



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



**race
forward**



Greenbelts Participation in Advancing Racial Equity in the DMV Region



Background on GARE and Race Forward



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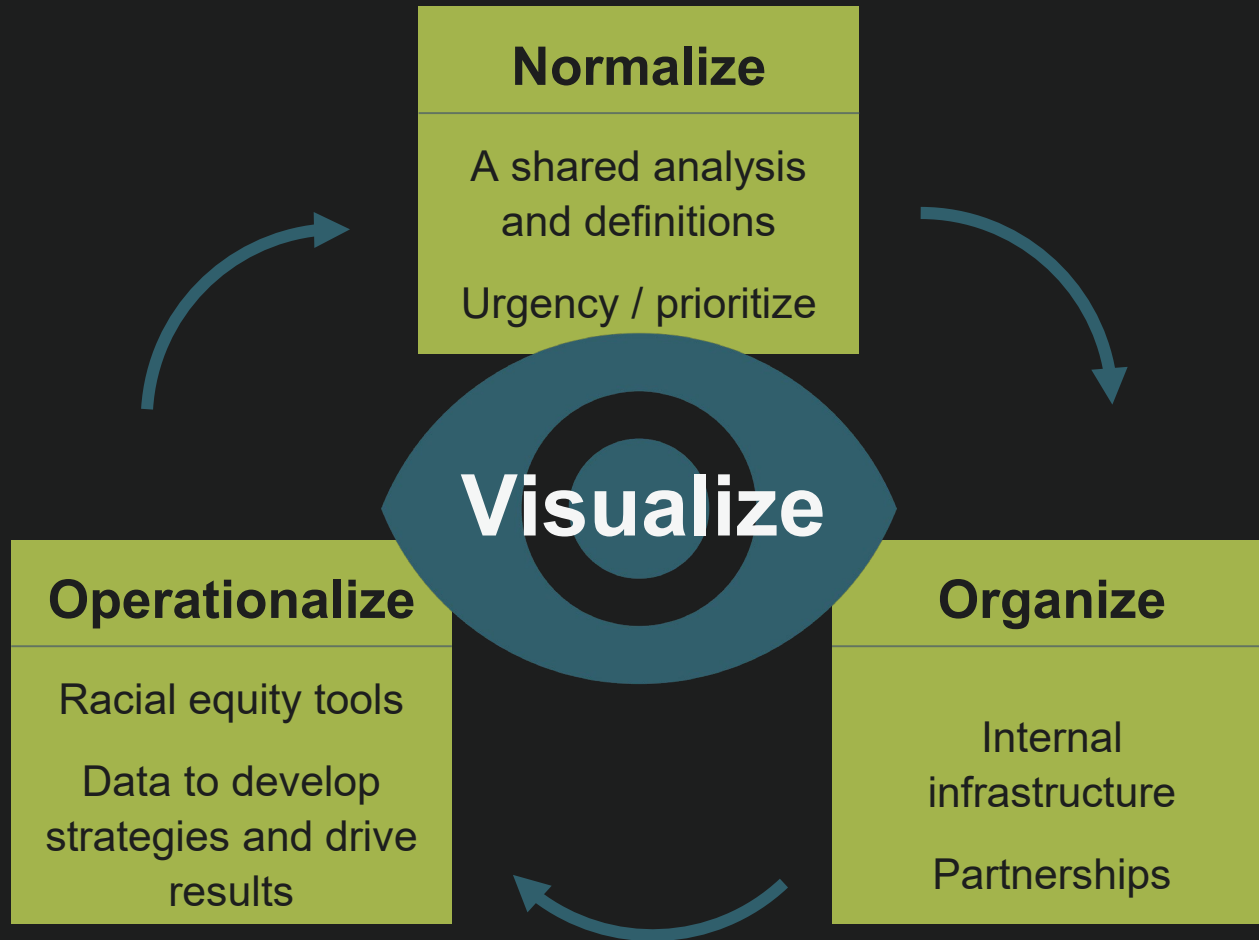
Government Alliance on Race & Equity

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

- ✓ The Network = 370 members and growing!
- ✓ Cities, counties, regional agencies and state agencies in 36 states from across the country
- ✓ Provide tools to put theory into action



GARE Practice



About Race Forward

Catalyzes movement building for racial justice. In partnership with communities, organizations, and sectors, they help build strategies to advance racial justice in our policies, institutions, and culture.

