

Advancing Racial Equity: putting theory into action

2019 learning community for local and regional government in Wisconsin

The [Government Alliance on Race and Equity \(GARE\)](#) is pleased to announce a capacity building opportunity for city and county governments, and nonprofit and community partner organizations interested in advancing racial equity by addressing institutional and structural racism. This opportunity is for jurisdictions and institutions that are beginning or wishing to deepen their work on racial equity. Teams from government jurisdictions will make a one-year commitment to the learning year process. [Registration is open](#) from November 1 2018 – January 15 2019.

What is the Government Alliance on Race and Equity?

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

- Supporting jurisdictions that are at the forefront of work to advance racial equity.
- Building pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- Expanding and strengthening 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 learning community?

A field of practice has developed that advances racial equity and transforms government. Cities and counties in California and Minnesota have come together to learn about and implement racial equity initiatives since 2016. The lessons from these efforts are being incorporated into a new set of Learning Community structures. Representatives of Wisconsin institutions expressed interest in launching a Wisconsin capacity building and learning community at a meeting hosted by GARE and the WI Racial Equity Alliance in March 2018, and at the Wisconsin Healthiest State Summit in September 2018.

New jurisdictions can join the **introductory cohort** to learn about the field of practice and expand their efforts to achieve institutional and structural equity. Jurisdictions that are new to racial equity will participate in a structured curriculum that focuses on:

- **normalizing** conversations about race,
- **organizing** internal structures to support the work of institutional culture change and
- **operationalizing** new practices, procedures and policies and using racial equity tools.

What will we receive?

Each jurisdiction receives 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,
- Support for identifying and launching pilot projects that demonstrate where to start achieving racial equity outcomes in your jurisdiction
- A capacity building plan and organizational structure to institutionalize equity within their own jurisdiction,
- Example policies and practices that help advance racial equity, and
- Support on developing a Racial Equity Action Plan

Use of these tools and resources will vary depending on the opportunities individual jurisdictions identify. Individual teams may request additional training (note: additional fees apply) during the learning year to supplement their jurisdiction's specific needs. **Technical assistance** is provided by GARE to ensure responsiveness to the local conditions of each jurisdiction.

How will the learning community be structured?

The structure will consist of **4 skills-building sessions**, between-session homework assigned to build leadership for institutional change, and **3 peer-to-peer exchanges** to foster strategy development and problem solving.

What is expected from participating jurisdictions?

Participating jurisdictions will:

- Identify team co-leads (2) and a group of no less than 5 employees. Teams should include leadership and staff committed to advancing racial equity and transforming government.
- Commit to attending each session and completing assignments between sessions. Location of events will rotate between sites to maximize in-person participation.
- Share about the racial equity work your jurisdiction is doing at regular intervals with Learning Community participants and GARE.

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:
 1. Best, promising and next practices. Practices will include racial equity tools, racial equity training curriculum, model policies, and surveys.
 2. Cross-cohort learning opportunities, including peer-to-peer exchanges, as well as technical assistance from academic and advocacy experts.
 3. Technical assistance on cross-jurisdictional priority areas.

What is the schedule?

The curriculum will be subject to adjustment as the year moves forward to allow responsiveness to the specific needs of teams.

2019 GARE WI Learning Community Schedule (Tentative)

Month	Session
March 13, 2019 9:00 am - 3:00 pm	Learning Community Objectives – Quarter 1 <ul style="list-style-type: none"> 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 skill using the Racial Equity Tool and identify pilot project opportunities
April 12, 2019 1 pm – 3 pm	Hosted Peer Exchange (online facilitated) <ul style="list-style-type: none"> Steps we are taking to normalize conversations about race Researching your jurisdiction’s racial history: What’s your story?
May 8, 2019 9 am - 3:00 pm	Learning Community Objectives – Quarter 2 <ul style="list-style-type: none"> Using the Racial Equity Tool: case studies and pilot projects Introduction to communicating about race
June 14, 2019 1 pm – 3 pm	Hosted Peer Exchange (online facilitated) <ul style="list-style-type: none"> Reviewing our progress using the racial equity toolkit Sharing racial equity vision and case statements
July 17, 2019 9 am - 3 pm	Learning Community Objectives – Quarter 3 <ul style="list-style-type: none"> Learn about Results Based Accountability to begin creating a Racial Equity Action Plan Organizing for implementation: Leadership, Core and Interdepartmental Teams
August 7, 2019 9 am – 3 pm	GARE WI Train-the-trainer (elective) Jurisdictional teams learn the “Advancing Racial Equity: The Role of Government” curriculum (4-hour version) so that they can deliver it as part of their normalizing work with staff.
September 13, 2019 1 pm – 3 pm	Hosted Peer Exchange (online facilitated) <ul style="list-style-type: none"> Reviewing progress on racial equity action plans Infrastructure for the implementation journey
October 2, 2019 9 am - 3 pm	Learning Community Objectives – Quarter 4 <ul style="list-style-type: none"> Develop strategies and actions to achieve community accountability Debut of Racial Equity Action Plans and organizing internal infrastructure to implement it WI Learning Community Celebration!

Questions? Please contact:

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