

Government Alliance on Race and Equity (GARE)

Bay Area Regional Collaborative Cohorts



Bay Area
**Regional
Collaborative**



BAY AREA AIR QUALITY
MANAGEMENT DISTRICT



San Francisco Bay
Conservation & Development
Commission



METROPOLITAN
TRANSPORTATION
COMMISSION



Association of
Bay Area Governments

Outline

- GARE Program - Racial Equity Fundamentals
- BARC Approach - Building the Foundation
- Areas of Work
- Achieving the Vision

GARE Five Functions

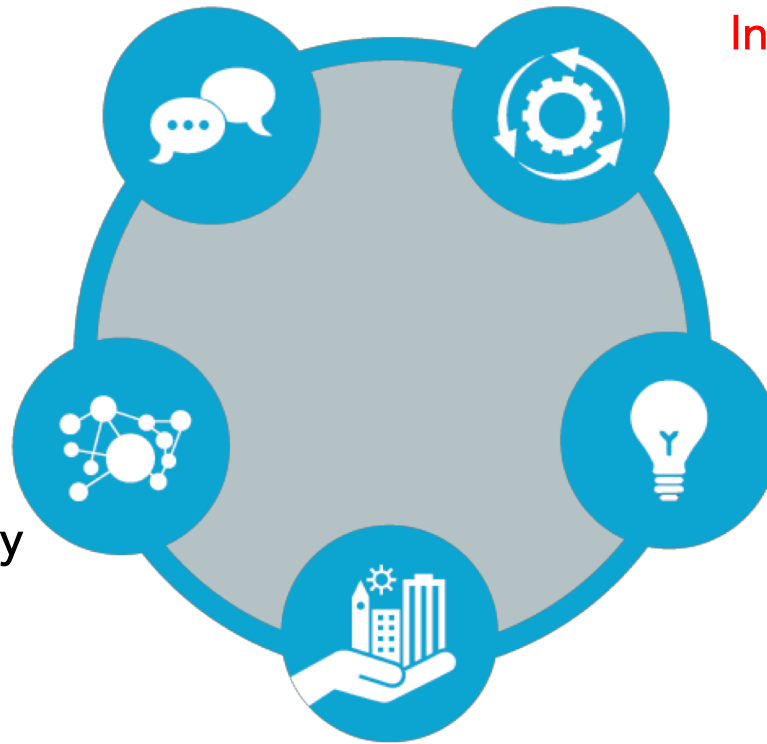
Narrative Shift

Institutional and Sector
Change

Research

Movement and Capacity
Building

Policy Development



Racial inequity in the U.S.

