



United For Brighter Futures

Birth to 22 Racial Equity Core Team

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ADVANCING THE MISSION

Organizations for

**RACIAL
EQUITY**

(Inaugural Cohort)

TODAY'S AGENDA

1. Welcome and Introductions
2. The Urgency of Now
3. History and Review
4. Future Advancing the Mission Sessions
5. Cohort Parameters
6. Topics & Tracks
7. Review of Assessment Survey
8. Questions and Answers
9. Next Steps

URGENCY OF NOW

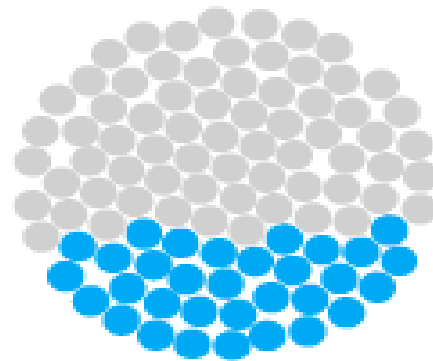
- Developing a multiracial/multi ethnic democracy
- Global Pandemic—Disproportionate impact on BIPOC; national economic recession
- Record breaking 2020 Presidential Election
- January 6th Capitol Insurrection
- January 20th Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>
- The global protests following the killing of George Floyd
- April 20th George Floyd Verdict
- PolicyLink Racial Equity Governing Agenda-- <https://www.policylink.org/federal-policy/racial-equity-governing-agenda>

Since the George Floyd protests, many companies have committed to reducing racial disparities.

Individual commitments by top 1,000 US companies, May 25–Oct 31, 2020¹

32%

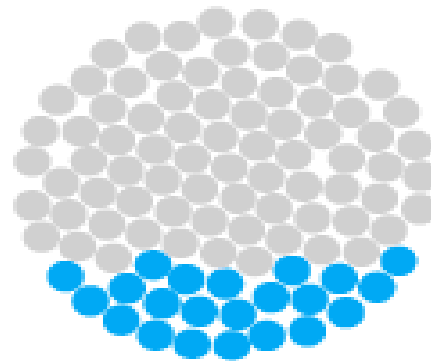
Made statements...



...in support of racial justice

22%

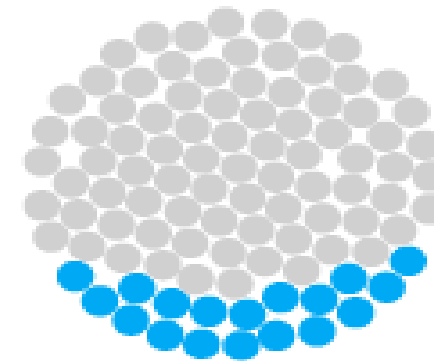
Made external commitments...



...to promote racial equity with regard to economic opportunities (eg, through donations, strategic investments, and changes to products/services)

18%

Made internal commitments...



...to promote diversity and inclusion (eg, requiring diverse candidate pools, increasing spend with Black suppliers, launching diversity speaker series)

¹May not reflect all commitments made by corporate roundtables, alliances, etc.

