Who We Are

GARE is a dynamic peer-to-peer learning and practice network dedicated to advancing racial equity in government, so that we all thrive in the places where we live, learn, work, and play. This network is driven by the active participation of 13,000+ public stewards, or racial equity practitioners, working in 400+ local, regional, state GARE member jurisdictions and supported by a small staff team, and strategic partners. GARE racial equity practitioners work to equitably strengthen and steward our public goods so that individuals, families, and communities can live long, healthy, and joyful lives no matter their race, class, gender, sexuality, disability, migration status or zip code. GARE envisions a vibrant, just, multiracial democracy in which local, regional and state governments work for all and race no longer determines life outcomes.

What We Do

GARE practitioners use a racial equity approach to transform the everyday work of 400+ local, regional, and state governments so that all families and communities live long, healthy, joyful lives, no matter their race, class, gender, sexuality, disability, migration status or zip code.

How We Do It

We bring together public stewards to cultivate peer-to-peer relationships, learn, apply, and innovate the GARE approach, and co-create new racial equity tools, strategies and resources.

Why We Do It

Local, regional, and state governments must live into their role, responsibility, and promise to affirmatively guarantee the health and wellbeing of each of our communities. Data shows that racial equity approaches to public policy close disparities, strengthen public goods and systems, and ultimately improve outcomes for all.
The GARE Approach

The GARE Approach is an organizational change model for achieving racial equity in government.

Normalize

A shared understanding of the terms and definitions that allow us to speak about race and a shared analysis of racial inequities that allow us to demonstrate the urgency of the problem and prioritize racially equitable solutions.

Operationalize

Tools must be used to change the policies, procedures, and practices that are perpetuating inequities, as well as used in the development of new policies and programs. Data obtained at the programmatic and community levels must demonstrate measured results.

Organize

To achieve racial equity, local and regional government must work both internally and externally with a network of partners: institutions, businesses, education, philanthropy, among others, and center the work with communities of color.

Visualize

What a just, multiracial society looks like, and what that change means. If we can eliminate the significant racial disparities that currently exist.

Where We Work

We are a membership network of 400+ local, regional, and state governments working across 20+ states. We thrive with the efforts of more than 13,000+ racial equity practitioners or government employees advancing racial equity in their home agencies and jurisdictions.

GARE Active Jurisdictions

Check out this interactive map on our website

https://www.racialequityalliance.org
Join the GARE network to enjoy access to:

**GARE Online Community**, an online forum connecting 13,000+ public stewards who are advancing racial equity in over 400+ local, regional, and state governments in our network. Use the GARE Online Community to cultivate and deepen peer-to-peer relationships, access tools and resources, stay updated on in-network member events and opportunities, showcase wins and works-in-progress, ask questions, give, and receive feedback and discuss timely topics.

**GARE Learning Center**, an online library that features exclusive in-network tools, resources and content. Home to GARE self-paced online learning courses that include video, audio, quizzes, and reading. Self-paced learning courses include our foundational learning resource, *Advancing Racial Equity in Government*, and *The GARE Approach and an Overview of the Racial Equity Toolkit* (both available Spring 2024). The Learning Center also is home to **Racial Equity Insight**, a quarterly resource showing recent and relevant innovations in the racial equity field.

**Monthly Online Programming** that exposes practitioners to the GARE approach (visualize, normalize, organize, operationalize), and showcases it in action. These programs facilitate conversation and relationship building amongst peer-practitioners so they can surface ideas on how to apply racial equity approaches in their respective jurisdictions.

**Special Webinars & Programming** on timely topics that are led by racial justice movement makers and experts. Examples include webinars on the Supreme Court Affirmative Action ruling, white nationalism and legal attacks on racial equity, ARPA webinars, and more.

**Meetings & Convenings** are large scale in-person (and sometimes online) convenings that gather hundreds of practitioners over the course of 1-3 days to showcase best practices, recent wins, lessons learned, new tools and resources, and much more. We regularly convene Leaders, as well as racial equity practitioners of all levels at geographically specific meetings, and our national Membership Meeting.

**Network & Project Groups** are practitioner-led peer connection spaces based on shared commitment to racial justice and shared interests and professional expertise. Groups gather to build relationships and share how they are applying racial equity core concepts in their home agencies and institutions.

**Innovation Communities** are intimate cohorts of 15-30 experienced racial equity practitioners working in government who convene consistently to cultivate relationships and craft a racial equity tool or resource that is relevant for their work and the GARE network at large. Recent cohorts include a Southern Innovation Community and a California Innovation Community.

“**Being in community is everything.**”

“**Steel sharpens steel.**”

- 2023 Leadership Summit Participants
Building a Bigger We through Strategic Projects & Partnerships

We know that the work of advancing racial equity needs to be cross-sector and far reaching if it is to be successful. That why we actively cultivate relationships with aligned national and regional institutions, organizations, and networks so that racial equity practitioners working in GARE member jurisdictions have access to the resources and relationships they need to advance racial equity in government.

- Our new and expanding team is actively working on new tools, frameworks, and resources for data, measurement, and evaluation of racial equity work with strategic partners.

- State strategies work in partnership with State of Equity offers state government practitioners resources, networking opportunities, and support developing racial equity efforts.

- Transformative Justice Infrastructure Fellowship in partnership with PolicyLink and Communities First supports racial equity practitioners to embed racial equity into infrastructure initiatives.

- Othering & Belonging: a founding partner, that continues to collaborate on projects like Places of Belonging, communities of practice and training.

- Results for America, community of practice focused on racial equity & economic mobility.

- A strategic project offering technical assistance and grant support with Public Finance Initiative on Bond Markets & Racial Equity.

- National League of Cities, NaCo, ICMA, Urban Institute, Lawyers Committee for Civil Rights, and more.

GARE & Race Forward

The GARE network is a membership-based network of local, regional and state government. Since 2017, the GARE network has been anchored at Race Forward, a national racial justice organization that helps organizations, institutions, and networks take effective action toward racial equity.

GARE members enjoy preferred access to online and in-person training opportunities tailored for government audiences offered by Race Forward.

- **Public Training** - A list of upcoming online and in-person public training opportunities is available [here](https://raceforward.org/training-and-events/racial-equity-training-series).

- **Jurisdiction training** - Inquire about tailored training for jurisdictions. Complete a Race Forward Intake Form [here](https://www.tfaforms.com/5007676) for tailored training opportunities for jurisdictions.

- **Learning Communities** – GARE member jurisdictions who are highly concentrated in a geographic area or region and share a commitment to organizing and implementing a racial equity action plan can request more information on co-creating a training, facilitation and coaching support program.

Workshops and programming that bridges racial equity work across levels of government. The Federal Initiative on Race & Equity (FIRE), a network of federal employees advancing racial equity, is anchored at Race Forward.

Sector specific programming that engages government agencies. The Housing and Land Justice program co-facilitates a peer-to-peer space that produces tools and resources at the intersection of housing, land, development and racial justice. Root Solutions for Public Safety incubates solutions to address the root causes of mass incarceration and the systemic racism that sustains the status quo.