



RACE & EQUITY PLAN

CITY OF ST. ANTHONY VILLAGE

- OVERVIEW OF THE GOVERNMENT ALLIANCE ON RACE & EQUITY (GARE) INTRODUCTORY COHORT
- REVIEW THE ST. ANTHONY RACE & EQUITY PLAN



WHAT IS GARE?

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

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



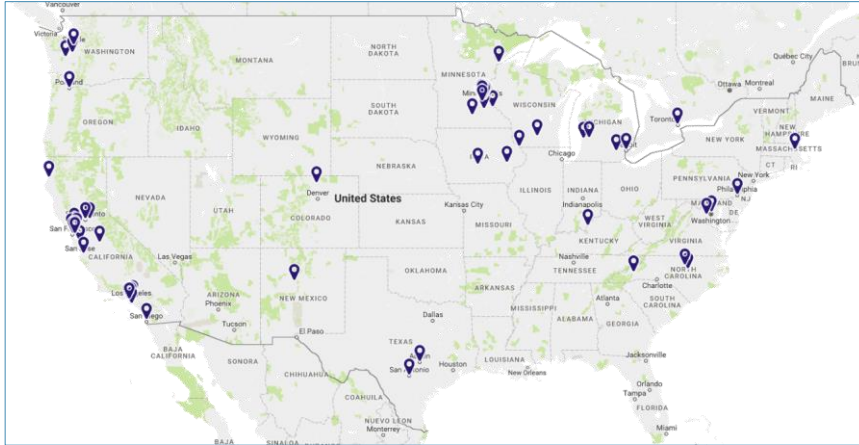
LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

race forward
&
CSI CENTER FOR
SOCIAL INCLUSION

haas institute
FOR A FAIR AND INCLUSIVE SOCIETY



WHAT IS GARE?



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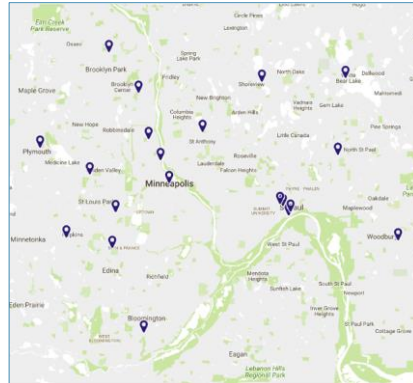
Introductory Cohort

- Racial equity training curriculum to help begin embedding racial equity in each jurisdiction
- Sessions with all teams to build capacity and learn from speakers
- A Racial Equity Toolkit framework for policy, practice, and program evaluations
- Support on developing a city-wide Racial Equity Action Plan



2017 INTRODUCTORY COHORT

- 23 cities and county and state divisions participated
- Began with 2-day session covering:
 - Explicit and implicit bias
 - Individual, institutional and structural forms of racism
 - Government's role
- Racial Equity Story
- Exercise curriculum and hear speakers
- Culminating in a Racial Equity Plan



RACE & EQUITY PLAN

Outcomes

- Create a shared understanding of racial equity
- Build capacity and skills to advance racial equity
- Assure St. Anthony is a welcoming village for everyone



RACE & EQUITY PLAN

Create a shared understanding of racial equity

- GARE 2017 Introductory Cohort
- Inclusion Committee
- GARE 2018 Implementation Cohort

“Civility, in whatever form, is the natural consequence of doing the right things, at the right time, in the right way and for all the right reasons.”

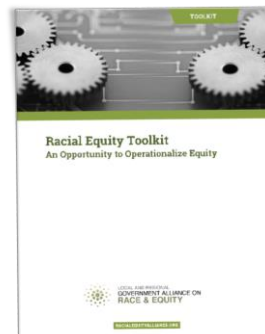
- Ken Morris, JD



RACE & EQUITY PLAN

Build capacity and skills to advance racial equity

- Departmental Racial Equity Assessments
 - City Wide
 - Administration, Human Resources & Finance
 - Fire Department
 - Liquor Operation Department
 - Police Department
 - Public Works Department



RACE & EQUITY PLAN

Assure St. Anthony is a welcoming village for everyone

- Coordination with Community Efforts
- Diversification of Commissions
- New Resident Information Series
- Students in Government
- Communications Plan



Mission Statement:

*To be a progressive and livable
community, a walkable Village
which is sustainable, safe and secure.*



THANK YOU

