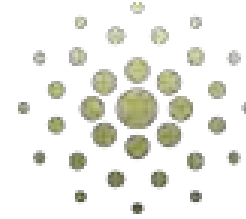


G.A.R.E

Government Alliance on Race and Equity

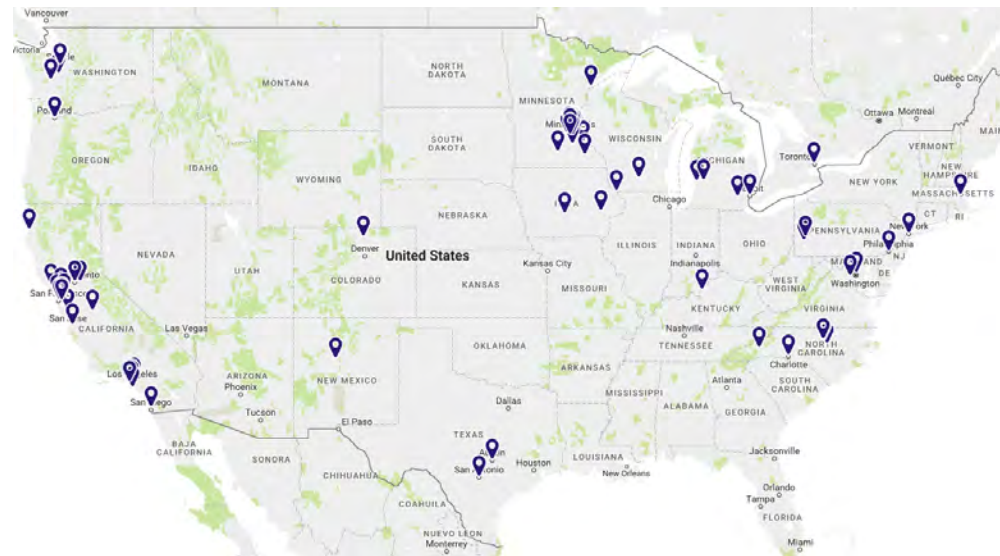
Shawna Sherman, African American Center Librarian
Alejandro Gallegos, Community Engagement Manager

What is G.A.R.E.?



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

A national network of government working to achieve racial equity and advance opportunities for all.



G.A.R.E. in Practice

- Several jurisdictions throughout the Bay Area, California and the country
- CCSF's third year participating
- Several other city departments



We've only just begun ... How it works

- 2018 Cohort launched February
- Two cohort participants from SFPL
- Monthly Advancing Racial Equity workshops and speaker series
- Learn tools to support racial equity work
- Monthly citywide cohort meeting, to further discuss the above

SFPL and G.A.R.E.

- Create SFPL task force to support G.A.R.E. work
- Begin an assessment of our institution, internal practices & gather data
- Improve our level of engagement with communities of color
- Review external practices and who we serve
- Use the tools, resources, and knowledge gained to form a SFPL Racial Equity Plan.
- Improve/enhance our service delivery



What it could look like

- Employee surveys of racial equity experiences
- Racial equity training for staff
- Lunch-time conversations around race