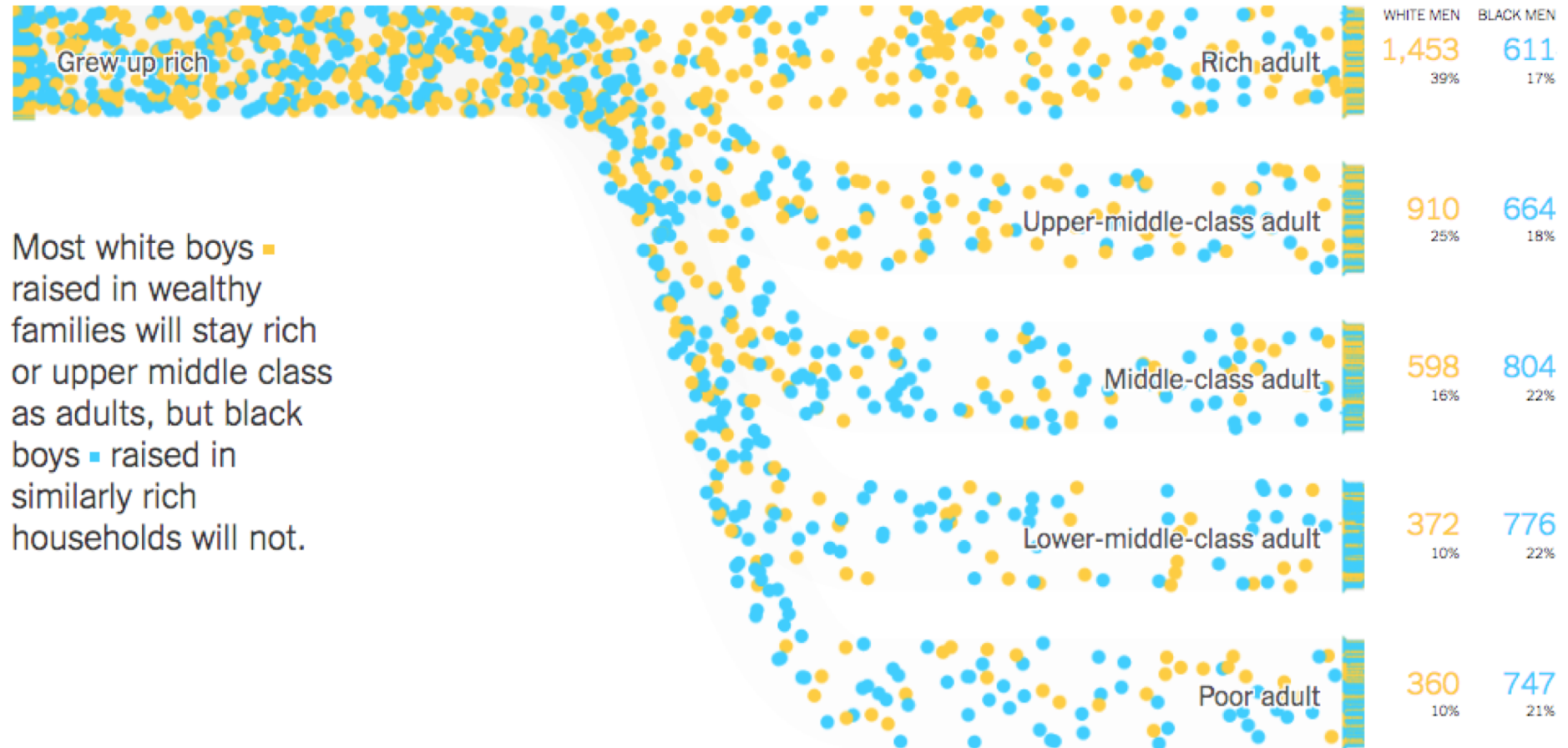
From infant mortality to life expectancy, race predicts how well you will do...



Racial inequity in the U.S.

Follow the lives of 8,654 boys who grew up in rich families ...

...and see where they end up as adults:



Most white boys ■ raised in wealthy families will stay rich or upper middle class as adults, but black boys ■ raised in similarly rich households will not.

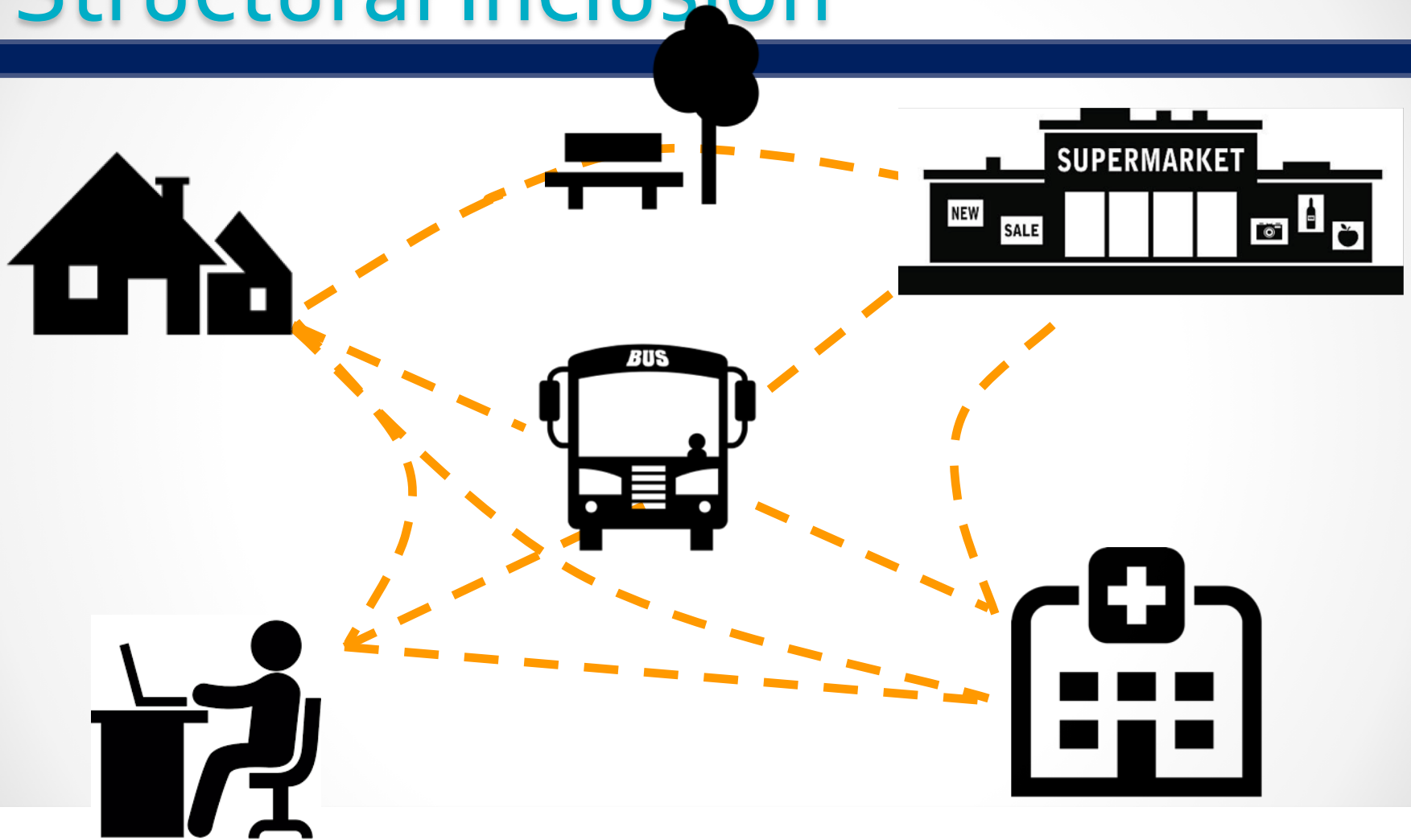
Adult outcomes reflect household incomes in 2014 and 2015.