Projects include:



Colorlines on-line journalism



Government Alliance on Race and Equity (GARE)

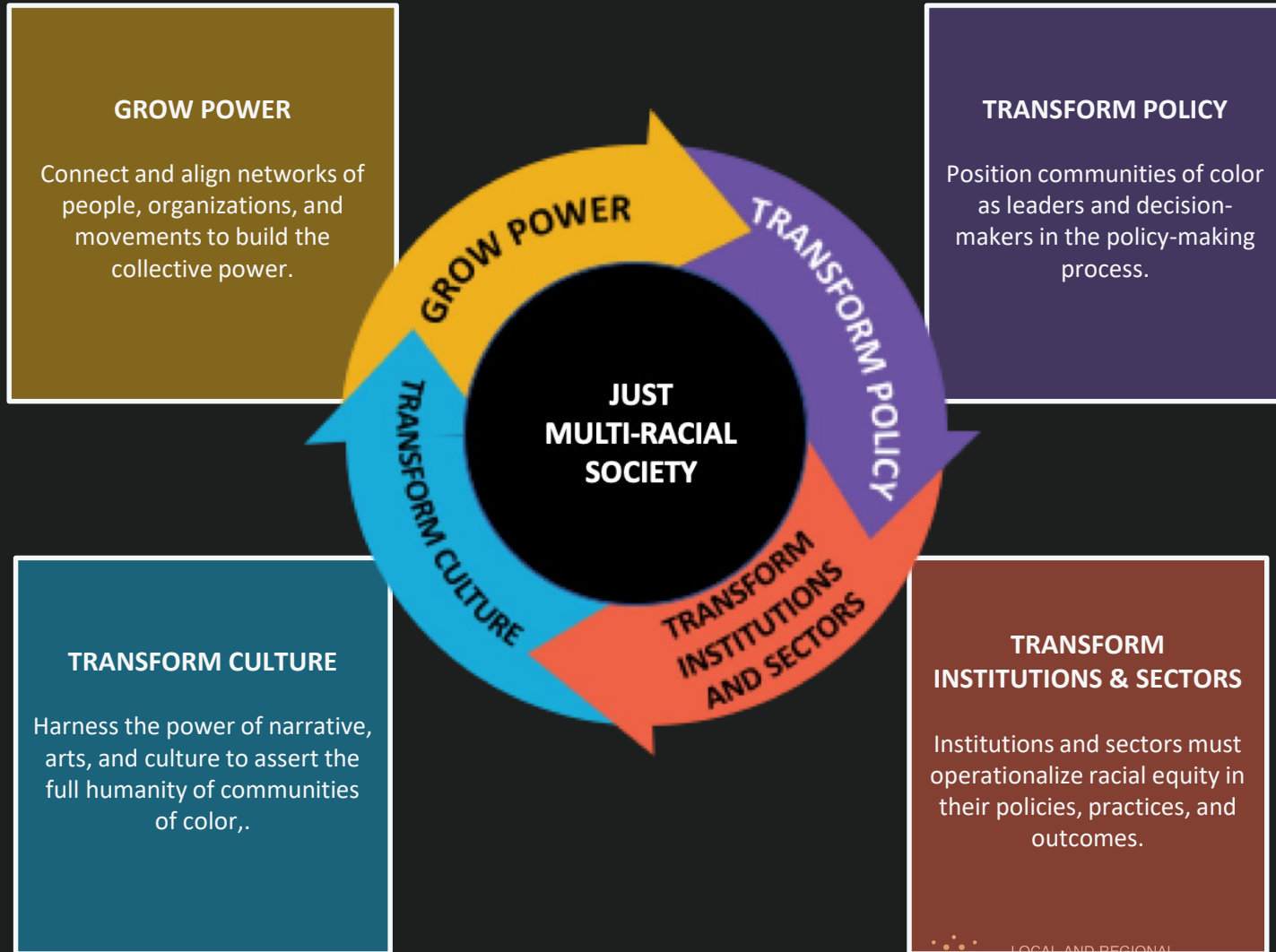


Biennial Facing Race Conference



Mass Freedom

Race Forward: Creating Change





Information about the DMV cohort



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Metropolitan Washington Council of Governments



Chuck Bean

Executive Director of
the Metropolitan
Washington Council
of Governments



Introducing the GARE Team



Julie Nelson

Senior Vice
President / GARE
Founder

Co-Lead Trainer



Tony Pattillo

GARE Affiliate

Co-Lead Trainer



Karen Shaban

GARE Affiliate

Project Manager



Lenore Wyant

GARE East
Region Manager

GARE Resource




2021 DMV Cohort Teams

1. Alexandria, VA
2. Arlington County, VA
3. Charles County, MD
4. College Park, MD
5. District of Columbia
6. Fairfax County, VA
7. *Falls Church, VA*
8. *Frederick County, MD*
9. *Greenbelt, MD*
10. Loudoun County, VA
11. *Metropolitan Washington Council of Governments, DC*
12. Montgomery County, MD
13. *Prince William County, VA*



Greenbelts GARE Team

- Dawane Martinez - Human Resources
- Charise Liggins – Economic Development
- Terri Hruby- Planning
- Bertha Gaymon –Finance
- Rick Bowers- Police
- Greg Varda / Latoya Fisher –Recreation
- Liz Parks- CARES
- Brian Townsend- Public Works



