadership of local governments, including elected officials and city and county managers, is critical for the success of advancing governmental racial equity initiatives. From establishing vision and direction, to being in authentic relationship with community, to holding your leadership team accountable, leadership confronts many challenges. We expect that after delving into the important topic of integrating racial equity into your leadership role, you’ll be an even stronger executive-level equity champion and leader.

Essential Voices: Creating Inclusive and Participatory Equity Audits

With Dr. Denise Boston, Equity and Restorative Practices Manager, Office of Human Rights and Equity, Howard County, Maryland; Yolanda Sonnier, Administrator, Office of Human Rights and Equity, Howard County, Maryland

Room: B112

This interactive session and facilitated reflective discussion will focus on the implementation of a Participatory Equity Audit model that emphasizes solidarity, community stakeholder consideration, and cultural responsiveness. Participants will have the chance to share their own experiences and best practices about community-centered assessment to establish authentic community partnerships and achieve deeper knowledge to make intentional government service change decisions.

Grounded in Community: Implementing Racial Equity Within California’s Climate and Infrastructure Programs

With Bo Chung, Senior Project Analyst, Strategic Growth Council/Office of Planning and Research, State of California; Alex Gallo, Program Analyst, Strategic Growth Council/Office of Planning and Research, State of California; Lisa Hu, Associate Planner of Climate Equity and Resilience, California Strategic Growth Council/Office of Planning and Research, State of California

Room: B116

Three initiatives are shifting California toward racial equity in climate and infrastructure. The Transformative Climate Communities program includes Disadvantaged Unincorporated Communities through the development of an investment framework. The Integrated Climate Adaptation and Resiliency program builds climate resilience with a strong equity lens. The Affordable Housing and Sustainable Communities program innovates within a community to be served by high-speed rail. Learn how these programs incorporate racial equity in their creation and implementation.
**Asheville’s Climate Justice Initiative**

With **Amber Weaver**, Sustainability Officer, Office of Sustainability, City of Asheville, North Carolina; **Kiera Bulan**, Sustainability Coordinator, Office of Sustainability, City of Asheville, North Carolina; **Bridget Herring**, Energy Manager, Office of Sustainability, City of Asheville, North Carolina

Room: C121-122

Asheville’s Office of Sustainability will present their Climate Justice Initiative (CJI) and tools to frame and facilitate a dynamic discussion with participants. This session will explore successes and challenges faced when operationalizing climate equity tools and strategies, along with synergies across departments and City initiatives. Asheville’s CJI seeks to build a community-defined understanding of climate equity and climate resiliency with Asheville’s frontline community members. The CJI works to center frontline communities’ experiences and recommendations.

**The Multnomah Idea Lab**

With **Mary Li**, Director, Multnomah Idea Lab, Department of County Human Services, Multnomah County, Oregon; **Jooyoung Oh**, Senior Research and Evaluation Analyst, Multnomah Idea Lab, Department of County Human Services, Multnomah County, Oregon; **Ebonee Bell**, Senior Research and Evaluation Analyst, Multnomah Idea Lab, Department of County Human Services, Multnomah County, Oregon

Room: B117

The Multnomah Idea Lab (MIL) is a unique team in county government. Located in the human services sector, the MIL is charged with seeking approaches that address the intersection of poverty and racism. Using three lines of business—equity and human-centered collaborative design, critical thinking, and applied research—the MIL provides consultancy services to county colleagues and public jurisdictions, and works with communities to test new ideas to eliminate the racial wealth gap.

**Putting People Before Profits: How to Rein in the High Costs of Incarceration**

With **Anne Stuhldreher**, Director, San Francisco Financial Justice Project, Treasurer’s Office, City and County of San Francisco, California; **Michelle Lau**, Policy Analyst, Financial Justice Project, Treasurer’s Office, City and County of San Francisco, California; **Paul Briley**, Regional Chapter Coordinator, Legal Services for Prisoners with Children and All of Us or None; **Amika Mota**, State Policy Director, Young Women’s Freedom Center, Sister Warriors Freedom Coalition; **Bianca Tylek**, Executive Director, Worth Rises

Room: B113

In this session, the San Francisco Financial Justice Project will be joined by directly impacted people and advocates to discuss phone justice at the city, county, and state level, including how people directly impacted by the criminal legal system can lead the charge for reform. We’ll describe the process for reform in San Francisco, discuss similar proposals in California and across the country, and what other jurisdictions can do to put people before profits.