Structural racism

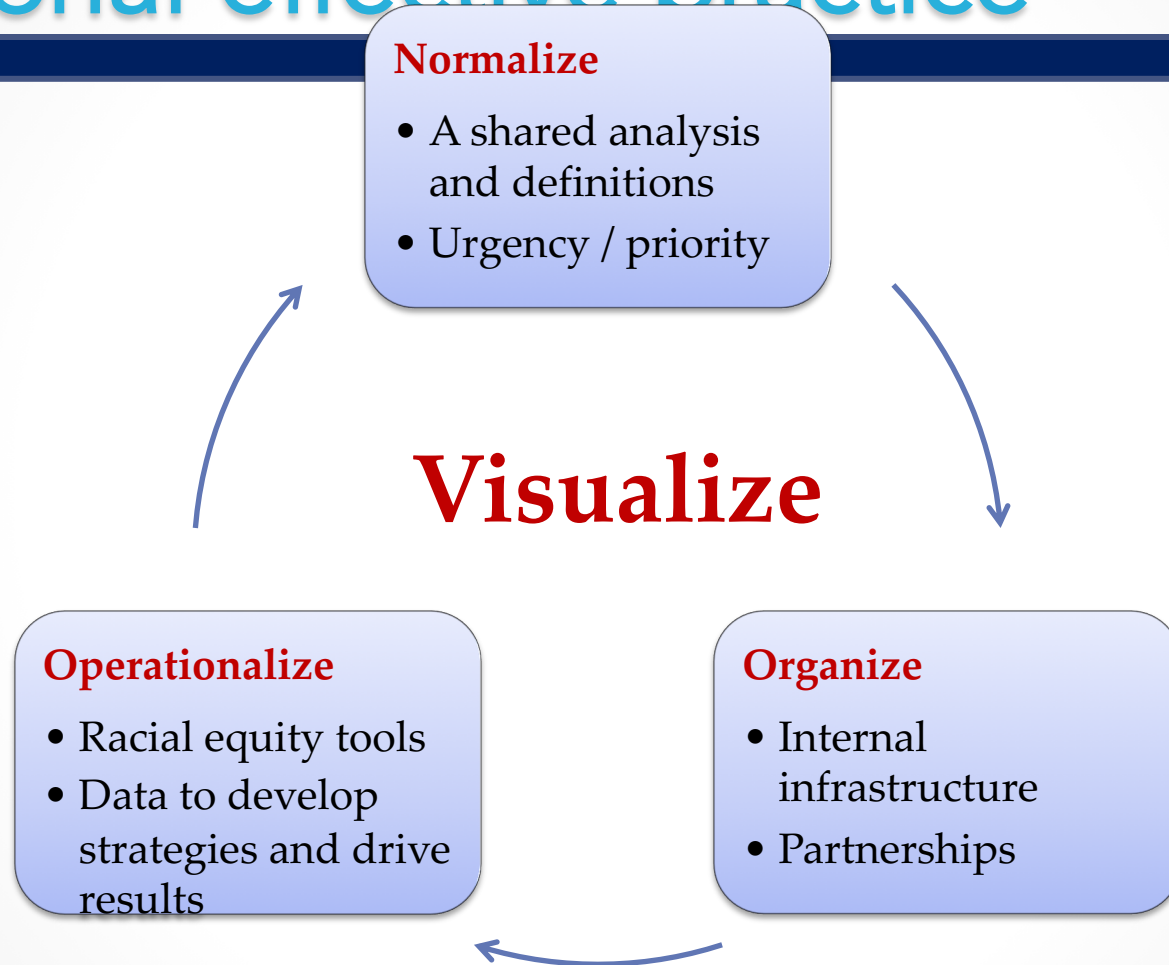
A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

