

About REAL



Race, Equity, And Leadership (REAL)

In the wake of the 2014 unrest in Ferguson, Missouri, the National League of Cities created the Race, Equity and Leadership (REAL) initiative (<https://www.nlc.org/program-initiative/race-equity-and-leadership-real>) to strengthen local leaders' knowledge and capacity to eliminate racial disparities, heal racial divisions and build more equitable communities. REAL offers tools and resources designed to

help local elected leaders build safe places where people from all racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

VISION

A nation in which every local official is equipped to effectively lead and serve an inclusive, thriving and healthy community. Inclusive, Thriving and Healthy Communities are safe places where people from all racial, ethnic and cultural backgrounds thrive socially, economically, academically and physically.

MISSION

To strengthen local elected officials' knowledge and capacity to eliminate racial disparities, heal racial divisions, and build more equitable communities.

VALUES

We value empowering visionary thinkers and leaders.

We believe in supporting all who catalyze positive change and innovative solutions and who share their expertise with the broader organization. We value innovation and bold ideas. We believe in the power of knowledge and collective expertise.

We believe our staff deserves the resources to realize, cultivate and try bold, new ideas and to forge new partnerships.

We value inclusiveness.

We believe in an environment where all individuals and all ideas are welcomed and encouraged.

We value collaboration.

We believe that our best work and solutions are a product of our combined efforts and diverse expertise.

We encourage dynamic as well as new partnerships internally as well as externally.

We are committed to cultivating and supporting thriving and sustainable communities.

We believe our collective energy, individual experiences, and expertise are valuable resources that empower city leaders to implement strategies with sustainable impact, promote equity and to help support healthy thriving communities.

STAFF

Leon T. Andrews, director

Rita Soler Ossolinski, program director

Anique Baker-Frazier, program specialist

Jordan Curry Carter, program manager

Katherine Carter, senior program specialist

Ian Snyder, Heinz Fellow