**Doubling Down on Racial Equity: Building a Sustainable Government**

With **Amber Hewitt**, Ph.D., Chief Equity Officer, District of Columbia; **Chikarlo Leak**, Ph.D., Policy and Operations Director, District of Columbia; **Kelly Crawford**, Associate Director of D.C. Department of Energy & Environment, Air Quality Division, District of Columbia

Room: B114

This session will provide an overview of the establishment of the Mayor’s Office of Racial Equity in Washington, D.C., and how reimagining the existing infrastructure is critical to success. In addition to examples, attendees will learn strategies to successfully navigate challenges in convening a multiagency cohort, how to create tools (e.g., budgeting for racial equity, impact assessment, and meaningful community engagement) that support organizational changes, and implementing changes to existing organizational practices.

**Leveraging the Budget Process for Equity-Based Transformation**

With **Lisa Woods**, Chief Equity Officer, Office of Equity and Human Rights, City of Tacoma, Washington; **Kathryn Johnston**, Budget Director, Office of Management and Budget, City of Tacoma, Washington

Room: B115

The budget is a policy document, operational plan, and financial plan. Budgeting can be an excellent process to leverage when building an organizational focus on equity. The City of Tacoma has tried different strategies and approaches over the last six years, geared toward transforming our organization and improving community engagement from underrepresented communities. In this session, we’ll talk about what’s worked, what hasn’t, and share tools like priority-based budgeting and participatory budgeting.
In-Person Breakout Session Series 3: Hot Topics

April 20, 2022 | 4:00 PM – 5:15 PM PST

Hot Topic #1 – Room B113
Hot Topic #2 – Room B114
Hot Topic #3 – Room B115
Hot Topic #4 – Room B116
Hot Topic #5 – Room C123

Join us for this interactive discussion and networking space! Five of the following Hot Topics will be selected by AMM attendees through a live voting process. Use the QR code to access the poll and cast your vote. The five Hot Topics that generate the most interest will take place in the room that corresponds to their ranked order.

Once the topics are selected, a facilitator will host each room for GARE members to ask questions, to learn from each other, and to share their experiences. Our hope is that these conversations will result in new relationships and opportunities for collaboration.

Vote on your top 5 choices by 1:30 PM on Wednesday, April 20.

Top 5 choices will be announced at the end of keynote lunch.

1. **Data and Racial Equity**: Engage in a data-rich conversation about all things data. Bring your data-related topics. Interested in use of geospatial data, community-level data, community-led, or other data practices to drive equitable outcomes? Centering racial equity in data flows, processes, and dashboards? Monitoring racial equity indicators and impacts? Let’s discuss.

2. **Racial Equity Tools**: Come to share how you are using GARE’s race equity tools, ask questions, and get answers from folks around the country that have implemented various race equity tools.

3. **New Race Equity Practitioners**: Are you a new race equity practitioner? This is a space for you to connect with others and ask questions.

4. **GARE 2.0—Redesign Update**: Learn about our 2021 strategic redesign and what’s on the horizon in 2022. Hear about the update to the GARE Network Portal as well.

5. **Idea Share on Local Supports for Statewide Convenings**: Finding different ways to engage, collaborate and partner with other race equity practitioners is important for organizing and operationalizing this work. We want to hear from you as GARE explores options for how we establish, maintain, and sustain relationships with each other.

