



CALCOG Regional Government Equity Training Series

Please join CALCOG for a comprehensive look at equity and its relationship to regional government. This year-long program (April 2022-March 2023) has two components in this training series. You are able to register for just the quarterly sessions or sign up for both the quarterly and discussion sessions.

- **4 Quarterly Trainings** that will explore context, technique, and strategies to successfully integrate principles of inclusion and equity in organizational practices.
- **6 Discussion Sessions** that will allow participants to share stories and learn from one another as they begin to apply what they learn. The overall goal is to provide the knowledge, understanding, and support to improve programs at every agency.

This series has been developed for CALCOG members by [Venture with Purpose](#). Created to focus on centering racial equity in organizations from the inside out, Venture's capacity building activities encompass process and policy change, culture change, and the development of leadership.

Cost

Registration rates reflect the best practice of sending a cohort from an organization or team to equity training. We will be invoicing your registration cost to your agency.

Deadline to register is April 4th at 5pm.

- Basic Registration \$1400: Attendance for 4 participants at quarterly trainings; 2 participants in six discussion sessions
- Basic Small Agency Registration \$1100: Attendance for 4 participants at quarterly trainings; 1 participant in six discussion sessions
- Additional Quarterly Training Participant: \$200 (only available with one of the above Basic packages)
- Single Participant (without a Basic package): Available for small agencies with limited resources. If you're interested in this option, please [click here](#).

[Register Here](#)

Schedule

Date	Session
April 6 9:00-10:30AM	<p>Equity Training #1: Racial Equity, Diversity and Inclusion for Planners and Other Government Roles</p> <p>Topic: Racial Equity, Diversity and Inclusion for Planners and Other Government Roles.</p> <p>Outcomes: Participants will understand the historical impacts on inequitable practices in the Planning sector. Participants will define key EDI terms and begin developing shared language to streamline collaborative EDI discussions both within and outside of their respective organizations</p>
May 4 12:00-1:30PM	<p>Discussion Session #1: All About Community: Sharing Challenges and Solutions in Addressing Past Community Harm</p> <p>Topic: How has the community or communities your organization served been impacted by inequitable policies or practices? In ways is your organization working to create equity as it relates to a specific policy or practice?</p> <p>Outcomes: Participants will explore real-life examples of inequitable community impacts of policies and practices in their region and hear examples of how their peers are counteracting those impacts.</p>
June 2 9:00-10:30AM	<p>Equity Training #2: Common Pitfalls and Antidotes to drive Racial Equity in Organizational Culture</p> <p>Topic: Essential skills that help develop sustainable EDI practices at the organizational level.</p> <p>Outcomes: Participants will discuss the ways in which inequity shows up at the organizational level and how these inequities contribute to barriers to overall sector impact.</p>
August 17 12:00-1:30PM	<p>Discussion Session #2: Key Strategies in Inclusive Culture in the Government Context</p> <p>Topic: How can Racial Equity drive organizational wholeness and what happens if we don't cultivate inclusive organizational culture? What are some ways your organizations are prioritizing equity in organizational culture and what does it take to be successful?</p> <p>Outcomes: Participants will build trust and relationships with their colleagues. Participants will continue to explore the internal dynamics that lead to both inequitable and equitable outcomes are their respective organizations.</p>
September 9 9:00-10:30AM	<p>Equity Training #3: Building Buy-in: Why Cultivating Authentic Support from Elected Officials and Decision Makers is Essential to Sector Success</p> <p>Topic: Equitable and inclusive leadership and decision-making tools.</p> <p>Outcomes: Participants will begin developing key communication and collaboration skills that help productively engage leadership, decision makers and elected officials in utilizing an equity lens to guide regional government practices.</p>
October 7 12:00-1:30PM	<p>Discussion Session #3: Building Buy-in: Success Stories and Lessons from the Field</p> <p>Topic: What barriers to incorporating equitable practices exist in your collaboration with decision makers. What has been successful in getting your elected officials committed to equity in their decision-making?</p> <p>Outcomes: Participants will build trust and relationships by sharing their experiences of both barriers and successful practices for engaging decision makers and elected officials in EDI approaches to Planning and Governance.</p>
November 2 12:00-1:30PM	<p style="text-align: center;">Session Topic to be determined by October Discussion</p>
January 11 9:00-10:30AM	<p>Equity Session #4: Racially Equitable and Inclusive Approaches to Community and Stakeholder Engagement</p> <p>Topic: Community and stakeholder engagement strategies.</p> <p>Outcomes: Participants will explore key practices that center and prioritize the needs of communities that have been historically and currently left out of Planning and Policy decisions. Participants will explore practices that will aim to restore trust among communities harmed by inequitable Planning practices, policies and decision making.</p>
February 1 12:00-1:30PM	<p>Discussion Session #5: Building Power with Community: Sharing Notes on Effective Engagement</p> <p>Topic: What steps has your organization taken to build mutually beneficial relationship with the community/ies you serve? What barriers has your organization experienced when trying to engage community members? What successes has your organization experienced when collaborating with community members?</p> <p>Outcomes: Participants will share knowledge of both the barriers and successful practices for engaging and/or collaborating with community members.</p>
March 1 12:00-1:30PM	<p>Discussion Session #6: Crafting or Evolving a Racial Equity Action Plan</p> <p>Topic: Does your organization have a Racial Equity Action Plan? Is your organization going to create one? Learn from your peers what's worked, what hasn't and how to ensure your Racial Equity Action Plan is a success.</p> <p>Outcomes: TBD</p>