

Government Alliance on Race and Equity (GARE)

Bay Area Regional Collaborative Cohorts

Outline

- Confronting Race
- Current Approach and Structure
- Building the Foundation
- Areas of Work
- Achieving the Vision

Race



Does Racism Still Exist?

Active Hate Groups in US
1999

~~457~~

Active Hate Groups in US
2017

954



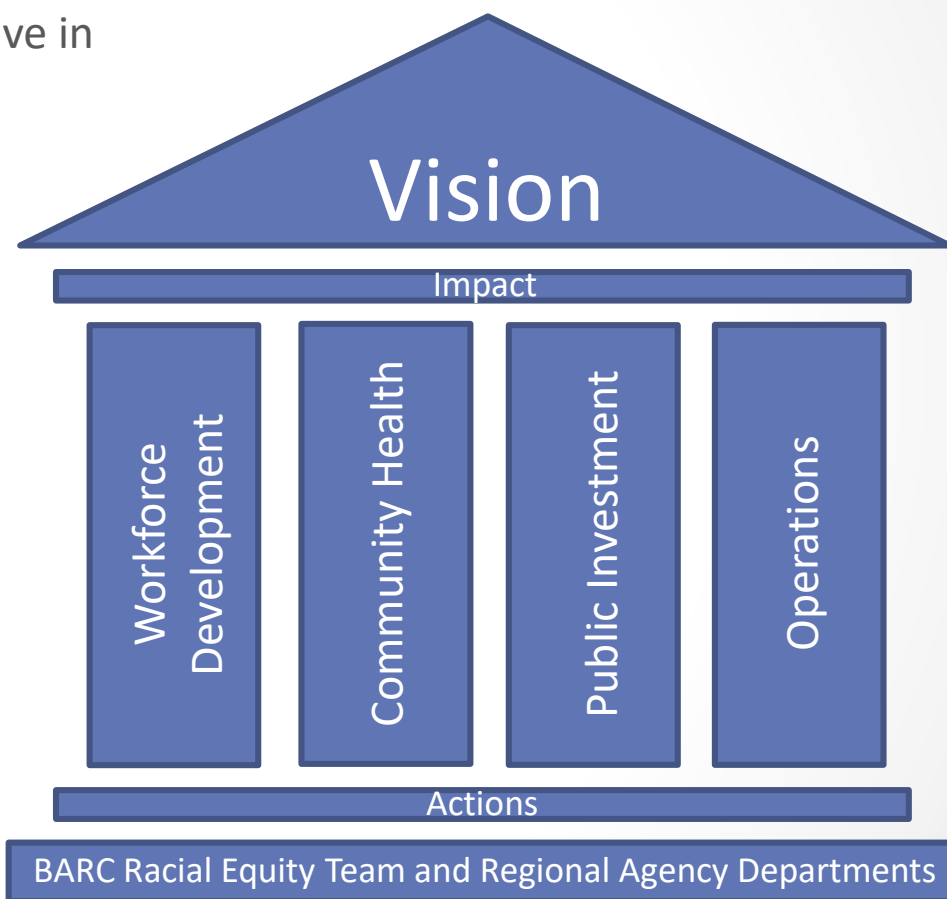
Charlottesville, 2017

Current BARC Approach and Structure

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

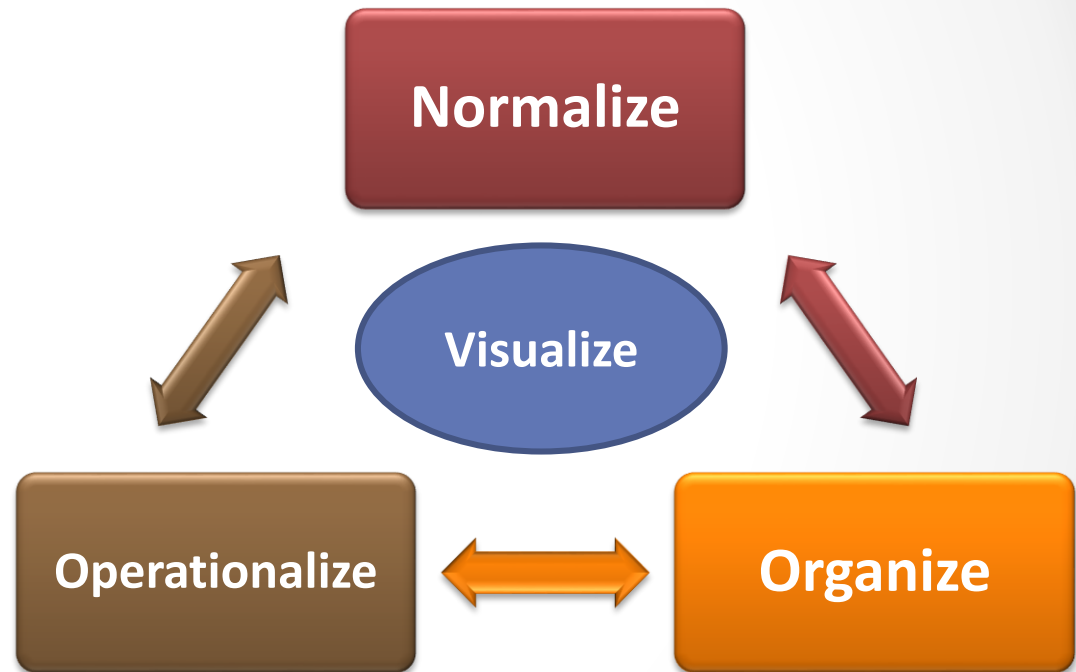
Achieving Our Vision

- **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 Item 5

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