   - **Experienced/Leading Race Equity Practitioners**: Have you been doing race equity work in government for several years and you need ideas to take your work to the next level? This session is to connect and talk strategy for ways to continue advancing your efforts.
   - **H.E.A.L—Honest Education Action & Leadership and Responding to Attacks on CRT**: This is a space to discuss the work of Race Forward’s new H.E.A.L. initiative, which seeks ways to address the threats on our public-school systems’ ability to honestly and accurately teach the history and current context of race in America.
   - **Racial Equity and Diversity in the Muslim Community**: Learn from leaders in the Muslim community about the racial diversity that exists in Portland and the unique policy challenges that these communities face.
   - **Reparations**: This space is for jurisdictions that are exploring or implementing reparations or related policy actions addressing the racial wealth gap.
   - **Race & Criminal Justice—Fines & Fees**: Criminal justice fine and fees disproportionately target the BIPOC community, resulting in discrimination and inequitable access to resources. Come to share and learn from others on ways they are addressing fines and fees.
   - **Human Resources**: A space for race equity practitioners in Human Resources to connect, ask questions, get answers, and talk strategy around workforce equity.
   - **Implementation Q & A**: This is a space to connect with other race equity practitioners who have gotten started with GARE’s framework of Normalizing - Organizing - Operationalizing - Visualizing and are at various phases of implementation.
   - **Other**: What Hot Topic would you like to discuss? We will have a space for you to share your ideas and we will add to the poll throughout the conference.
The Unfinished Business of Racial Equity: A Whole-of-Government Approach

April 21, 2022 | 9:00 AM – 10:30 AM | Exhibit Hall B

See page 11 for description.

In-Person Breakout Session Series 4

April 21, 2022 | 10:45 AM – 12:15 PM PST

From Policy to Practice: Insights on Our Journey to Become One Fairfax

With Karla Bruce, Chief Equity Officer, Fairfax County, Virginia; Robin Wilson, Policy Director, Fairfax County, Virginia

Room: B116

VIEW RESOURCE

This session will cover the history and implementation of One Fairfax, spanning over 15 years. We will offer a glimpse into the ups and downs, highs and lows, setbacks and accomplishments of our equity journey, and provide attendees with key insights to inform their own jurisdiction’s path.

Implementing Organizational Health, Equity and Belonging in Transit

With Janine Anzalota, Organizational Health and Development Section Manager, Metro Transit, King County, Washington; Tamar Zere, Equity, Inclusion, and Belonging Manager, Metro Transit, King County, Washington; Tynishia Walker, Learning and Development Manager, Metro Transit, King County, Washington

Room: C121-122

Participants will learn about and experience some tools and skills Metro Transit is teaching our leaders about Metro Transit’s equity approach, including:

- Utilizing the Bodhi framework to normalize and operationalize Metro Transit’s approach, and to challenge leaders to assess for and let go of processes that contribute to systemic racism;
- Ensuring leaders bring training expectations to staff regarding Metro Transit’s approach;
- Modeling and practicing skills for healthy conflict engagement; and
- Using racial caucuses to practice leadership skills.

Reimagining Budgeting to Advance Racial Equity

With Nicole Hernández-Marrs, Culture and Communications Program Manager, Waste Prevention and Environmental Services, Oregon Metro, Oregon; Stacey Hopkins, Employee Development Program Manager, Waste Prevention and Environmental Services, Oregon Metro, Oregon; Marta McGuire, Deputy Director, Waste Prevention and Environmental Services, Oregon Metro, Oregon

Room: B117

VIEW RESOURCE

Metro, the regional government for the Portland, Oregon, metropolitan area, is working to remove institutional barriers and center racial equity in all areas of responsibility. Learn how Metro and their Waste Prevention and Environmental Services department reimagined their budget development and decision-making processes through establishing a long-term Staff Budget Advisory Committee of equity leaders and staff of color, utilizing a racial equity framework, and creating a budget workshop series to increase transparency around decision-making.

A Roadmap for Igniting Change Within Local Government

With Jacqueline R. Scott, Director, Department of Community Resources and Services, Howard County, Maryland; Kimberly Eisenreich, Administrator, Office of the Local Children’s Board, Department of Community Resources and Services, Howard County, Maryland

Room: B110-111

VIEW RESOURCE

The Howard County Department of Community Resources and Services has engaged human service agencies across county government—coordinating efforts, enhancing equity-focused training and education, and providing funding to examine policies and procedures to establish racial equity as the lens through which Howard County delivers services to the community. Learn about this journey, from internal Department work, to creating buy-in among key leaders, to sparking organizational commitment to examine and improve policies and operations.
Advancing Equitable Reform: Cities and Counties for Fine and Fee Justice

