



“The Bigger We”: Building a National States Strategy for Racial Equity

[Government Alliance on Race and Equity \(GARE\)](#) and [State of Equity](#) are working together to build a national states strategy for racial equity, including resources, tools, and opportunities for community-building between racial equity practitioners in state government.

We are stronger together. Our partnership is deeply grounded in shared goals and vision. By bringing our collective and unique strengths, assets, perspectives, and experiences, together we are poised to do much more than either of our organizations could do on our own.

- GARE brings a national network of racial equity practitioners, a framework for change, and a national perspective on advancing racial equity.
- State of Equity brings over a decade of experience advancing racial equity within California state government, and significant convening experience within and across states.

We believe in transformational relationships: We do our work not merely as organizations, but as part of a larger movement to embed racial equity in government so as to improve the well-being of all communities. Together we “Build the Bigger We” that is essential to the healthy and thriving multiracial democracy we seek, and work with one voice within a unified effort.

What & How: On November 2, 2022, 60 state government leaders from 10 states identified three action areas for 2023:

- **Normalize:** Create shared language and understanding of why this work is important and the role of state practitioners
- **Organize:** Build the internal infrastructure for changing government, including developing “belonging” opportunities for staff and addressing fatigue and burn out
- **Operationalize:** Build infrastructure for sustained capacity and effective community participation (including partnerships to identify racial equity barriers)

Our advisors and collaborators have included: Needle Strategies, LLC, Demos, Ford Foundation, Robert Wood Johnson Foundation, Kellogg Foundation, PolicyLink, SiX, and Urban Institute.



Join Us! Are you a state government employee advancing racial equity in your institution? Learn more here: <https://stateofequity.phii.org/national-states-strategy/>. You can reach us by contacting Dalila Madison Almquist or Holly Nickel at stateofequity@phi.org