- Aspen Institute

Structural Inclusion



National effective practice



Individual racism:

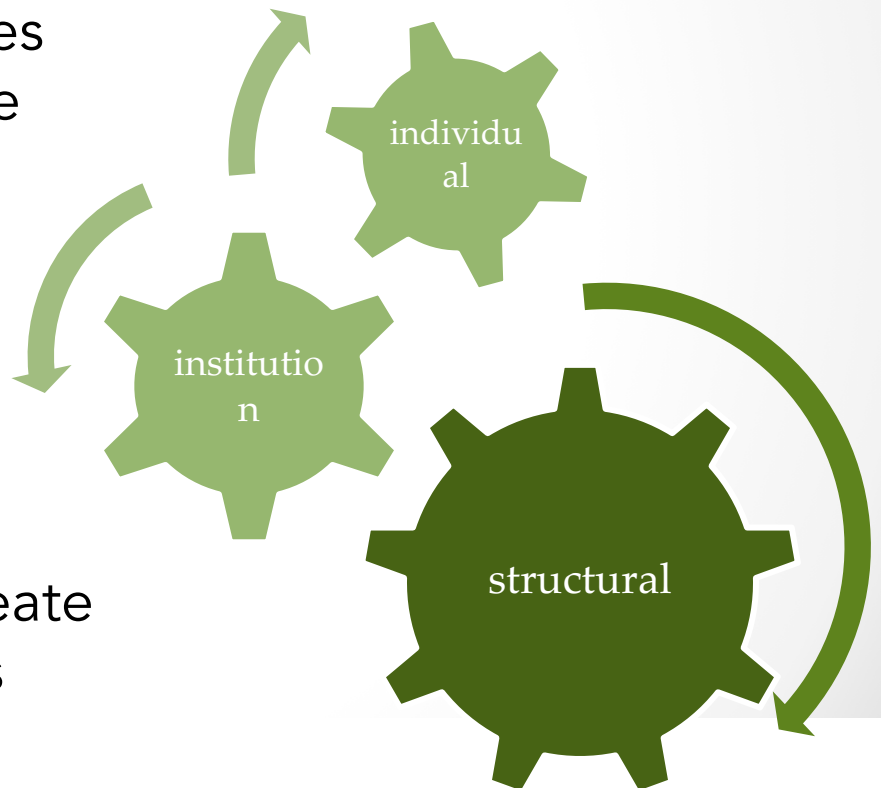
Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

Policies, practices and procedures that work better for white people than for people of color, often unintentionally.

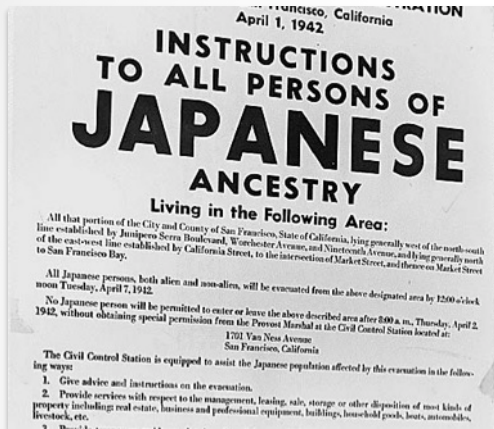
Structural racism:

A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.



History of government and race

Initially explicit



Government explicitly creates and maintains racial inequity.