With Anne Stuhldreher, Director, San Francisco Financial Justice Project, Treasurer’s Office, City and County of San Francisco, California; Michelle Lau, Policy Analyst, Financial Justice Project, Treasurer’s Office, City and County of San Francisco, California; Muneer Karcher-Ramos, Director, Office of Financial Empowerment, City of Saint Paul, Minnesota; Will Shih, Policy Advisor, City of Chicago, Illinois; Mitchell Little, Executive Director, Office of Community Empowerment and Opportunity, City of Philadelphia, Pennsylvania

Room: B114

City and county leaders are advancing bold reforms to ensure fines and fees do not disproportionately burden people of color and residents living on low incomes. Cities & Counties for Fine and Fee Justice is a national leadership network of local places committed to meaningful fine and fee reform. Hear from members of the inaugural cohort about steps taken to advance reforms, and learn how to get involved in the second cohort, launching in summer 2022.

Teens Build Resiliency Block by Block

With Gina Bell, Sustainability Manager, City of Dubuque, Iowa; Sarah Petersen, Assistant Director, Multicultural Family Center, City of Dubuque, Iowa

Room: B112

Teen Resiliency Corps (TRC) began as a rapid response to COVID-19. Teens in Dubuque, Iowa went door-to-door in their neighborhoods to check on neighbors and share resources. TRC now focuses on collecting energy efficiency data, involving youth in climate action while building skills. Learn how your jurisdiction can work with diverse teens to build neighborhood resiliency and address climate change, build justice and reimagine the role of government, and how government interacts with the public.

Staying the Course: A Strategic Response to Legislative Efforts to Ban Discussions About Race

With James Green, Director, Palm Beach County Community Services Department, Palm Beach County, Florida; Marsha Guthrie, Community Planning and Partnerships Lead, Children’s Services Council of PBC, Senior Fellow, Race Forward, H.E.A.L. Together Initiative, Palm Beach County, Florida; Asma Elhuni, National Lead Organizer, H.E.A.L. Together Initiative at Race Forward.

Room: B113

Racial equity practitioners in government are facing legislative attempts to ban “critical race theory” in local and state government, including public schools. This session explores how government and community leaders have been organizing to ensure the crucial work of racial equity in government maintains its momentum in this evolving political context. Exploring both narrative and legal terrains, this interactive workshop will explore this critical challenge and include case studies, narrative tools, and legal strategies.

Using GIS to Operationalize Social Equity Analysis

With Jacqueline Scott, Senior Account Manager and Government Lead for the Racial Equity & Social Justice Team, Esri; Raintry Salk, Ph.D., Director of Data & Insights, GARE

Room: B115

There is growing awareness of the value of maps, spatial analysis, and surveys in bringing input and insights from community members and other stakeholders into sharper focus. Many cities and counties have access to geographic information systems (GIS) data and tools to help develop and share racial equity narratives, crowdsource community feedback, and move racial equity analysis into government operations. Learn how this technology can support more equitable decisions and outcomes.
Online Breakout Session Series 3

10:45 AM – 12:15 PM | Cvent Attendee Hub

Lived It! Considerations for Centering Residents with Lived Experience

Lindsey Earl, Homelessness Coordinator, Community Safety & Well-Being, Adams County, CO; Heather McClure, Community Justice Navigator, Community Safety & Well-Being, Adams County, CO

VIEW RECORDING

Adams County, CO Community Safety & Well-Being is making significant strides in elevating the voices of residents with lived experience of homelessness, addiction, and justice system involvement, and in turn, increasing the diversity of its employees. This workshop will be a lively discussion facilitated by local government practitioners striving to achieve more equitable governance.

