



# GARE

GOVERNMENT ALLIANCE ON RACE AND EQUITY

# WHAT IS GARE?

- ▶ A national network working to advance racial equity in over 150 jurisdictions
- ▶ A resource for building data-driven processes, practices, and procedures to foster racial equity in government

# Sample GARE Workshops

- ▶ Workforce equity in local government
- ▶ Diversifying voices that inform city processes, programs, and projects
- ▶ Just Data: Building The Equitable City with The Tacoma Index
- ▶ Racial Equity in Parks and Recreation
- ▶ Implementing Fair & Impartial Police Practices
- ▶ Equitable Development: Race, Place, and Land Use
- ▶ Restructuring The Relationship Between Community And Government
- ▶ Embedding Equity Programs into Construction And Development Projects

What We *Aren't* Talking About



What We **Are** Talking About



Shift from **Good Faith Efforts** to

**Accountable, Measurable, and  
Positive Outcomes**

What **Are** We Doing Well?

# How Can We *Do Better*?

- ▶ WSPP
- ▶ CRA
- ▶ Workforce
- ▶ City Contracts
- ▶ Services



# Fix Our House

## FOCUS

- ▶ Workforce/Jobs
- ▶ Contracts/Vendor/Partners
- ▶ City Services

# Next Steps



- ▶ Normalize
- ▶ Organize
- ▶ Operationalize

# Model Cities

- ▶ Asheville, North Carolina
- ▶ Portland, Oregon
- ▶ Tacoma, Washington
- ▶ Seattle, Washington
- ▶ Austin, Texas

# Links

- ▶ GARE (<https://www.racialequityalliance.org/>)
- ▶ Kirwan Institute (<http://kirwaninstitute.osu.edu/>)
- ▶ Center for Social Inclusion  
(<https://www.centerforsocialinclusion.org/>)
- ▶ One Fairfax Report (<https://www.fairfaxcounty.gov/topics/one-fairfax>)
- ▶ HAAS Institute for A Fair And Inclusive Society  
(<https://haasinstitute.berkeley.edu/targeteduniversalism>)

**THANK YOU!**