



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Implementation and Technical Assistance Committee Meeting Report – November 21, 2024

Commissioners in Attendance (Remote): Angelica Salas, John Kim, Jolie Onodera, and Virginia Hedrick

Committee Recap

- Commissioner Kim was nominated and selected as the Implementation and Technical Assistance Committee Lead.
- The committee reviewed its charge and brainstormed ideas for staff to research.
- Commissioners heard from Dr. Rashaad Abdur-Rahman, Director of State Strategies, Race Forward on “Moving beyond Theory to Implementation of Racial Equity Strategies”.

Key Takeaways:

The Risk of Not Doing Racial Equity Work:

- Dr. Abdur-Rahman noted that risk mitigation is not separate from core government functions. There needs to be brainstorming around how to think about organizing narrative or strategy regarding racial equity work that mitigates risk and ensures equity work moves forward. He provided the example of creating a “risk registry,” and naming the risk of not doing equity work, to mitigate and neutralize the risk. State government agencies already conduct risk analyses with capital or investment strategies. Dr. Abdur-Rahman referenced the [Othering and Belonging Institute](#) that discusses targeted universalism and how it can be used to solve problems where they are the greatest.

State Efforts on Racial Equity

- There is importance in considering how to do racial equity work in different environments. States like Washington and Illinois have statewide equity offices that have been thinking about significant investments in racial equity, legislation, and institutional policy. These forms of legislation and institutional policies have also applied tools including social vulnerability indices that guide this work and investments state government agencies produce. Seattle also developed a blueprint for how local government creates racial and social justice initiatives. This led to the creation of [Government Alliance of Race and Equity](#) which became a more national framework.



- In addition to other states, the [Cabinet for Health and Family Services is Kentucky's](#) largest state agency who have been implementing a [racial equity strategy](#) since 2020. Kentucky's largest state agency has presences and programs in all 120 counties and has been putting in place Racial Equity Action Plan (REAP) in all of its agencies, as well as forming action plans with measures and accountability metrics. It is noted that there is not a REAP posted online for the state of Kentucky yet. Lastly, Kentucky is doing legislative reviews using racial equity tools, incorporating racial equity metrics into contracts, conducting direct funding to CBOs in racially equitable ways. Much of this work is not public facing due to the political climate and lack of political support in state. It's lessons such as these that can be learned from places that in less permissive political environments who have found methods to implement strategy at the cabinet and department levels.

Bridging Racial Equity Strategies with Additional Components

- There needs to be more of an emphasis on intersectionality when conducting equity work without losing the focus of race, in addition to bridging the role of government to racial equity work. For example, the work of racial equity and racial justice can be tethered to the core functions of government with plain language.
- When it comes to funding efforts, if there are budget and staffing limitations, the most productive approach is to address those greatest disparities. Maximize time and resources to produce the greatest outcomes.

Implementation

- For the implementation process, establish easy-to-understand, simple metrics and clear goals. This can lead into accountability and creating a transparent process. These strategies do not have to be "fully baked," but instead can be testing strategies that use quality improvement models like "Plan, Do, Study, Act" to better understand what is effective, and expand and scale the work. Also, government must consider what are the long term and short-term goals/wins. After considering what can be done in the short-term, prioritize and complete it to build momentum and not stall. Usable action plans and strategies effectively articulate momentum against quick wins. After experiencing success and momentum of these strategies more sophistication will come over time as the work progresses and challenges arise. This part requires a level of investment and consistency.
- Lastly, make sure to prioritize lived knowledge with data as it strengthens equity commitment and growth to improve. Beware of "analysis by paralysis" because government leaders and the community members know quite well where disparities and inequities are and have experienced them.



Next Steps:

- Confirm Commissioner Kim selection as lead for Implementation and Technical Assistance Committee at the December 19, 2024 Commission Meeting
- Identifying examples of implementation frameworks, including:
 - Specific practices in implementation in California local and state government, including mandated changes that are enterprise wide.
 - How to track progress towards implementation of racial equity strategies.
 - Identify the skills and capacity necessary for leaders to drive organizational change.
 - Research accountability outcomes with system change.
 - Consider applying tools such as social vulnerability indices to equity work.
 - Note what strategies have worked and what strategies did not work.
 - Present these findings to the Full Commission for further insight and follow up to host additional conversations with Dr. Abdur-Rahman.
- Move this discussion to the full Commission and hear from the public about other ideas on implementation of racial equity strategies that have worked.

Intersection with the Framework and Commission Strategy

- Look at other states and local agencies that utilize a racial equity framework.
 - Identify what are their best practices and use this information to further develop the Commission's Racial Equity Framework.
 - Identify what implementation strategies didn't work and investigate case studies that were well intended but the impact was missed to further inform the development of the Framework.
- Gather additional information on the status of actions directed by [Executive Order N16-22](#) and explore what we can learn from its implementation.