Public Health’s Role in Racial Equity: A Perspective from the NYC Health Department

Michelle Morse, MD, MPH, CMO and Deputy Commissioner of the Center for Health Equity and Community Wellness, NYC Health Department; K. Torian Easterling, MD, MPH, Chief Equity Officer & First Deputy Commissioner, NYC Health Department

VIEW RECORDING

Dr. Morse and Dr. Easterling of the NYC Health Department will discuss the framework and initiatives of the: 1) NYC Board of Health’s resolution declaring racism a public health crisis; and 2) Chief Medical Officer (CMO) Strategic Plan. The presenters will discuss how these efforts were developed, their goals and objectives, and their intended impact on population health in NYC. The audience will learn how the NYC Health Department is leveraging the lessons learned from the COVID-19 pandemic to bridge public health and health care in this moment of crisis, advance racial equity priorities, and address long-standing issues around structural racism and its impact on the health of Black, Indigenous, and People of Color (BIPOC) communities. Both efforts rely on multi-stakeholder input and collaboration across all sectors of the health care and social services delivery system.

Co-governance: Beyond a Buzzword

Leah Obias, Director of Policy & Strategy for Movement and Capacity Building, Race Forward; Brian Walsh, Director, Labor Standards Enforcement Division, City of Minneapolis, MN; Veronica Mendez Moore, Co-Director, Centro de Trabajadores Unidos En La Lucha (CTUL); Brittany Scott, Senior Research Strategist, Partners for Dignity and Rights

While no unified definition of “co-governance” exists, we will present a compelling model of community leaders and organizers, government employees and/or elected officials figuring out how to govern together to shift decisions of importance from power-holders into the democratic sphere. The session will feature the voices and perspectives of those in Minneapolis who are working together to transform the rights enforcement process for low-wage workers of color and, ultimately, the working conditions for thousands. Together, the panelists will present on-the-ground lessons from building community-driven mechanisms for equitable decision-making and accountability. This session is part of a collaboration between Partners for Dignity and Rights and Race Forward entitled the New Social Contract for Multiracial Economic Democracy, which aims to highlight the work of local communities in deepening democracy.

Creativity, Resilience & Co-Creation via Equity-Centered Virtual Convenings

Alina Borja, Junior Planner, Planning Strategy, Southern California Association of Governments, CA; Yolanda Davis-Overstreet, M.A, Community-Based Activist and Mobility Justice Strategist; Zuleima Jimenez, Community Leader; Adriana Diego, Community Leader

VIEW RESOURCE

This session will focus on the key considerations that build meaningful virtual spaces, accessible learning environments, and real relationships. Speakers will detail their direct experience with facilitating and co-creating virtual community spaces to connect, partner, and learn from one another. Speakers will discuss how these virtual spaces paved the way for action in their communities. This session will include participatory exercises and will center engagement.

More than A Resolution—Investing in Community-Driven Solutions

Faith Jackson, Chief Equity and Inclusion Officer, City of Bloomington, MN; City Council Member Jenna Carter, Bloomington City Council, City of Bloomington, MN; Karla Henderson, Community Development Director, City of Bloomington, MN

VIEW RECORDING

This session will tell the story of a Racial Equity Strategic Planning Committee (RESPC) and demonstrate how a partnership between Bloomington, Minnesota city staff, community partners,
and elected officials transformed the way the city approached disparity reduction. The RESPC is comprised of residents, non-profits, employers, financial and lending institutions, cultural and community advocacy organizations, Bloomington Public Schools staff and students, city staff, and a City Council representative. After a six-month capacity-building process, the RESPC delivered disparity reduction strategies in the form of prototypes. Priority prototypes included public health (building a new public health center), supporting small businesses (building a business resource center), developing new homeownership initiatives (down payment assistance program), expanding public safety mental health services (social workers responding to police calls), and more collaboration with the school district (joint city/school board meetings). Bloomington City Council unanimously approved the prototypes.

**Multiracial Democracy: Learning from Cities in the U.S. & Europe to Deepen Democratic Practice**

*Glenn Harris*, President, Race Forward; *Marissa Nonvara*, Commissioner, Department of Housing, City of Chicago, IL; *Simone Mangili*, City of Turin, Italy; *Claudio Tocchi*, formerly with the City of Turin, Italy; *Gaby Sanchez*, Master of Public Policy Candidate 2022, Goldman School of Public Policy, University of California, Berkeley, *Huichin Ohlone Land*

Cities across the United States and Europe are grappling with rising authoritarianism and attacks on democracy, as well as rising racism and othering. In the U.S., organizing for a stronger multiracial democracy to advance racial equity is taking place within local government and in communities. This session will explore the opportunities and challenges of inclusive, multiracial democracy and will share lessons learned between cities in Europe and the United States. Topics to be explored include: 1) Developing a narrative framework that weaves together multiracial democracy, racial equity, othering and belonging, power and systems change, and 2) Steps local government can take to further multiracial democracy, racial equity and belonging. Leading practitioners will share insights from the “Cities Fortifying Democracy” project and engage others in a dialogue and activities that sharpen our collective analysis.