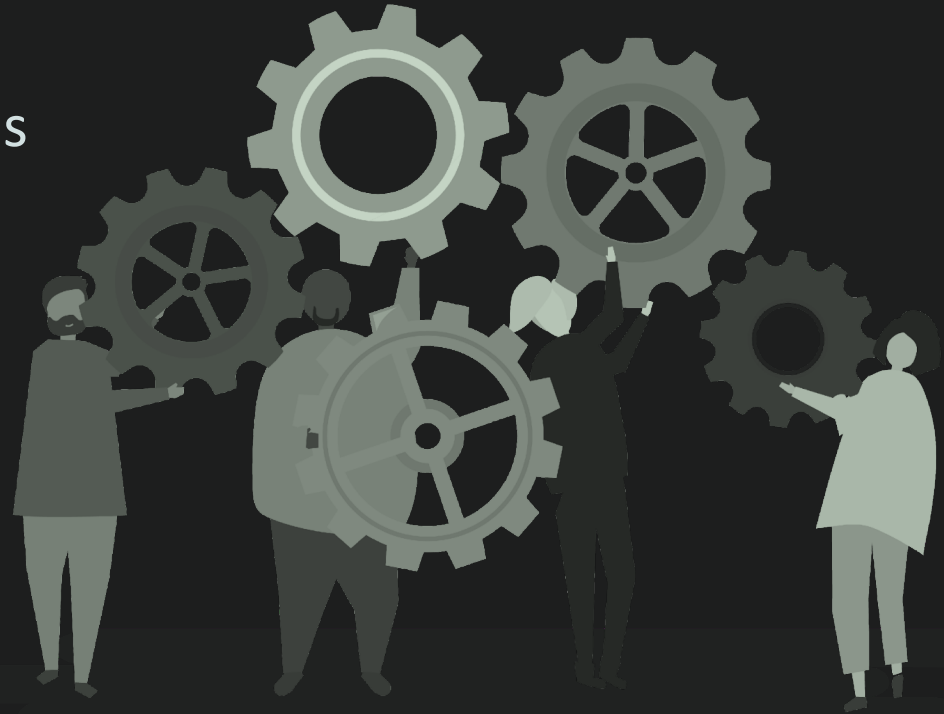
As a result of participating, each jurisdiction will have:

- Racial equity training curriculum
- Racial Equity Tool to be used in policy, practice, program and budget decisions
- Support for identifying and launching pilot projects, a capacity building plan and an organizational structure within your jurisdiction
- Example policies and practices that help advance racial equity
- Trained facilitators to implement training with other employees
- Racial Equity Action Plan



Objectives

- Develop a shared racial equity analysis, including definitions of key terminology
- Establish norms and relationships amongst teams and cohort participants
- Increase skills analyzing policies and practices from a racial equity perspective and communicating about race
- Identify potential projects for using a Racial Equity Tool





Team commitments

- Each jurisdiction will have a team co-lead will be primary point of communication throughout the learning year
- Commit to attending all sessions and work collectively as a team in-between to complete post session work
- Use the GARE portal - to share resources, materials, and jurisdiction work
- As applicable, connect to and build upon prior learning cohort team work as appropriate



Diversity, Equity and Inclusion (DEI)

DIVERSITY ●●▶ INCLUSION ●●●●●●●●▶ EQUITY



Quantity

Different identities & cultures



Quality

Participation across identities & cultures



Justice

Policies, practices, & procedures to ensure equitable outcomes

Source: City of Portland Office of Equity and Human Rights



Logistics

- Monthly cohort sessions scheduled
 - 2021 dates: 9/23-24; 10/21; 12/2
 - 2022 dates: 1/20; 2/17; 3/17; 5/19; 6/16; 7/21
- Meeting location – virtual / in person ASAP conditions permitting
- Team Leads monthly check in calls



Additional Information

• www.greenbeltmd.gov → [Government](#) → [Human Resources](#)

Government » CITY ADMINISTRATION » HUMAN RESOURCES »

GOVERNMENT ALLIANCE ON RACE AND EQUITY (GARE)

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The Metropolitan Washington Council of Governments (COG) in partnership with the Government Alliance on Race and Equity (GARE) launched the first-ever regional learning cohort of local government staff to advance racial equity and opportunities for all.

This year, the City of Greenbelt will participate in the year-long program with more than 100 managers and staff from 11 jurisdictions, comprising the District of Columbia, Fairfax County, Arlington County, City of Alexandria, Loudoun County, Montgomery County, Prince George's County, Charles County, City of Takoma Park, City of Gaithersburg, and City of College Park.


The new program will help local governments advance racial equity in four main areas:

1. Public safety and court services
2. Community development, planning, zoning, and housing
3. Transportation and mobility
4. Governing and business, procurement, human resources, and leadership and workforce development

By the end of the program, participants will develop a racial equity action plan that will help normalize conversations about race and implement new policies and practices that advance racial equity in their jurisdictions

To learn more about GARE, visit [here](#).

REGIONAL GOVERNMENT ALLIANCE ON RACE AND EQUITY



Any Questions?



