

State of Equity is pleased to introduce the 2023 Racial Equity States Learning Lab, a flagship multi-state peer learning and exchange space for state government racial equity leaders working to build an organizing structure and tools to advance racial equity in state governments. The States Lab is part of a new effort by [State of Equity](#) and the [Government Alliance on Race and Equity \(GARE\)](#) to help state governments strengthen and reinforce their racial equity efforts.

Below are some frequently asked questions along with further details about the program as you consider participation.

## **What product will participants leave the States Lab with?**

States Lab participants will connect with peer practitioners across the nation and engage in peer exchange, supportive practice-space, and real-time problem solving.

Participants will learn about tools and practices others have used to map out the racial equity ecosystem in their state, and they will leave with an initial ecosystem map of the players, pathways to influence, opportunities/gaps, and resources needed to advance racial equity through their state government.

Participants will also learn about tangible examples of organizing structures for racial equity in state government, including a case study of California's Capitol Collaborative on Race & Equity (CCORE) as well as organizing structures shared by other participating states.

## **How is a team formed for a state?**

Teams can be up to 8 participants, including racial equity practitioners in and outside of government who want to understand and strengthen racial equity momentum at the state government level. At least one team member should be in an executive or leadership level role in state government with access and/or influence to a number of other state governmental entities.

There are many different ways a team might come together, such as:

- There may be an existing entity within the state interested in exploring their role in a state-wide organizing strategy to provide vision, resources, support, and coordination to advance equity across the enterprise. Existing entities could include a multi-department racial equity working group, a commission with a directive around advancing equity, or a taskforce looking to organize state leaders and build government capacity to better outcomes across the state. Multi-department entities closely partnered with at least one non-governmental organization or university and with at least one executive with positional power are strongly encouraged to register.
- A few state practitioners from different departments might find each other and form a multi-department team specifically to attend the States Lab.

- If multiple state practitioners from the same state register different teams for the states lab, we will check in with the registrants about possibly combining to create one team. We will connect those registrants to allow them to figure out how they would like to proceed.

### **Why is it important to have at least one team member in an executive or leadership level role in state government with access and/or influence to a number of other state governmental entities?**

One objective of the States Lab is to provide participants with increased capacity and tools to build infrastructure for sustained capacity and authentic community partnerships across state government. Having a multi-departmental team and at least one team member in an executive or leadership level role as a participant in the States Lab can help to seed a new enterprise-wide effort or provide the tools and capacity to strengthen an existing entity with a directive to advance equity.

While intra-department practice and policy change are instrumental for advancing racial equity, those advances will be best sustained alongside an enterprise-wide structure that provides coordination, guidance, tools, and leadership to state entities around promising practices and strategies for advancing racial equity.<sup>1</sup>

### **Are there any requirements for participants?**

All participants must have a foundational understanding of the role of state government in advancing racial equity. The States Lab is not a Racial Equity 101 course. The content and peer-learning environment require that participants understand fundamental concepts around structural and systemic racism as well as approaches for government transformation to advance racial equity and better outcomes for all people in a state.

### **What is the timeline and the steps for registering and paying?**

- **UPDATED TIMELINE:** Enrollment for state-level teams is open through August 4, 2023 and the three(3), 4-hour sessions will be held across August & September.
- To register your state entity to be a part of the Racial Equity States lab click [here](#) and complete your registration by August 4.
- Purchase orders are to be submitted by August 21. If a PO is not a payment option for your team, please email [stateofequity@phi.org](mailto:stateofequity@phi.org) to let us know.

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<sup>1</sup> [2020 Policy Memo – Advancing Racial Equity in State Government. A Strategic Analysis of Recommendations to Institutionalize Racial Equity in California State Government](#) by Hye Sun Kim