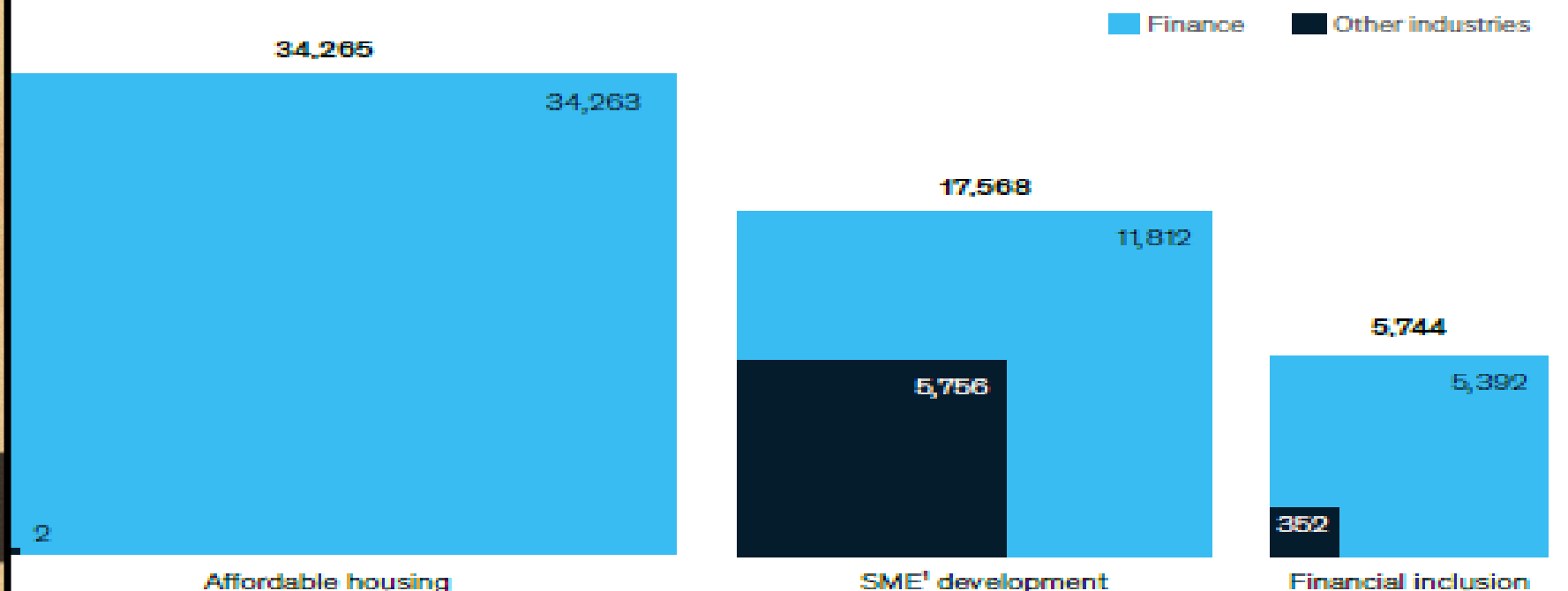
Source: Outside-in profiling of largest US companies by revenue (May 25–Oct 31, 2020); n = 1,144, encompassing now and recently removed Fortune 1000 companies

²Audra D. S. Burch et al., "How Black Lives Matter reached every corner of America," *New York Times*, June 13, 2020, [nytimes.com](https://www.nytimes.com).

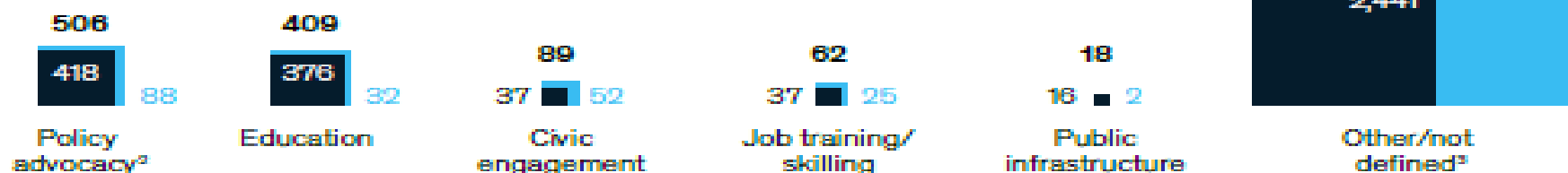
³Moritz Kuhn, Moritz Schularick, and Ulrike I. Steins, "Income and wealth inequality in America, 1949–2016," *Journal of Political Economy*, September 2020, Volume 128, Number 9, pp. 3469–519, journals.uchicago.edu.

Companies have committed \$66 billion to advancing racial equity.

Area of publicly committed investment, \$ million



78% of commitments are aimed at affordable housing and SME development



Note: Dollar figures may not sum, because of rounding.