**Driving Systems Change through Community Resilience with Social Cohesion**

*T.J. Cobb*, MPH, BS, CSM, Enterprise Quality Director, Department of Health & Human Services, Milwaukee County, WI; *Quinton D. Cotton*, MSSA, Milwaukee County Community Member; *Ericka M. Sinclair*, MS, MPH, Milwaukee County Community Member

Milwaukee County is an anchoring institution for the Community Resilience Imperative (CRI), a dynamic government-sponsored and community-owned collaboration in Milwaukee, Wisconsin, formed to address racial disparities in COVID-19 and create space for grassroots leadership in community decision-making. This session focuses on strategy development, policy advocacy, implementation, and monitoring of BIPOC community resilience efforts. Learn about examples of community resilience in action and how institutional racism shows up in collective impact processes.

**Reflective Activity—How the US Stole Thousands of Native American Children**

*VIEW RESOURCE*  *VIEW RECORDING*

From slavery to the systematic suppression of Native and tribal lifeways, culture, and land, our country has a complicated, and at times, deeply oppressive history. Coming to grips with our history is emotionally taxing, and as we have seen, many today still resist reflection, choosing to cast doubt on our history instead. Unfortunately, ignoring the social-political realities of our past allows injustice and inequity to become institutionalized.

Our government must reckon with and accept its past in order to move forward, and racial equity practitioners within government are well situated to lead this change from the inside out.

Please take some time to watch Vox’s *How the US Stole Thousands of Native American Children*, a chilling, and heartbreaking account of the systematic destruction of Native American families, and reflect on the following questions:

- Who are the dominant voices in the documentary? Why is this important?
- Where do you see evidence of government’s racialized history in your jurisdiction?
- What actions should government take to address the impacts of this racial inequity today?

**Closing Plenary**

**Imagining Change: The Role of Narrative, Arts, and Culture in a Just, Multiracial Democracy**

*April 21, 2022 | 1:30 PM – 3:00 PM | Exhibit Hall B*

*See page 11 for description.*
ACKNOWLEDGMENTS

Thank you to our sponsors for the 2022 GARE Annual Membership Meeting!

We would also like to express our gratitude for the contributions of our institutional funders, thought partners, and the thousands of racial equity practitioners and their agencies and jurisdictions that constitute GARE to create this powerful network.

Host Committee

Judith Mowry, Senior Policy Advisor, Office of Equity and Human Rights, City of Portland, Oregon

Nickole Cherom, ADA Title II and Disability Equity Manager, City of Portland

Michelle Hedegard, Equity & Belonging Program Manager, Oregon Convention Center

Neisha Saxena, JD, Deputy Director and Civil Rights Administrator, Office of Diversity and Equity, Multnomah County

Raahi Reddy, Diversity, Equity and Inclusion Program Director, Metro

Cassie Salinas, Organizational Impact Program Manager, Diversity, Equity and Inclusion program, Metro

Ashley Carroll, Disability Research Specialist, Office of Diversity, Equity and Inclusion, Multnomah County

Mohammad Bader, Director, Department of County Human Services, Multnomah County

Mary Li, Director, Multnomah Idea Lab, Multnomah County

Joseph Almond, Organizational Learning Manager, Multnomah County

Mariana Parra, Assistant, Office of the Chief Operating Officer, Department of County Management, Multnomah County

Muslim Leaders and Partners:

Wajdi Said, Co-Founder and President, Muslim Educational Trust

Musse Olol, Chairman, Somali American Council of Oregon

Nadia Hasan, City Councilwoman, City of Beaverton, OR

Honorable Mention of Portland’s Office of Tribal Relations

A big thank you to the Office of Tribal Relations at the City of Portland for their contributions to AMM, GARE, and for their dedication to community.

