



SUSTAINING RACIAL EQUITY ACROSS THE FEDERAL GOVERNMENT

Training Program for Federal Civil Servants

April 16-18, 2024



2024 National Environmental Justice Conference
& Training Program



Dear participant,

As the President of Race Forward, I am honored and excited to partner with the organizers of the 2024 National Environmental Justice Conference and Training Program! The conference agenda includes several timely and leading-edge sessions. You will glean actionable insights from all gatherings, as well as the training program, which is hosted by the Federal Initiative to Govern for Racial Equity (FIRE) at Race Forward.

You're choosing to spend two days with us, and our trainers have worked diligently to ensure the time is rewarding. "Sustaining Racial Equity Across The Federal Government" is the theme for the training. By providing solutions-oriented spaces for learning and strategic alignment, Race Forward provides tools, knowledge, and opportunities for agencies and leaders to gain the necessary skills to counter structural racism and steward long-term policy and practice solutions for racial justice.

We believe that advancing equity is the unfinished business of public administration, and federal civil servants need to be stewards for equity as well. Maintaining the status quo – by operating within comfort zones – limits the performance of individual civil servants as well as the service delivery of public organizations. Race Forward is committed to supporting public institutions as they work to embed equity across the breadth and depth of government.

My hope for your experience here is that we harness the incredible talent, wisdom, and passion of all attendees so that we can effectively catalyze and sustain racial equity across the whole of government. Thank you for taking what I am certain will be a transformational step in your racial equity journey.

In Solidarity,



GLENN HARRIS

TUESDAY, APRIL 16

BREAKFAST

7:00 a.m.

ADVANCING RACIAL EQUITY: THE ROLE OF THE FEDERAL GOVERNMENT

8:00 a.m.

Participants will learn about the history and impact of racism; discuss the federal government's role in creating and perpetuating inequities; and gain a pragmatic tool to normalize conversations about race and operationalize new policies and practices that advance racial justice.

BREAK

10:00 a.m.

USING A RACIAL EQUITY TOOL IN THE FEDERAL GOVERNMENT

10:15 a.m.

Participants will be introduced to a racial equity tool and the role it plays in embedding racial equity into government. They will build internal skills and capacity for advancing racial equity, including community engagement strategies and will develop next steps for applying the racial equity tool.

LUNCH

12:45 p.m.

USING A RESULTS ACCOUNTABILITY FRAMEWORK IN THE FEDERAL GOVERNMENT

1:45 p.m.

Participants will define an equitable results framework and the role it plays in embedding racial equity into government. The key elements of this framework will be discussed, including data visualization, future visioning, looking at root causes of current racial disparities, developing strategies, action steps and equitable outcomes review. This session will help participants build the internal skills and capacity for advancing racial equity and strategy development approaches key to an equitable results framework.

BREAK

3:45 p.m.

EQUITABLE DEVELOPMENT: CENTERING RACIAL EQUITY IN PLACE-BASED PROJECTS

4:00 p.m.

Participants will get acquainted with the principles of equitable development; discuss strategies for improving the built environment through collaborative problem solving; and visualize the tangible outcomes from place-based interventions that advance community parity by aligning with the social pillar of sustainability.

WEDNESDAY, APRIL 17

BREAKFAST

7:00 a.m.

DEVELOPING A RACIAL EQUITY PLAN IN THE FEDERAL GOVERNMENT

8:00 a.m.

Participants will learn the five-step process to creating a Racial Equity Action Plan. They will practice determining the necessary components of Racial Equity Action Plans, and they will develop and refine next steps along an agency's path to creating a Racial Equity Action Plan.

BREAK

10:00 a.m.

DEVELOPING RACIAL EQUITY CORE TEAMS IN THE FEDERAL GOVERNMENT

10:15 a.m.

Participants will gain an overview of Racial Equity Core Teams. They will also learn about the Diffusion of Innovation and Tipping Point Theory. The training emphasizes doing equity work while keeping in mind a long-term vision and sustained progress.

BREAK

12:15 p.m.

JOINING THE FEDERAL INITIATIVE TO GOVERN FOR RACIAL EQUITY PORTAL

12:30 p.m.

Race Forward's Federal Strategies team is preparing to launch an online community portal to aid federal civil servants in embedding racial equity practices in their work.

The FIRE virtual community portal will support federal employee participants in the following ways:

- Fostering the dissemination and adoption of innovative practices, co-created by FIRE network members.
- Enabling members to connect, learn from, and collaborate with one another in the service of impact.
- Creating and standardizing shared language and narrative strategies to make racial equity conversations accessible and engaging across various agencies.