Became implicit



Discrimination illegal, but "race-neutral" policies and practices perpetuate inequity.

Government for racial equity



Proactive policies, practices and procedures that advance racial equity.

Government Alliance on Race and Equity

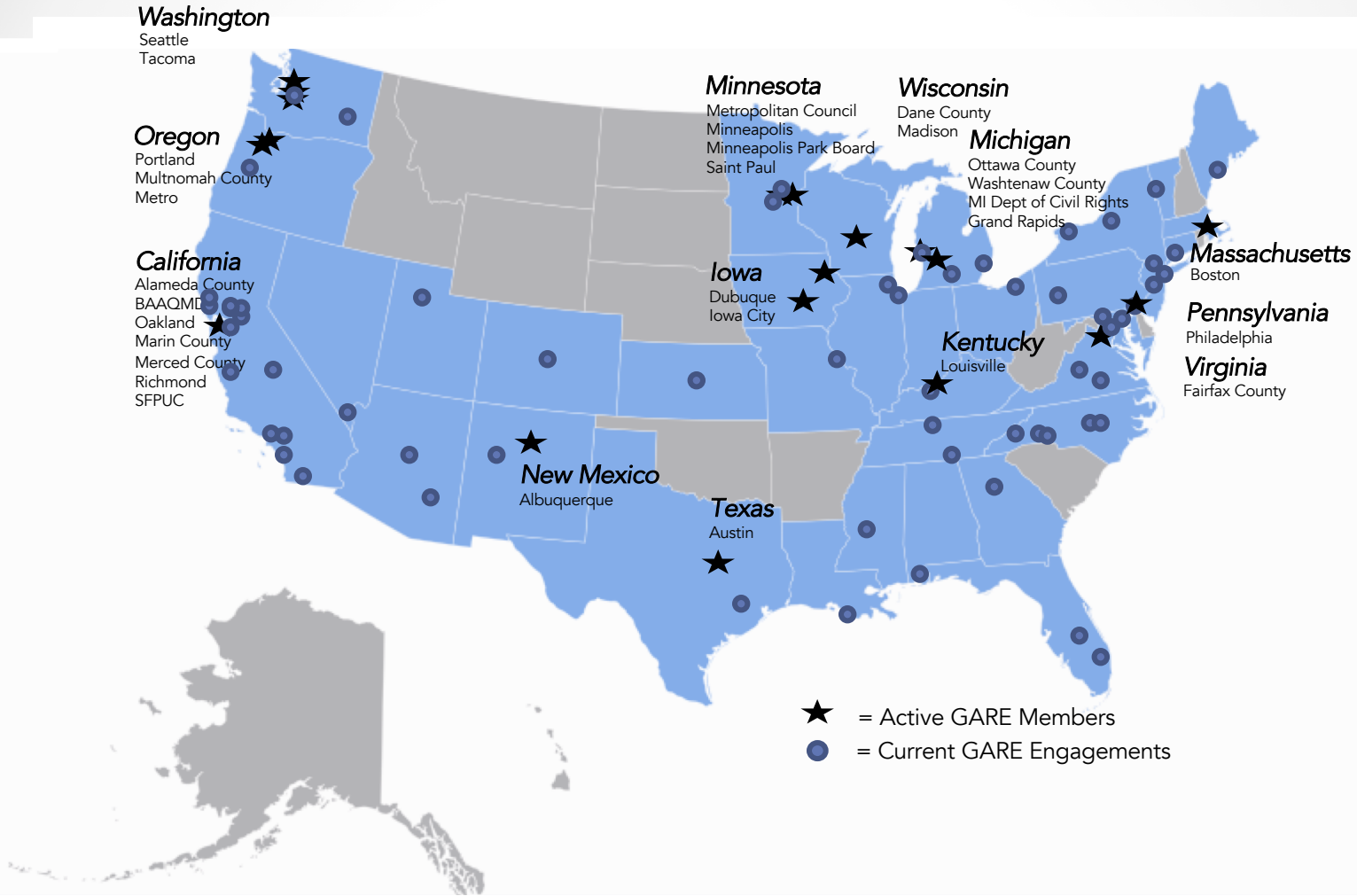
A national network of government working to achieve racial equity and advance opportunities for all.