¹Small and medium-size enterprises.

²Includes donations toward policy initiatives relating to civil rights, criminal-justice reform, etc.

³Other/not defined includes internal diversity and inclusion initiatives, as well as external company commitments that were not explicit.

Source: Outside-in profiling of largest US companies by revenue (May 25–Oct 31, 2020); n = 1,144, encompassing now and recently removed Fortune 1000 companies

HISTORY AND REVIEW

Government Alliance on Race & Equity

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

- ✓ The Network = 310 members and growing!
- ✓ Member Categories:
 - ✓ Cities = 155
 - ✓ Regional Agencies = 19
 - ✓ Counties = 47
 - ✓ State Agencies = 31
- ✓ Over 36 states are represented!
- ✓ Provide tools to put theory into action

The GARE Network

Learn more here:

<https://www.racialequityalliance.org/where-we-work/jurisdictions/>



Member Benefits

GARE Online
Portal

Annual
Membership
Meeting

Employee
Assessment

Monthly
Membership
Connections

Quarterly
Regional
Connections

Quarterly
Working
Groups

Monthly GARE
365 Webinars

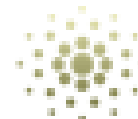
Book Club

Rapid
Response Calls

Opportunities
to Share

For more info:

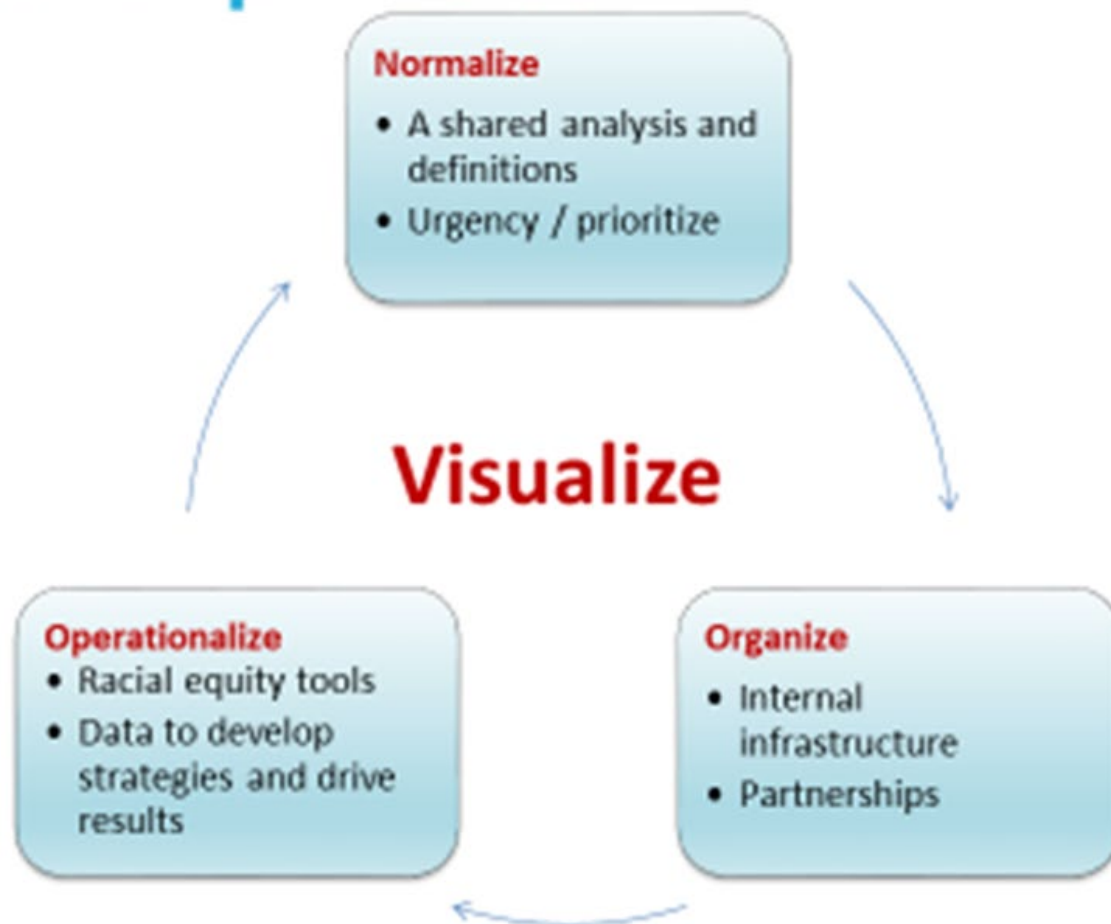
- Check out membership info on-line --
<https://www.racialequityalliance.org/members/join/>
- Attend an info session --
<https://www.racialequityalliance.org/events-trainings/>