Thank you to Laura John, Head of the Office of Tribal Relations, descendant of the Blackfeet and Seneca Nations; Miranda Mishan, Community Liaison for the Office of Tribal Relations, citizen of Chickasaw Nation and Muskogee Creek descendant; and Stone Hudson, Office of Tribal Relations, Associate, descendent of Three Affiliated Tribes of Fort Berthold and a Pacific Northwest Native.

Those attending in-person are encouraged to watch their presentation on the moratorium on land acknowledgements in Portland which will take place in the online space.

Honorable Mention of Community Leaders

Oregon State Governor Kate Brown
Multnomah County Chair Deborah Kafoury
Portland City Mayor Ted Wheeler
Board of Commissioners, Home Forward, and Portland Development Commission’s Central City Budget Advisory Committee Damien Hall
Metro Council President Lynn Peterson
Portland Commissioner Jo Ann Hardesty
Portland Commissioner Carmen Rubio

GARE Steering Committee

Marsha Guthrie
Community Planning & Partnerships Lead
Jurisdiction: Palm Beach County, Florida Region: Gulf/Delta

James Green
Director, Palm Beach County Community Services Department
Jurisdiction: Palm Beach County, Florida Region: Gulf/Delta
The 2022 GARE Annual Membership Meeting Planning Staff

**GARE:** Cathy Albisa, Ammara Ansari, Gordon F. Goodwin, Ian D. Law, Sarah Lawton, Nadia Mohamed, Kiahna Revan, Raintry Salk, Lenore D. Wyant, Leslie Zeitler

**Race Forward Conferences & Convenings:** Stephanie Guillermina Castro, Hiba Elyass, Leslie E. Grant-Spann, Tiff Joy

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**Race Forward Program Staff:** Glenn Harris, Julie Nelson, Dennis Chin, Carlton C. Eley, Leah Obias, James Haslam, Jesse Villalobos

**Event Production Partner:** Glow Global Events

**ACKNOWLEDGMENTS**
We make the health and safety of our members, staff, and the staff of the spaces in which we convene a priority. As we navigate the next phase of the pandemic, we must do our best to create a culture of care. That means we ask that our in-person attendees do their part to keep us all safe.

• Contactless registration will be available on site.
• Hand sanitizer stations will be available throughout the venue.
• It is with an abundance of caution during these uncertain times that we ask attendees to support our commitment to host a safer event by wearing a mask during the conference. Masks are included in your welcome packet.

*Please follow CDC guidelines and DO NOT travel or attend the in-person conference if you are not feeling well or if you may have been recently exposed to the virus*

If you start to feel ill after you have arrived, please scan this QR code to book a complimentary appointment at a nearby COVID-19 testing site:

![QR Code]

Please write to the planning team at GAREAMM@raceforward.org if you feel ill or test positive once you have arrived.

**Vaccination Documentation**

Attendance at the in-person conference requires proof of vaccination. Registrants must be up-to-date on COVID-19 vaccinations as defined by the CDC.

In-person attendees will be required to show proof of their up-to-date vaccination status at onsite registration. Vaccination status will be confirmed by presenting a CDC-issued vaccination card, presenting a picture of the card on your phone sufficient to see the name and vaccination date details, or by displaying a proof-of-immunization app (e.g., docket ©).
The GARE Network Portal is our online community for employees of GARE member jurisdictions—where you can connect anytime with thousands of colleagues from around the country who are working to advance racial equity in government.

To create and complete a profile please scan this QR code.
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CONVENTION CENTER VICINITY

Hotels

**Hyatt Regency Portland**

375 NE Holladay St.
Portland, OR 97232

(503) 235-7575

Restaurants

More information about local dining and restaurants available.

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Portland

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GARE attendees will use OCC Free WiFi for Internet access. This service provides up to 1Mbps per connection and is available in all meeting rooms & public spaces/lobbies. To access, choose the OCC Free WiFi network from the list of available networks & open a browser to access the Internet; no authentication is required.

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777 NE Martin Luther King, Jr. Blvd
Portland, OR 97232
(503) 235-7575
oregoncc.org

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