- ✓ Core network – ~~59 67 78~~ 85 members
- ✓ Engaged jurisdictions – 30 states / 150+ cities
- ✓ Provide tools to put theory into action



Government Alliance on Race and Equity

January 2017



California Leads the Way

Humboldt Cohort

City of Arcata, College of Redwoods, HSU, Community Leaders (2016-17)

Capitol Cohort

Air Resources Board, Arts, Coastal Commission, Community Services and Development, Corrections, EPA, Housing and Community Development, Parks and Recreation, Planning and Research, Public Health, Social Services, Strategic Growth, Transportation (2018)

CA Department of Housing and Community Development (2016-18)

CA Department of Public Health (2016-18)

City and County of Sacramento (2016)

Merced County (2016-18)

San Joaquin Valley Public Health Consortium (2017-18)

Alameda County (2016-18)

Bay Area Regional Collaborative (2017-18)

City of Berkeley (2016-17)

Contra Costa County (2016-18)

Marin County (2016-18)

Monterey County (2017-18)

City of Oakland (2016-18)

Napa City/County (2016-18)

City of Richmond (2016-18)

City of Salinas (2017-18)

City and County of San Francisco (2017-18)

San Francisco PUC (2016-18)

San Francisco Planning (2016-17)

San Joaquin Valley PHC (2017-18)

City of San Jose (2018)

San Mateo County (2017-18)

Santa Clara County (2016-118)

Solano County (2016-18)

Sonoma County (2018)

Santa Barbara County (2017)

Ventura County (2017)

Los Angeles County (2016-18)

City of Long Beach (2016-18)

City of Pasadena (2016)

Culver City (2017-18)

Santa Monica (2017-18)

2018

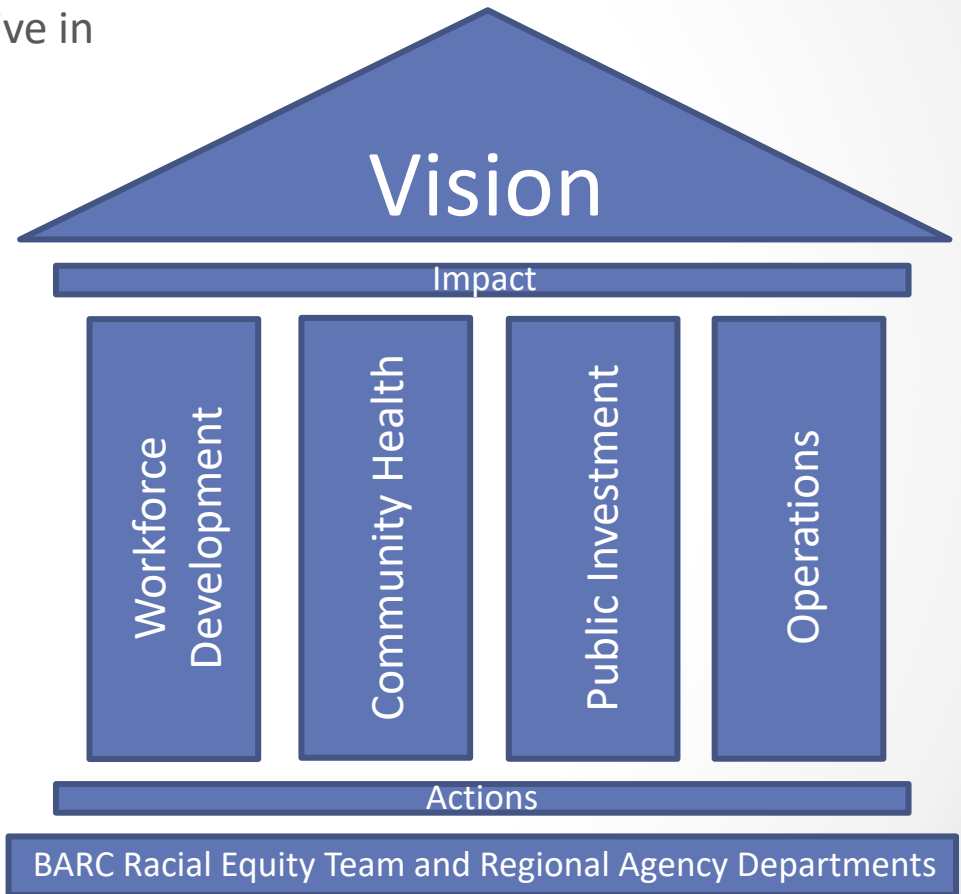
24.5 million residents in California jurisdictions participating in GARE