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



National practice



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



Birth to 22 Racial Equity Core Team Charge

To support Birth to 22 partners and community organizations who have pledged and demonstrates commitment to operationalizing and institutionalizing race equity in their work.

- The Racial Equity Workgroup has the primary charge of facilitating the responsibilities of PBC GARE Associate membership in partnership with Birth to 22 in partnership with PBC Community Services – Government Alliance on Race Equity (GARE).
- As a network member Palm Beach County is able to engage in building local, regional and national collaborations, access technical support and resources that will enable our community to establish new pathways to deepen our racial equity work.

ACCOMPLISHMENTS

1. First in Florida to join GARE Network
2. Formalized a Racial Equity Core Team to guide the work
3. Established a Learning Community
4. Over 45 Organizations Pledged to Advancing The Mission (Normalize, Organize and Operationalize progress)
5. Provided technical assistance and support for organizations
6. Racial Equity Website and Hub

BENEFITS

- Engage in peer learning, particularly around best practices with advancing racial equity organizations
- Network with other leaders and professionals engaging in this work
- Learn from field experts during workshops and panel discussions

GOALS & OBJECTIVES

- Build the capacity of leaders to effectively and sustainably work to drive institutional change in their organizations/institutions to ensure racial equity
- Learn the skills necessary to dismantle institutional and structural racism in their organization/institutions
- Develop a sustainable network of equity “Gatekeepers” with an analysis to advance racial equity for systems change in Palm Beach County by creating and operationalizing a shared value system

TARGET AUDIENCE *(Cohort Parameters)*

- You are a or associated with a government, nonprofit or foundation that serves residents of Palm Beach County
- You are (or will be) responsible for the implementation of racial equity, diversity, and inclusion efforts within your organization and must have participated in the Racial Equity Institute Undoing Racism, Groundwater and/or Beyond Diversity Training (includes consultants, etc.)
- You can commit to have a team of at least three people (*maximum of 7*) to participate in the cohort
- You can commit to having team members present at each session

TARGET AUDIENCE

(Cohort Parameters Cont.)

- You understand your organization's operations, systems, programs, and leadership structure, and have a level of influence/authority to introduce new ideas, programs, etc.
- You embrace reflection and are open to being challenged/inspired by new/different ideas on practicing racial equity work
- You seek a space to connect with others for support, to build relationships, and to problem-solve on racial equity challenges
- You are willing to share your journey, learning, expertise and skills with others

COURSE CONTENT

- Develop and implement a shared vision to advance racial equity
- Develop and operationalize a core team within your organization to become the engine of your racial equity work
- Using toolkits and frameworks to learn ways to normalize, organize and operationalize and institutionalize racial equity within organizations
- Conduct and analyze a culture and racial equity organizational assessment
- Utilize a racial equity framework for policy, practice, program and budget decisions

COURSE CONTENT (CONT.)

