

# Advancing Racial Equity: The Role of Government

## Contra Costa Board of Supervisors Retreat

January 30, 2018

Government Alliance on Race and Equity  
Race Forward  
Dwayne S. Marsh



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
RACE & EQUITY

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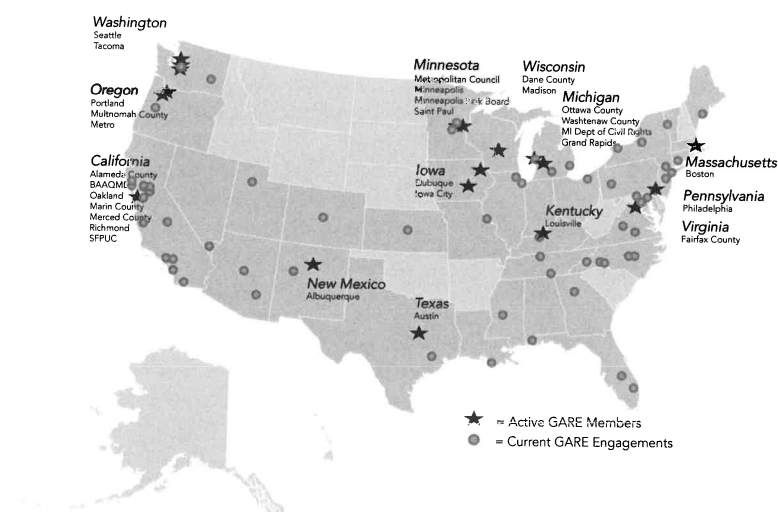
## Government Alliance on Race and Equity

A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Lead network – 59 members
- ✓ Expand network – 30 states / 150+ cities
- ✓ Provide tools to put theory into action



