



LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**



Center for  
Prevention



## **Advancing Racial Equity in Minnesota Cities**

*2019 learning community: pilot and collaboratively design a cohort model*

The League of Minnesota Cities (LMC) has partnered with the [Government Alliance on Race and Equity \(GARE\)](#) to deliver a cohort training model for advancing race equity over the past several years. Roughly 30 local governments have participated. In recognition that this model is very staff and time intensive and may be better for larger metro jurisdictions and regional centers, the League is working with GARE to develop a revised model that will be less staff time/resource demanding and perhaps of particular interest to medium-to-smaller sized jurisdictions in greater Minnesota. We are inviting local governments partner with us in developing and piloting that new model in 2019. This will involve sending staff to training and networking sessions as well as contributing to the design and structure of the model. While our geographic focus is southwestern Minnesota, local governments from any part of the state, including metro, are welcome to participate.

Cities will participate in a curriculum that focuses on:

- **normalizing** conversations about race,
- **organizing** internal structures to support the work of institutional culture change and
- **operationalizing** new practices, procedures and policies and using racial equity tools.

Teams from participating jurisdictions will be asked to make a 9-month commitment to the learning process. The structure will consist of **5 skills-building sessions**, between-session homework assigned to build leadership for making changes in your cities, and **3 peer-to-peer online exchanges** to foster partnerships in this work and to share support. The estimated hourly commitment to participating in onsite and online-facilitated programming is 36 hours (not including travel). The traditional model sought a commitment of 66 hours from participants. Additionally, teams will meet back home to apply theory and tools to advance their racial equity practice. Technical assistance will be provided on an as-requested basis by GARE and LMC.

**Registration is open from January 2 – February 1 2019.** Details on what participating cities receive, are expected to contribute and a draft calendar are detailed below.

### **What will cities receive?**

Each jurisdiction receives tools and resources, including:

- Training and support on using a Racial Equity Tool in policy, practice, program and budget decisions,
- Training and support on developing a Racial Equity Action Plan, including outcome measures
- Support for identifying and launching pilot projects that demonstrate where to start achieving racial equity outcomes in your jurisdiction
- Example policies and practices that help advance racial equity
- Access to Memberlink online community hosted by LMC for networking with cohort members, sharing resources, and posing questions to GARE and LMC staff, and
- Technical assistance from LMC staff, as requested, with developing a race equity action plan
- A racial equity training curriculum to use in leading workshops for staff

### **What is expected from participating jurisdictions?**

Participating jurisdictions will:

- Identify teams of city officials to participate. Teams should choose a leader or co-leaders to be the main liaison between the team and LMC and GARE. Teams should include leadership and staff committed to advancing racial equity and transforming government.



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- Complete an enrollment form that designates their team’s lead (s) (principal point of contact) and provides information on jurisdiction-specific opportunities and challenges.
- Commit to attending each session and completing assignments between sessions. Events will be held in Redwood Falls as much as possible.
- Commit to sharing resources, questions and ideas via the facilitated online events as well as via the online community hosted by LMC.
- Contribute towards the learning year direct costs (details below).

**What are the participation fees?\***

Blue Cross / Blue Shield Center for Prevention has generously underwritten GARE programming to reduce program costs for participating jurisdictions and minimize barriers to entry. LMC is making its staff available free of charge. The Southwest Initiative Foundation is also providing support for the learning sessions. For teams of 1-3 participants the fee will be \$500 and for teams of 4-6 the fee will be \$1000. Fees include training, materials, meeting logistics / meals and technical assistance.

**\*If the fees described above present a substantial barrier to participation, please contact LMC.**

**What is the schedule?**

The curriculum will be subject to adjustment as the year moves forward to allow responsiveness to the specific needs of teams. The process of agreeing upon and confirming upcoming meeting dates and times will be a part of the February 2019 meeting.

**2019 MN Small Cities Program (Dates in March and beyond are Tentative)**

\*Online community hosted by LMC will be available throughout the year

Month	Session
February 7, 2019 9:00 am - 3:00 pm	<b>Learning Topics – Quarter 1</b> <ul style="list-style-type: none"> <li>• Gain understanding of the role of government in relation to racial equity</li> <li>• Develop a shared racial equity analysis, including definitions of terminology (racial equity / inequity, implicit / explicit bias, individual / institutional / structural racism)</li> <li>• Identify pilot project opportunities for using racial equity analysis</li> <li>• Designing our group learning plan for future sessions</li> </ul>
March, 2019 1 pm – 3 pm	<b>Online Peer Exchange (facilitated by GARE)</b> <ul style="list-style-type: none"> <li>• Steps we are taking to normalize conversations about race</li> <li>• Researching your jurisdiction’s racial history: What’s your story?</li> </ul>
April, 2019 9 am - 3:00 pm Possible dates: April 11, 25	<b>Learning Topics – Quarter 2</b> <ul style="list-style-type: none"> <li>• Using the Racial Equity Tool: case studies and pilot projects</li> <li>• Introduction to communicating about race</li> <li>• Technical Assistance 1 on 1 time for each team</li> </ul>
May, 2019 1 pm – 3 pm	<b>Online Peer Exchange (facilitated by GARE)</b> <ul style="list-style-type: none"> <li>• Reviewing our progress using the racial equity toolkit</li> <li>• Sharing racial equity vision and case statements</li> </ul>
June tbd, 2019 9 am - 3 pm	<b>Learning Topics – Quarter 3</b> <ul style="list-style-type: none"> <li>• Creating a Racial Equity Action Plan</li> <li>• Organizing for implementation: Leadership, Core and Interdepartmental Teams</li> <li>• Technical Assistance 1 on 1 time for each team</li> </ul>



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SOUTHWEST INITIATIVE  
FOUNDATION

Month	Session
July 2019 Dates/times TBD	<b><i>Technical assistance consultations</i></b> <ul style="list-style-type: none"> <li>• One-on-one consultations on your developing plan (LMC staff will meet with your team and staff) in your city</li> <li>• Infrastructure for the implementation journey</li> </ul>
September, 2019 9am – 3 pm	<b><i>Optional training session on how to facilitate discussions about race in your local government and community</i></b> <ul style="list-style-type: none"> <li>• Participate in the workshop session “Advancing Racial Equity, the role of government”</li> <li>• Practice delivering that workshop</li> <li>• Build facilitation skills</li> </ul>
October tbd, 2019 9 am - 3 pm	<b><i>Learning Topics – Quarter 4</i></b> <ul style="list-style-type: none"> <li>• Develop strategies and actions to achieve community accountability</li> <li>• Share Racial Equity Action Plans and discuss ways to organize internal infrastructure to implement those plans</li> <li>• Technical Assistance 1 on 1 time for each team</li> <li>• MN Small Cities Learning Community Celebration!</li> </ul>

**What is the role of League of Minnesota Cities and GARE?**

- Manage and implement the overall project, including provision of training, sharing of curriculum, tools and resources, communications and outreach, etc.
- Provide technical assistance to support learning and applying theory to practice.

**About the Government Alliance on Race and Equity**

GARE is a national network of governments working to achieve racial equity and advance opportunities for all. GARE uses a three-prong approach:

- Supporting jurisdictions that are at the forefront of work to advance racial equity.
- Building pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- Expanding and strengthening local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

For more information on GARE membership, please review

<http://www.racialequityalliance.org/members/join/> or connect with Gordon Goodwin, GARE Midwest Region Manager at [ggoodwin@raceforward.org](mailto:ggoodwin@raceforward.org).

**Questions? Please contact:**

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