- Receive examples of policies and practices that help advance racial equity
- Operationalize use of racial equity lens and asking racial equity questions
- Review, develop and implement a racial equity action plan
- Participate in reflection sessions, dialogue groups and as appropriate experiential learning opportunities aimed at breaking down key concepts or current events related to racial equity

Session One	Participants will explore their "Why" as it relates to engaging in racial equity work. Participants will use the GARE organizational assessment matrix to establish a baseline and will set team goals for future <i>Advancing the Mission</i> workshops.		
	Beginning	Intermediate	Advanced
Session Two	A. Building The Field: Reflecting on the Racial Equity Institute	A. Building a Race Equity Culture	A. Awake to Woke To Work: Centering Racial Equity Within Your Organization
	B. A Vision for Equity: Developing a Racial Equity Statement	B. Becoming an Anti-Racist Organization	B. Getting to Results: Developing a Racial Equity Action Plan for Your Organization
Session Three	A. Teams share progress with providing racial equity trainings and normalizing race equity within their organization	A. Teams share their progress Assessing their organizational culture utilizing an organizational tool.	A. Teams share their progress with Identifying Areas to Assess Racial Equity within the organizations
	B. Teams share progress developing an outline for creating a vision statement.	B. Teams share their progress Assessing their organizations culture using an Anti Racist organizational tool.	B. Teams share their progress with developing a racial equity action plan and receives feedback from the group.
Session Four	A. Implementing a Vision Statement	A. Measuring Racial Equity: Using Racial Equity Organizational Assessments to Build Action Plans	A. Best Practices to Implementing A Racial Equity Action Plan
	B. The Engine of Institutional Change: Building Core Teams Within Your Organization	B. Analyzing Racial Equity Organizational Assessments	B. A Practical Approach to Evaluating the Results of Your Action Plan
Session Five	Teams will provide an overview of their accomplishments and will present their progress to the group.		

Advancing The Mission Survey

- Purpose is to determine who is interested in participating in the Cohort
- Recommend which track you should participate in
- Assess progress at an organizational level

Please complete the following Survey. Based on the information presented, the Racial Equity Core Team will make recommendations for the Cohort track you select.

1. Please enter your contact information.

One respondent (Senior Leadership Team Member) per agency.

First and Last Name

Organization

Position / Title

Email Address

2. Please identify the type of organization that best describes your agency.

☐ Government

☐ Nonprofit

☐ Philanthropy

☐ For-profit

☐ Business

3. Have you and/or your anticipated *Advancing the Mission* team members participated in the two-day Racial Equity Institute?

☐ Yes

☐ No

If yes, what percentage of team members have participated - 25%, 50%, 75%, or 100%?

4. Have you and/or your anticipated team members participated in a *Groundwater* or *Beyond Diversity* training?

☐ Yes

☐ No

If yes, what percentage of team members have participated - 25%, 50%, 75%, or 100%?

5. What other racial equity training have you or members of your potential team received?

6. Does your organization have a working definition of equity/racial equity that it uses to drive its work?

☐ Yes

☐ No

7. Does your organization have a specific plan and approach to facilitate professional development and capacity building around racial equity?

☐ Yes

☐ No

8. How many *Advancing the Mission* sessions have you or members of your team participated in?



A horizontal slider control with a light gray background. The slider bar is dark gray. The number '0' is at the left end, and the number '5' is at the right end. A white circular handle is positioned at the '0' mark. A small gray square handle is positioned at the '5' mark.

9. Have you developed a vision statement for your organization?

☐ Yes

☐ No

10. Do you have a Racial Equity Core Team established within your organization?

☐ Yes

☐ No

If yes, has your team met more than one (1) time?

11. Has your organization conducted a culture or racial equity assessment?

☐ Yes

☐ No

If yes, have you analyzed the assessment?

12. Has your organization developed a racial equity action plan?

☐ Yes

☐ No

If yes, have you implemented and evaluated the results of the racial equity plan?

13. Upon hearing the information shared in the May 12th informational session and reviewing the information shared about the *Advancing the Mission* Learning Cohort, is your organization interested in participating in this *Advancing the Mission* Learning Cohort?

☐ Yes

☐ No

Please note if you select "No" to the Learning Cohort (Question #13) and have signed our Racial Equity Pledge, you will still be a member of the Advancing the Mission Network and will continue to receive information about network activities.

Submit

Questions & Answers