



City of Berkeley

INTEGRATING RACIAL EQUITY INTO GOVERNMENT

“GETTING TACTICAL WITH G.A.R.E.”

WILHELMINA PARKER-BENTUM

CITY OF BERKELEY TRAINING OFFICER

G.A.R.E. TEAM LEAD

Givens

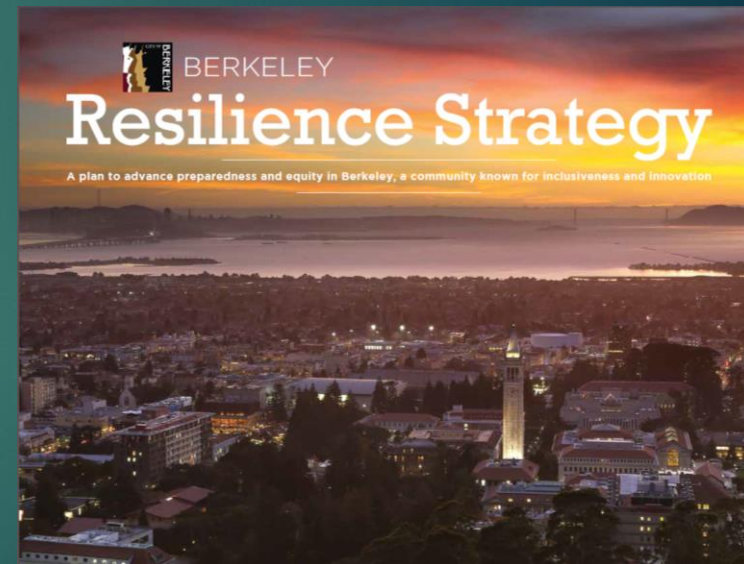
- Diversity & Inclusion are Non-negotiable VALUES
- SYSTEMIC & TRANSFORMATIONAL CHANGE CAN happen
- This is an ongoing and sometimes iterative process

Resilience Strategy

Goal 4

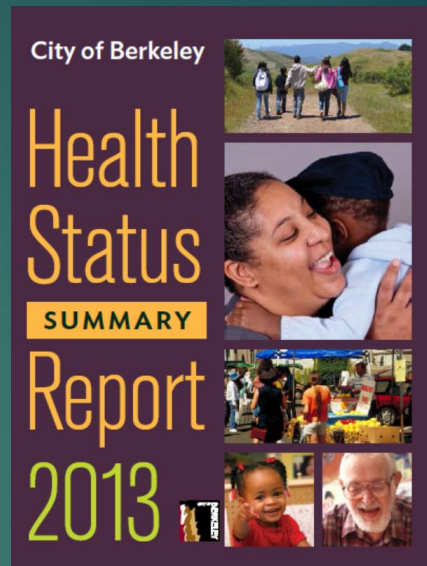


ADVANCE RACIAL EQUITY





Staff Training



Understanding
Health Inequities



Implicit Bias
Reduction Staff
Training

Equity "Lens" to
outreach



CURRENT GARE IMPACT



- Cross Departmental Team with capacity to inform and influence transformational change
- Correlation with other Jurisdictions and cohort to NORMALIZE EXPERIENCES
- Technical Support and assistance
 - Leadership Development Program
 - Work-plan Strategic Plan Meeting leveraging GARE “Matrix”

Next Steps



- In process of developing Racial Equity plan cutting across many crucial hemispheres
- Developing a “Resilience Culture” which instills hope and eliminates fear