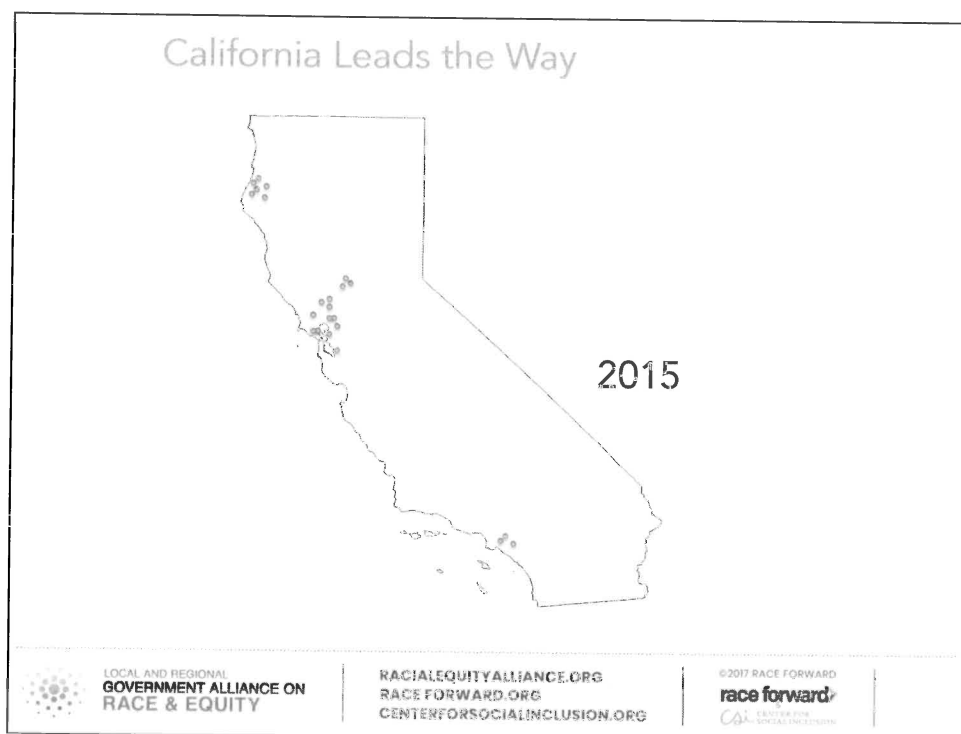
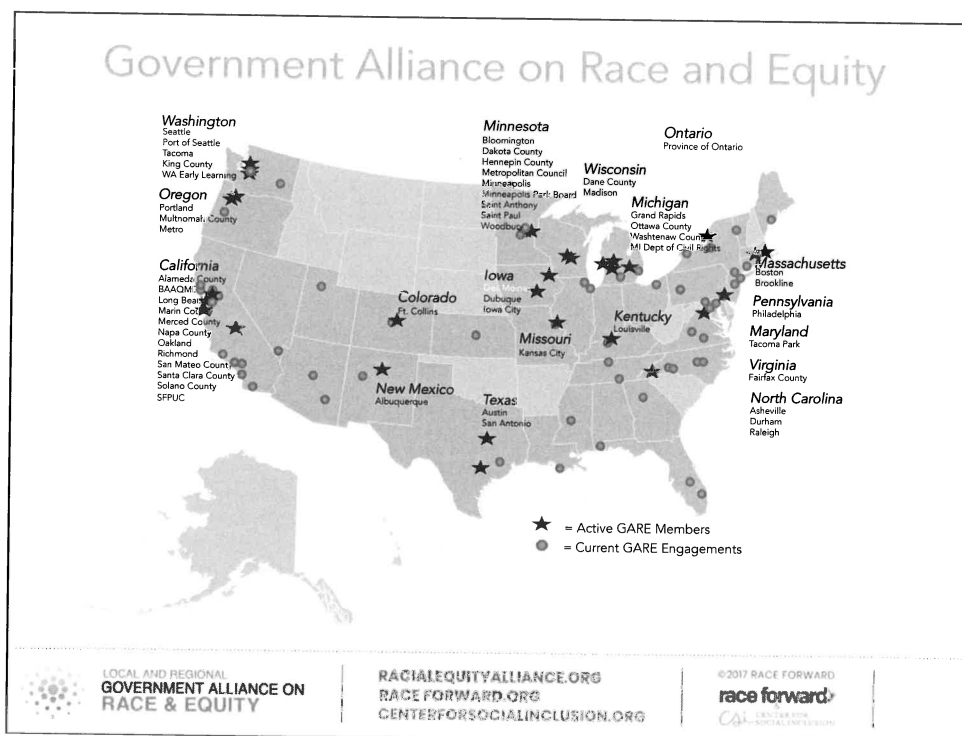
## Government Alliance on Race and Equity