Participants will learn about the vision for the portal, the benefits of joining, and share insights on how to optimize learning and networking experiences as potential members.

WEDNESDAY, APRIL 17

LUNCH

1:00 p.m.

NARRATIVE STRATEGY FOR A JUST, SUSTAINABLE MULTIRACIAL DEMOCRACY

2:00 p.m.

As we move nationally and globally into a rapidly changing climate and environment, racial equity practitioners inside and outside of the federal government need to coalesce around a new language and shared narrative strategy for addressing systemic environmental racism and reshaping public policies, rules, and practices to advance racial and climate justice. In this workshop, participants will gain a shared understanding of narrative strategy, how to integrate narrative into their communications work, and best practices for advancing environmental and climate communications that invoke interdependence, abundance, dignity, and a sense of the “Bigger We” among the American populace. We encourage participants who lead or work in communications or regularly engage with the public to attend this workshop.

THURSDAY, APRIL 18

FIRE-SIDE CHAT | CENTERING EQUITY:

10:15 a.m.

RESETTING THE DIALOGUE ON SUSTAINABILITY

It is increasingly apparent that the pathway to a sustainable future requires strategies based on centering equity. Executive Order 13985 (and 14091) on Advancing Racial Equity and Support for Underserved Communities through the Federal Government ushered in a historic shift. Since 2021, policy makers and government officials are learning how to align quality of life goals while being socially responsible and supporting community parity. For the first time, sustainability is experiencing the proper push it needs at the federal level for encouraging outcomes that are more equitable. This plenary will feature civil servants, and they will clarify why future advancements in sustainability in the United States require demonstrating equity and a healthy economy are not mutually exclusive goals.

SPEAKERS

Carlton Eley

Senior Director for Federal Strategies
Race Forward

Angela D. Brooks, FAICP

President
American Planning Association

Cat Goughnour

Assistant Secretary, Just Communities
Maryland Department of Housing and Community Development

Arsenio Mataka

Counselor to the Secretary
U.S. Department of Health and Human Services

Robin Morris Collin

former Senior Advisor to the Administrator
U.S. Environmental Protection Agency
Professor of Law (retired)

THURSDAY, APRIL 18

LUNCH

1:00 p.m.

CONTINUING THE CONVERSATION ON SUSTAINING RACIAL EQUITY ACROSS THE FEDERAL GOVERNMENT

2:00 p.m.

Join us for facilitated conversations on sustaining racial equity across the federal government. This final gathering gives federal civil servants the opportunity to debrief the training sessions and plenary, discuss strategies for what's to come in advancing racial equity and connect with federal colleagues who are leading racial equity initiatives.

SPEAKERS

Cathy Albisa

Vice President of Institutional and Sectoral Change
Race Forward

Sloane Kali Faye, PhD

Outreach and Marketing Director for Federal Strategies
Race Forward

Warren Whitlock

Deputy Director for Federal Strategies
Race Forward

THE FEDERAL INITIATIVE TO GOVERN FOR RACIAL EQUITY (FIRE)

For ten years, Race Forward helped to build the growing community of practice on racial equity in local government jurisdictions. Now, the federal government is drawing from this wealth of experience with the Federal Initiative to Govern for Racial Equity (FIRE).

FIRE supports significant advances in racial equity across the federal government and seeks to reshape how the government serves its people by encouraging sustained change on racial equity at the federal level.

Through Race Forward's experience in racial equity practice and standard setting as well as partnering with federal agencies to design and implement equitable policies, FIRE aims to:

- Support and promote acceptance across the federal government that “good governance centers racial equity.”
- Make racial equity a core value of public administration at the federal level.
- Cultivate a community of practice that equips federal employees with the knowledge and support to realize their ambitious racial equity goals.





CARLTON ELEY (he/him) is Senior Director for Federal Strategies. He comes to Race Forward following a long career of encouraging planning and policy solutions that are responsive to the needs of underserved communities and vulnerable populations. Prior to joining Race Forward, Carlton worked at the Miami Valley Regional Planning Commission as Regional

Equity Initiative Manager. He was a community advisor and featured in the Emmy Award winning, ThinkTV/PBS documentary *Redlining: Mapping Inequality in Dayton & Springfield*. From 2016 to 2019, Carlton completed multiple projects that served to re-energize the American Planning Association's focus on advancing equity, including chairing the Social Equity Task Force. Carlton is a former civil servant whose career with the U.S. Environmental Protection Agency (EPA) spanned twenty years. He was the first urban planner hired by the Office of Environmental Justice at EPA. Carlton was named the 2021 Sojourner Truth Fellow for Taubman College of Architecture and Urban Planning at the University of Michigan. In 2003, Carlton participated in the Ian Axford (New Zealand) Fellowship in Public Policy.