Current BARC Approach and Structure

Vision: All people in the Bay Area thrive in vibrant and healthy communities

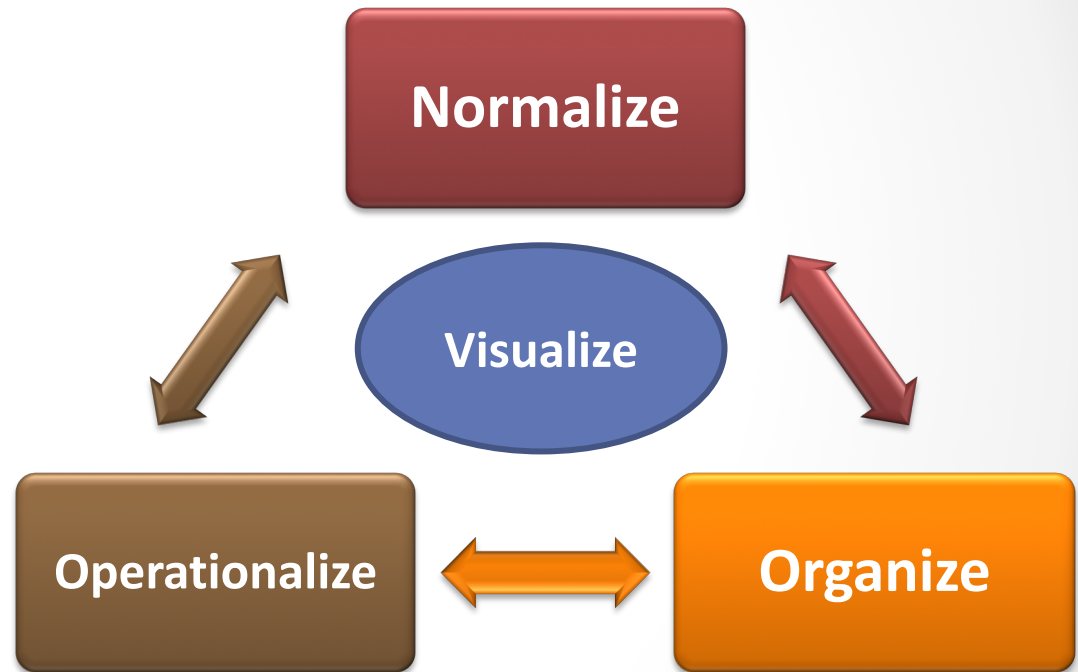
Achieving Our Vision

- **Impact and Vision** – The collective efforts should achieve the impacts we seek. These impacts support the overall vision for thriving in vibrant and healthy communities.
- **Actions and Pillars** – Actions include projects and initiatives grouped into key pillars of work, led by pillar workgroups and coordinated through a Steering Committee.
- **Racial Equity Team and Agency Departments** – Our team members are the foundation providing resources to work on projects and coordinate the efforts of other staff.



Building the Foundation

- Dedicated Staff Time and Resources
- Integrate into Work
- Internal Communication
- Training
- Continued Participation in GARE



Workforce Development

Support racial equity by creating, sustaining, and retaining a viable workforce through internal professional development and external initiatives.

- Ensure all staff receive the **training** and support to become culturally proficient to equitably serve everyone in the Bay Area
- Foster **safe and authentic conversations** around equity
- Promote **career and internship opportunities** with a focus on youth of color
- Analyze **recruitment and retention**, hiring, mentorship, and promotion strategies to determine equitable areas for improvement

