

RACIAL EQUITY CORE TEAMS

LEADERS FOR RACIAL EQUITY, SOCIAL JUSTICE, AND CHANGE WITHIN MONTGOMERY COUNTY

What are Racial Equity Core Teams?

Racial Equity Core Teams are leadership teams, including both formal and informal leaders, who are responsible for analyzing and assessing departmental policies, procedures, and practices with a racial equity lens, and instrumental in developing racial equity action plans. They are the **drivers** of the equitable systems change we seek.

What is their role?

Racial Equity Core Teams come together regularly to normalize conversations about racial and other inequities; work together to review and assess projects, initiatives, and programs to discern whether services and outcomes are equitable; coordinate the design and implementation of an RESJ action plan; cultivate and develop a new way of leading for equity; communicate about racial equity across the department; collect and analyze data for assessing and measuring progress; and champion racial and social justice while celebrating and sustaining success.

What is the ideal composition of a Racial Equity Core Team?

The number of Core Team members will vary, depending on the size of your division/department. What's most important is the team is representative of many different facets of the department, but also manageable in size to work productively and efficiently. All in all, a representative Core Team should be diverse in race, gender, ability, sexual orientation; diverse across units and teams; diverse in leadership (traditional and non-traditional); and diverse across work levels and years of service.

What are the essential characteristics of a Racial Equity Core Team member?

- ***Commitment** to racial equity and social justice.
- ***Knowledge** of equity and race issues, or a willingness to learn through participation in trainings and discussions focused on race, equity, inequities, and social justice.
- ***Collaborative** in working across differences and organizing for collective results.
- ***Communication** skills to be an ambassador for equity.
- ***Creativity** to think outside the box, and be forward thinking.
- ***Flexibility** to work across barriers and roles.
- ***Resilience** to engage in deep, challenging long-term work.

How often will Racial Equity Core Teams meet?

It is recommended that Core Teams meet monthly, dedicating at least 2-4 hours per month together. The team will need to first build community and visioning, before prioritizing and planning, so meeting routinely is important to developing a shared commitment to the work. ORESJ will initially assist Equity Leads and teams in getting started.

How do we sign up?

This is a dynamic opportunity to be apart of a team of colleagues and leaders **creating unprecedented change across the county**. To join your department's Racial Equity Core Team, fill out the questionnaire [HERE](#).

