



LOCAL AND REGIONAL **GOVERNMENT ALLIANCE ON RACE & EQUITY**

Advancing Racial Equity: putting theory into action

2017 learning cohorts for local and regional government in Minnesota

The [Government Alliance on Race and Equity](#) (GARE), in partnership with the League of Minnesota Cities (LMC), is pleased to announce two new Minnesota cohorts of governmental jurisdictions that will be systemically advancing racial equity in 2017. One cohort will be for jurisdictions beginning to work on racial equity and the other will be an “Advanced Implementation” series. Participants will be teams from government jurisdictions in Minnesota that make a one-year commitment, as described below.

What is the Government Alliance on Race and Equity?

GARE is a national network of government working to achieve racial equity and advance opportunities for all. GARE uses a three-prong approach:

- 1) We are a membership network of jurisdictions that have made a commitment to advance racial equity.
- 2) We build pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- 3) We expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Government’s proactive work on racial equity has the potential to leverage significant change, setting the stage for the achievement of racial equity in our communities. Supporting targeted cohorts of jurisdictions and providing best practices, tools and resources is helping to build and sustain current efforts and build a national movement for racial equity.

What is an Advancing Racial Equity cohort?

Over the last decade, a solid field of practice has developed that advances racial equity and transforms government. The field of practice is based on the experiences of early adopters of racial equity within government. Cities and counties across the country have developed and are implementing racial equity initiatives or agendas and using racial equity tools. GARE cohorts implement proven practices and replicate success, changing the norm of what is expected and possible from government.

New jurisdictions can make use of the field of practice and begin and expand work on institutional and structural equity. Based on the experiences of leaders, the new cohorts will participate in a structured curriculum that focuses on strategies that normalize conversations about race, operationalize new policies and cultures, and organize to achieve racial equity.

The advanced series is for those jurisdictions that have already begun working on racial equity, have developed and are implementing a Racial Equity Action Plan, and are using a Racial Equity Tool. In addition to the special advanced sessions, participants will be able to participate in the introductory sessions.

What will a jurisdiction get out of participating in a cohort?

As a result of participating in the cohort, each jurisdiction will receive tools and resources, including:

- A racial equity training curriculum, with cohort participants who are equipped to implement the training with other employees,
- A Racial Equity Tool to be used in policy, practice, program and budget decisions,

- A capacity building plan and organizational structure to institutionalize equity,
- Example policies and practices that help advance racial equity, and
- A Racial Equity Action Plan template that teams will use to develop their own jurisdiction-specific plan.

Implementation of these tools and resources will vary depending on the opportunities within individual jurisdictions. Technical assistance will be provided by GARE to ensure responsiveness to the local conditions of each jurisdiction.

How will the cohort be structured?

The structure will consist of monthly sessions, with a quarterly rotation between 1) skill building and strategy development, 2) an “Advancing Racial Equity” speaker series that connects community members to the process, and 3) peer-to-peer networking and problem solving. This quarterly rotation process allows for implementation of action steps as the year progresses.

Key components of the cohort will include:

- A curriculum that builds on the existing and growing field of governmental practices to advance racial equity. Technical assistance from the [Center for Social Inclusion](#), the [Haas Institute for a Fair and Inclusive Society](#) and members of [GARE’s Technical Assistance Advisory Group](#) will be provided.
- Peers from similarly situated jurisdictions that have experience with implementation of racial equity initiatives. The cohort as a whole will be structured to support peer-to-peer strategizing and problem-solving.
- An “Advancing Racial Equity” speaker series that will be an opportunity for cohort participants, community members and elected officials to come together to learn and strategize in the spirit of shared commitment to advancing racial equity and transforming government.

The Advanced Implementation series is designed for jurisdictions that participated in the 2016 cohort and are ready for technical support on implementation of strategies and peer-to-peer networking. There will be quarterly half-day sessions for the Advanced Implementation series, and team members will also be able to participate in any of the introductory sessions and the Advancing Racial Equity Speaker series.

What is expected from participating jurisdictions?

Participating jurisdictions will:

- Identify a team lead and a group of at least five employees. Teams should include leadership and staff committed to advancing racial equity and transforming government. **Note:** jurisdictions that participated in the 2016 cohort have the option of introducing a new team of participants into the introductory training cohort and/or continuing as a part of an Advanced Implementation cohort.
- Complete an enrollment form that designates their team’s lead, team members, and provides information on jurisdiction specific opportunities and challenges.
- Commit to participate in the full series, including each session and completion of assignments between sessions. Location of events will rotate between sites to maximize in-person participation.
- Work with GARE and the League of Minnesota Cities to promote the “Advancing Racial Equity” speaker series to elected officials, government staff and community partners.
- Contribute towards the training cost (rate sheet detailed below).

What are the costs of the training?

GARE does fundraising from nongovernment sources to reduce the cost of the training to participating jurisdictions and minimize barriers to entry. The total cost to jurisdictions depends on the number of members on the team. Jurisdictions that are members of GARE receive a 40 percent discount on the cost of participation.