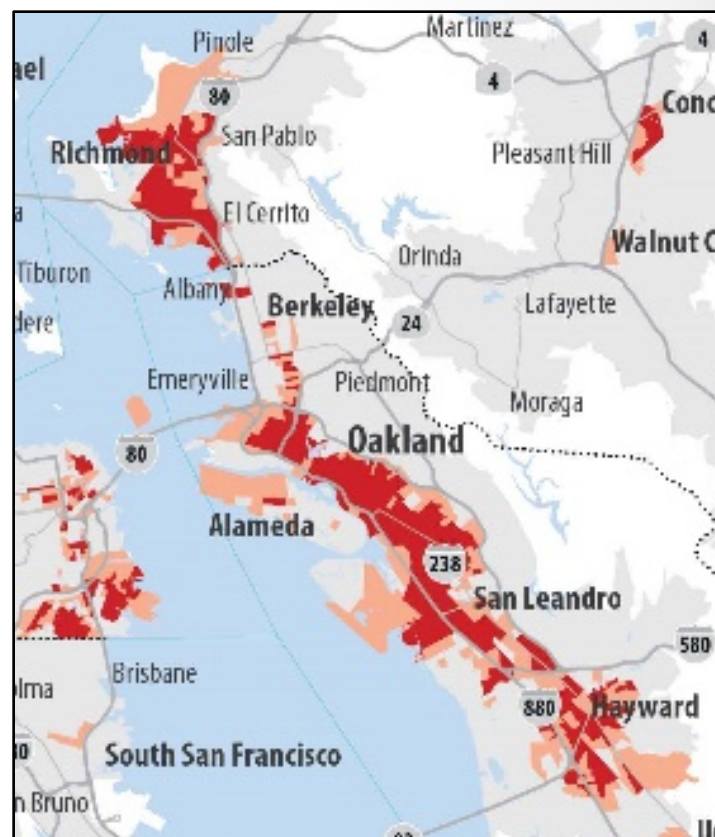
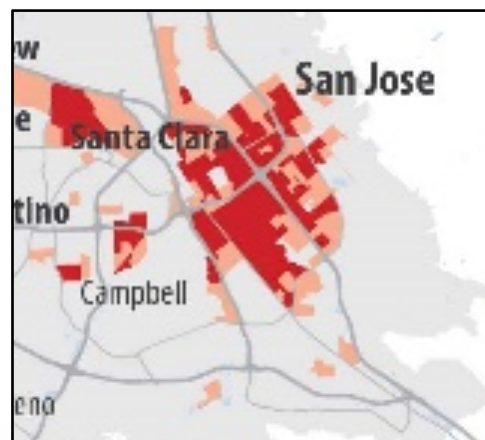
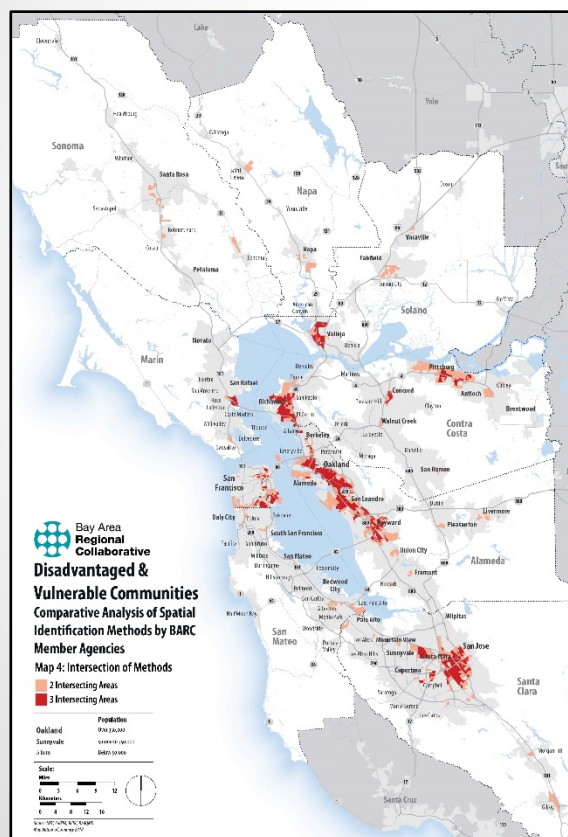
Community Health

Prioritize and engage Bay Area communities impacted by inequities in cross-agency efforts to improve community health.

- Embed racial equity in **public participation plans**
- Include a community-led **root cause analysis** in developing program strategies
- Disaggregate community **data by race**
- Coordinate **cross-agency efforts** in communities impacted by inequities

Regional Mapping

Disadvantaged & Vulnerable Communities Cross Agency Comparative Analysis



Public Investment

Analyze existing funding and investment strategies and provide recommendations to prioritize communities impacted by inequities.

- Review existing **funding** programs with a racial equity lens
- Report on **best practices** from similar agencies, and other GARE members in the U.S.
- Identify areas of **opportunity** in existing funding program policies
- Develop analysis methods to **assess investment impact** by race

Operations

Analyze existing agency operations policies and procedures and provide recommendations to encourage inclusive and racially equitable agency practices.

- Serve as the “catch all” pillar for all areas within our agencies where decisions by departments/teams impact **equitable outcomes**
- Develop and implement **contracting** language, policies, practices and procedures that encourage equitable participation from diverse-owned business enterprises

Achieving the Vision

All people in the Bay Area thrive in vibrant and healthy communities.



Thank you!