JENNIFER GODINEZ (she/her) is Senior Director of Education and Training for Federal Strategies. She has led key initiatives that incorporate race equity action research, public policy, and community engagement in the non-profit sector for over 20 years. She served as an inaugural board member for several initiatives and nonprofits, including the Latino

Economic Development Center. Prior to joining Race Forward, Jennifer served as Associate Executive Director at the education equity policy organization, the Minnesota Education Equity Partnership. She led equity in education action planning, policy, and training development which resulted in local and statewide shifts in public policy and the implementation of new education equity practices. Jennifer holds a B.A. in Sociology from Drake University and a Master's in Public Policy from the Humphrey School of Public Affairs. Jennifer was a recipient of the German Marshall Fellowship in 2008 which led her to engage with international policy leaders in several European countries.



CATHY ALBISA (she/her) is the Vice President of Institutional and Sectoral Change, leading Race Forward's work with government and government institutions at the federal, regional, and local levels across sectors. She also serves on the Human Rights Commission in New York City and has published widely on economic and social rights, racial and gender justice, and human rights. Cathy is the co-founder and former Executive Director of Partners for Dignity & Rights (formerly NESRI), a social movement organization that supports community groups across the country in their campaigns for structural change. She has also been a Director at the Center for Economic and Social Rights, an Associate Director at the Human Rights Institute at Columbia Law School, a Co-director at the Human Rights and Gender Justice Clinic at CUNY Law School, and a Constitutional Rights Litigator at the ACLU and the Center for Reproductive Rights. In addition, Cathy has served in the leadership of boards of directors such as the Center for Constitutional Rights, the National Latina Institute for Reproductive Health, and the Center for Social Inclusion.



SLOANE KALI FAYE, PhD (she/her) is Outreach and Marketing Director for Federal Strategies at Race Forward. Previously, she advised public and private sectors on communication, program design, and equity initiatives. As a writer and communications strategist for PolicyLink she consulted on the think tanks landmark publications, including

"CEO Blueprint for Corporate Racial Equity" and "Racial Equity Governing Agenda." As B Lab's inaugural Director of Inclusive Economies, she crafted a groundbreaking JEDI strategy for 1,500+ companies. Notably, she led the development of a theory of change and spearheaded communications for just hiring practices at B Lab's flagship retreat. As a writer, her work has appeared in various publications including Salon, Al Jazeera, The BBC, Black Enterprise, AfroPunk, PolicyLink, 2030, and Live Unchained -her former blog featuring Black women activists and creatives across the African Diaspora. Faye has a BA with honors and distinction from the University of Illinois at Urbana-Champaign, and a MA and PhD in Sociology from the University of Maryland, College Park. Originally from Illinois, she now lives in New York.



TESHONE JONES (she/her) is originally from a small rural town called Vanceboro, North Carolina. Throughout her earlier years, she was heavily influenced by the seasonal threat of hurricanes, the soft, yet stern crack in her grandmother's voice, and watching her mother survive the realities of structural racism in the South. These experiences lay at the foundation

of Teshone's career and have inspired her work with organizations like Color of Change, Immigrants Rising, and California Reinvestment Coalition to create learning experiences that humanize, transform, and create pathways towards racial justice. Teshone's role at Race Forward as the Training Strategies Manager for Learning and Content is centered around aligning, elevating, and maintaining relevancy in the content across departments.



WARREN WHITLOCK (he/him) is Deputy Director for Federal Strategies. He joined Race Forward with an extensive background in civil rights, equity and diversity, and transportation in both the public and private sectors. Prior to joining Race Forward, Warren achieved many significant accomplishments on the federal, state and local government levels. As Associate

Administrator for Civil Rights at the Federal Highway Administration, he helped to transform the nation's enforcement of Title VI to advance racial justice. He also led the long overdue up-date of the Americans with Disabilities Act to make public rights of way accessible for all people. Warren's prosecution of FHWA's first-ever Title VI violation against a federal aid recipient was the genesis of an award-winning documentary, and it was recognized by the Department of Justice as one of the federal government's top five Civil Rights actions during the 50th anniversary of the Civil Rights Act 1964 commemoration.

A New York City native, Warren holds A.B. from Princeton University and a Masters degree from Columbia University's Graduate School of Architecture, Planning and Preservation, where he studied as a Charles H. Revson Fellow.