Bay Area Regional Collaborative

Disadvantaged & Vulnerable Communities

Comparative Analysis of Spatial Identification Methods by BARC

Map 4: Intersection of Methods

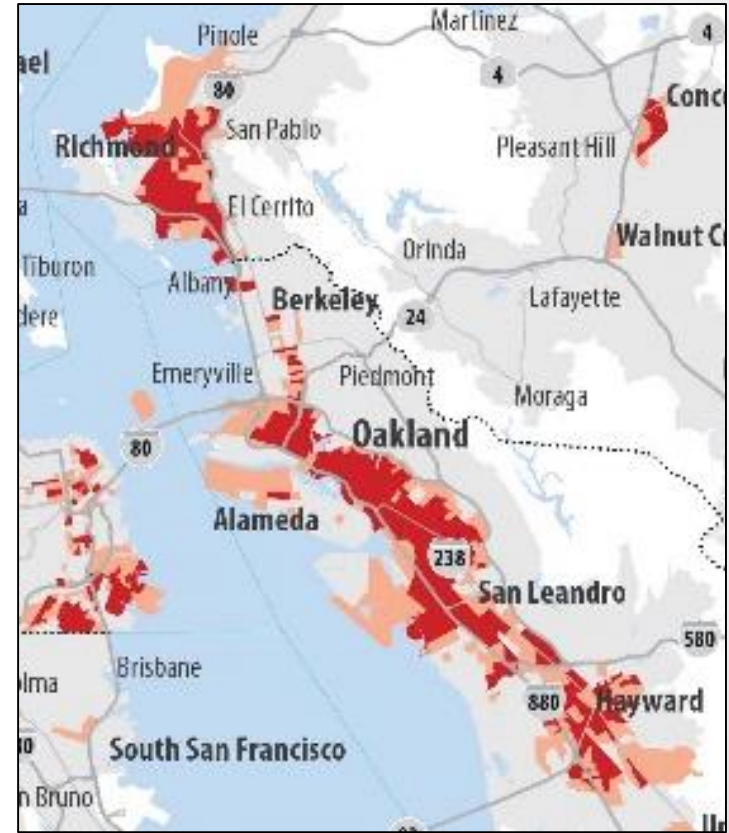
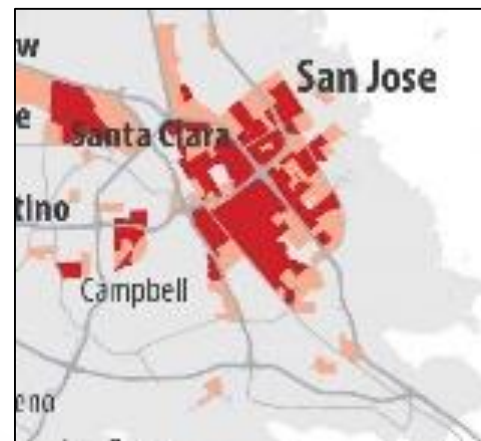
2 Intersecting Areas
3 Intersecting Areas

Legend:

Population
SAN FRANCISCO
COUNTY
SANTA CLARA
COUNTY
SANTA CRUZ
COUNTY

Scale:
Miles
0 4 8 12
Kilometers
0 8 12 16

BARC: BAY AREA REGIONAL COLLABORATIVE
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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

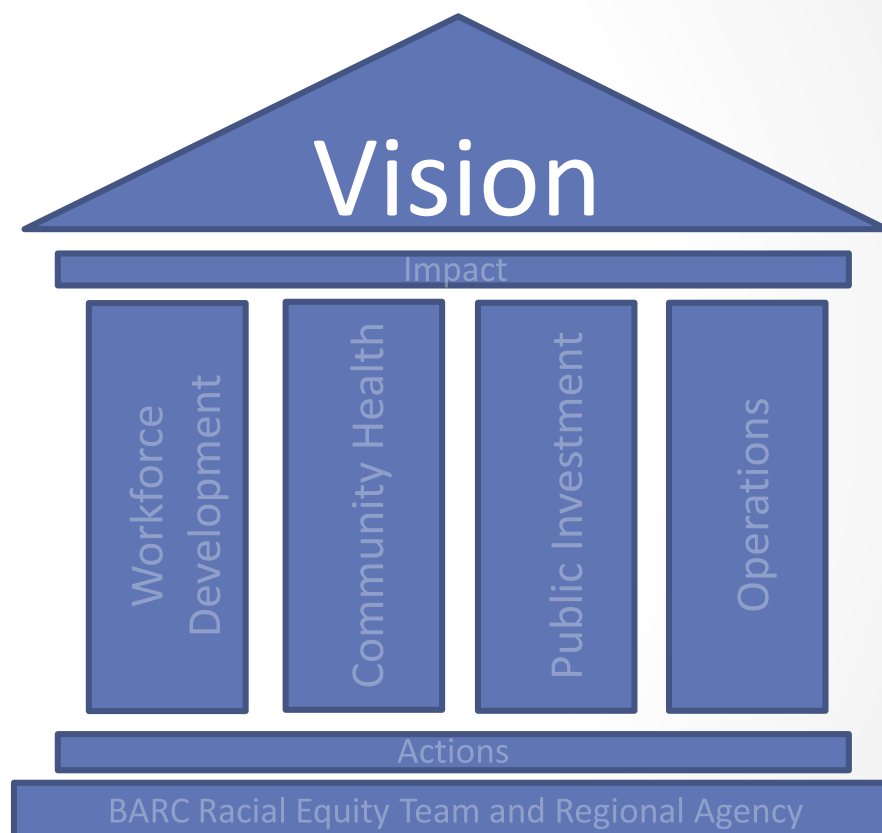
Operations

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!