	5-9 participants	10-14 participants	15+ participants
Introductory cohort	\$8,000	\$12,000	\$15,000
	5 or fewer participants	6 to 10 participants	10+ participants
Advanced cohort	\$2,500	\$3,000	\$5,000

Training fees include a total of 66 hours of training, training materials, meeting logistics / meals, and technical assistance.

What is the curriculum?

The curriculum and dates are outlined below. Note that 2017 participants are encouraged to join the Class of 2016 at their Commencement event in December 2016 to get a sense of the learning year and strengthen continuity between the two years.

Month	Session
December 7, 2016; 5:30 to 8 pm Schneider Theater Artistry 1800 W Old Shakopee Rd. Bloomington, MN 55431	2016 Commencement Advancing Racial Equity Speaker Series: “Celebrating our Success, Facing New Challenges” – recognition and celebration of the 2016 Cohort
January 25 and 26, 2017 8:30 to 5 pm	New Cohort Launch (two days) Quarter 1 Objectives – • Gain understanding of the role of government in relation to racial equity • Develop a shared racial equity analysis, including definitions of terminology (racial equity / inequity, implicit / explicit bias, individual / institutional / structural racism) • Develop skills at analyzing policies and practices from a racial equity perspective and communicating about race • Begin to strategize with others about how government can advance racial equity
February 22, 2017 3 to 5 pm	Advancing Racial Equity Speaker Series: “Expanding Knowledge and Organizing for Actions”
March 22, 2017	Report on homework, networking, problem solving and strategizing (8:30 to noon) Advanced Implementation Track (1 to 5pm)
April 26, 2017 8:30 to 5 pm	Objectives – Quarter 2 • Increase understanding of organizational change theory • Breakout options – ○ Develop facilitator skills to lead workshops about race ○ Develop leadership skills to advance racial equity ○ Develop skill using the Racial Equity Tool • Develop strategies and actions to build institutional infrastructure to advance racial equity
May 24, 2017 6 to 8 pm	Advancing Racial Equity Speaker Series: “Organizing for Power – Inside and Outside Strategies”
June 28, 2017	Report on homework, networking, problem solving and strategizing (8:30 to noon)

Month	Session
	Advanced Implementation Track (1 to 5pm)
July 26, 2017 8:30 to 5 pm	Objectives – Quarter 3 • Gain a more in-depth understanding of structural racism • Gain understanding of collective impact and Results Based Accountability, with a focus on cross-jurisdictional strategies • Breakout options ○ Develop strategies and actions for increasing workforce equity ○ Develop strategies and actions for increasing contracting equity ○ Others tbd based on the needs and interests of teams
August 23, 2017 6 to 8 pm	Advancing Racial Equity Speaker Series: Moving Elected Leadership to Advance Racial Equity
September 27, 2017	Report on homework, networking, problem solving and strategizing (8:30 to noon) Advanced Implementation Track (1 to 5pm)
October 18, 2017 8:30 to 5 pm	Objectives – Quarter 4 • Develop strategies and actions to more effectively center and engage community • Develop strategies for overcoming barriers to change • Finalize your 2017 Racial Equity Action Plan, including implementation of strategies for the long haul
November 15, 2017	Report on homework, networking, problem solving and strategizing (8:30 to noon) Advanced Implementation Track (1 to 5pm)
December 6, 2017 5:30 to 8 pm	Commencement Advancing Racial Equity Speaker Series: “Celebrating our Success, Facing New Challenges” – recognition and celebration of the 2017 Cohort

Curriculum will be subject to some adjustment as the year moves forward to allow responsiveness to the specific needs of teams. Please note: the half-day Advanced Implementation sessions will take place on the same days as the core training to allow alignment of team activities.

What is the commitment of jurisdictional teams?

To participate in the cohort, jurisdictions will:

- Commit to send a team of people to the entire series (total commitment of 56 hours per person at cohort events, as described above, plus completion of action steps between sessions)
- Work with GARE and LMC to promote the Advancing Racial Equity speaker series to elected officials, government staff and community partners.
- Training cost (see above). All events will be in Minnesota, in the greater Twin Cities region.

What is the role of GARE?

- Manage and implement the overall project, including provision of training, sharing of curriculum, tools and resources, arrangement of speaker series, communications and outreach, etc.
- Provide the following for all jurisdictions participating in the cohort:
 - Best, promising and next practices. Practices will include racial equity tools, racial equity training curriculum, model policies, and surveys.
 - Cross-cohort learning opportunities, including peer-to-peer exchanges, as well as technical assistance from academic and advocacy experts.
 - Technical assistance on cross-jurisdictional priority areas.

What is the role of the Minnesota League of Cities?

- Assist with recruitment for the series
- Disseminate information to LMC membership and provide publicity for special events
- Assist with meeting logistics
- Work with GARE to obtain foundation funding

What if I have questions?

For more information, please contact Julie Nelson, Director of GARE, at jnelson@thececi.org / (206) 816-5104 or Kevin Frazell, League of Minnesota Cities Director of Member Services, (651) 281-1215, kfrazell@lmc.org.