JANE MANTEY, PhD (she/they) is a first-generation, queer Ghanaian-American born in NYC to working-class immigrant parents. A biomedical scientist by training, Jane has spent more than a decade organizing, writing, and advocating for racial justice, voting rights and participatory democracy, environmental and climate justice, police and prison abolition,

tenants rights and housing justice-seeing them all as interconnected if we want to achieve health equity and vastly improve life outcomes for all peoples. Jane comes to Race Forward after working for nonprofits such as Ceres and the Sierra Club, as well as in state government in California for both the legislative and executive branches with a prominent focus on waste management policy and environmental health. A product of HBCUs, Jane earned her Ph.D. from Meharry Medical College and B.S. from the University of Maryland Eastern Shore. She is also a proud member of Zeta Phi Beta Sorority, Inc.



TONY PATTILLO (he/him) refers to himself as an "inner city kid from Baltimore." It is from that experience that he developed an uncanny ability to move people through moments of uncomfortableness and inspire individuals to meet the complex challenges of the world around them. Revered as a dynamic agent of change, he skillfully weaves his compelling life

story into the fabric of his work, enabling him to effectively operate in the most challenging spaces. Tony brings more than 28 years of experience in Public Safety, Healthcare, and Government Affairs. After obtaining his degree in Emergency Medical Sciences, he moved to the Catawba lands of Charlotte, North Carolina where he managed the largest EMS 911 system in the state. He is recognized as a trailblazer for leading efforts to form the first EMS Diversity Council in North Carolina, and his instrumental role in the development and implementation of Racial Equity Action Plans in major U.S. cities. His vast experience in Leadership, Project Management, and Lean Six Sigma has created a unique niche in efforts for the advancement of racial equity towards racial justice.



KIMBERLEE ARCHIE (she/her) is the founder and principal of Knowledge + Skills = Options Consulting, a managing partner of O&G Racial Equity Collaborative, and a partner and Affiliate with the Government Alliance on Race and Equity (GARE) at Race Forward. As a GARE partner, Kimberlee offers space and deepens the support for tending to the wellness

of racial equity practitioners. Kimberlee also facilitates racial equity training to develop capacity-building within and across government institutions as an Affiliate. She has over 20 years of experience working toward racial and social justice in non-profits, philanthropy, and municipal government. Kimberlee is the former Deputy Director of the City of Seattle Department of Neighborhoods and the inaugural Director of Equity and Inclusion with the City of Asheville, NC where she was the architect of the city's first Racial Equity Action Plan, Budget Tool, and Office of Equity and Inclusion. Kimberlee identifies as an educator-at-heart. She has facilitated training on youth development, cultural competence, inclusive community engagement, and developed an introductory racial equity learning journey curriculum. She has instructed classes and courses at Shoreline Community College, Highline Community College, Johnson C. Smith University, and most recently at Western Carolina University preparing MPA students to operate from an equity lens.

FIRE COMMUNITY PORTAL

Race Forward's Federal Initiative to Govern for Racial Equity will soon launch an online platform to unite a national network of federal civil servants working to achieve racial equity across the whole of government.

If you are a federal employee, you can now pre-register and will be notified when the launch is officially announced.



Please contact fire@raceforward.org with any questions.

Training Counter Inside New Regional
Deep Long-term Justice Being Policies
Employees Opportunities Program
Programs Grown Under Government
Key Lead About Solution-oriented Providing Facilitated
Enthusiastic Practice Member FIRE Across
Co-sponsoring Necessary In-person Agencies
Racial Application Theme Provide
Trending Steward Membership
Alliance Strategy Register
Frameworks Modules Equity Attend Capital
Major Themes Each Spaces Learn
Organizing Interest Metropolitan Twelve Institutions
Significant Work Skills Opportunity Nation's
Coming Advancing Forward Sustaining
Solutions Topic Feature Knowledge Race
Gain Culture Leaders Normalizing Virtually National
Together Offered Policymakers Govern
Officials First Dialogues Attendees Well
Federal Racially Environmental
March Looking Event Momentum Weave
Conference Tool Role

RACE FORWARD RESOURCES AND REPORTS



SCAN THE QR CODE with your mobile device to download the Race Forward reports that correspond to each training session.

TRAINING EVALUATION FORM



SCAN THE QR CODE with your mobile device to access the evaluation form. Please complete the evaluation even if you are not able to attend the entire event. Your responses will provide information that will be helpful to Race Forward in understanding your overall experience during today's event.