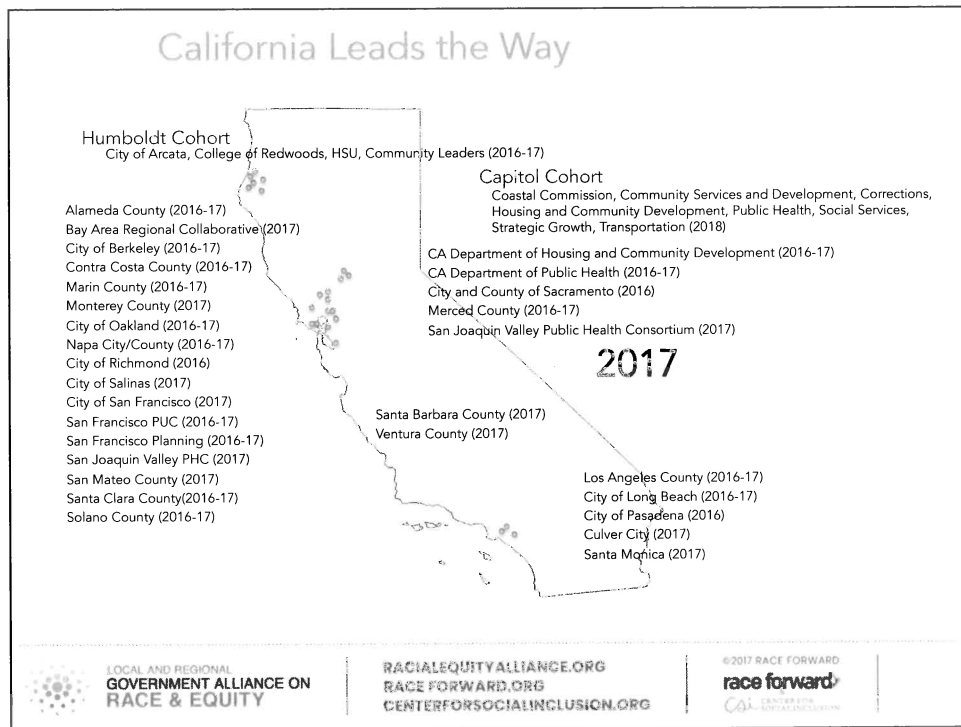


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## Core Lessons

- Communication and Transparency: Build support and relationships with community.
- Navigating the Political Landscape: Map institutional power to build political will and leadership buy-in.
- Cultivating Leaders: Find the sparkplugs and assemble a cohesive, diverse group of government employees to carry forward racial equity work.
- Expanding Regional Collaboration and Growing the Field: Create opportunities for coordinating with neighboring jurisdictions and engage others in the region to develop a regional strategy for dismantling racial inequities.
- Sharing the Field of Practice: Be strategic and use all policy levers and tools available to advance racial equity.
- Maximizing Measurable Impact in the Community: Conduct evaluations and surveys, using data, and establishing performance measures

## Membership has its privileges

- From one member in 2015 to 14 (and counting) in 2018
- Principal contributors – cohorts, referrals
- At least six more jurisdictions in the queue
- 23.2 million residents in California jurisdictions participating in GARE

Austin	TX	South
San Antonio	TX	South
Fairfax County	VA	South
Alameda County	CA	West
Bay Area Air Quality Management District	CA	West
Long Beach	CA	West
Marin County	CA	West
Merced County Department of Public Health (Associate)	CA	West
Oakland	CA	West
Richmond	CA	West
City of San Francisco	CA	West
San Francisco Public Utilities Commission	CA	West
Santa Clara County Public Health (associate)	CA	West
Solano County	CA	West
Albuquerque	NM	West



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## Progress

- Resolutions advancing Racial Equity (Marin, Richmond, Contra Costa)
- Racial Equity Action Plans developed (more than 20 in the West)
- Offices of Equity initiated (Long Beach, Oakland)
- Cross-jurisdictional collaboration (Napa, Solano)
- Institutional Change initiatives (Los Angeles County, Santa Clara County)
- Statewide institutional interrogation (State of California)



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## California State Convening

- January 31, 2018
- First statewide gathering of various CA GARE players
- Training, exchange, and policy priorities under development
- Springboard for deeper statewide, national engagement



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## The First Step...

- Normalize the conversation
- Operationalize systems
- Organize for impact
- repeat

*The Board of Supervisors of  
Contra Costa County, California*

In the matter of: **Resolution No. 2017/415**  
AFFIRMING THE COUNTY'S COMMITMENT TO RACIAL EQUITY, DIVERSITY, AND THE GOVERNMENT ALLIANCE ON RACE & EQUITY (GARE) INITIATIVE

WHEREAS, on October 18, 2017 former President George W. Bush remarked "bigotry seems emboldened" in the United States, warning that Americans need to reject "white supremacy." "Bigotry or white supremacy in any form is blasphemy against the American creed," Mr. Bush said in his remarks at a forum focused on security; and

WHEREAS, these remarks come at time in the United States of America where fears about a rise in bigotry across the country have increased and where incidences of racial intolerance and hatred have led to large-scale protests culminating in violence and, in the case of Charlottesville, Virginia, the death of a counter-protestor; and

WHEREAS, the County of Contra Costa ("County") is home to one of California's most ethnically, culturally, and socio-economically diverse populations; and

WHEREAS, the County believes that diversity of backgrounds, perspectives, and experiences of the American people makes our nation, our communities, and our economy richer and stronger; and

WHEREAS, Contra Costa County communities are the most equitable when all residents are fully able to participate in the region's economic vitality, connect to the region's assets and resources, and contribute to the region's readiness for the future; and;



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