Racial Equity Commission

Commission Meeting: December 19, 2024 at 1:00pm

California Natural Resources Agency | Auditorium

715 P Street, Sacramento, CA 95814

STATE OF CALIFORNIA
RACIAL EQUITY
COMMISSION

Call to Order & Opening Remarks

Commissioner Dr. Luke Wood

Chair

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Disclaimer

The information and opinions expressed by presenters or public commenters before the Commission reflect the views of the speaker. They do not necessarily represent the views of the Commission or the Office of Land Use and Climate Innovation.

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Land Acknowledgement

Commissioner Dr. Luke Wood

Chair

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Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

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Public Meeting Agenda

- Welcome & Call to Order

- Public Comment on matters not on the agenda

- Consent Agenda – ACTION ITEM

- Committee Reports and Discussion – ACTION ITEM

- Executive Director's Report – ACTION ITEM

- Commission Research Updates

- 15 Min RECESS

- Commission Discussion

- Next Steps for Staff Action

- Adjournment

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Remarks from Distinguished Guests

Commissioner Dr. Luke Wood

Chair

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Establishment of Quorum & Public Comment Process

Agustin Arreola

External Affairs Manager

Office of Land Use and Climate Innovation

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Public Comment

In Person

- Complete and submit public comment card

- Separate public comment cards for each agenda item

- Listen for your name and line up by the podium

- Staff will call your name to the podium

- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.opr.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue

- Listen for your name

- When you hear your name, click "Raise Hand" under the "Participants" menu in your Zoom platform, or press *9 if you are joining by phone

- Staff will ask you to unmute your microphone

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Public Comment on matters not on the agenda

Agustin Arreola

External Affairs Manager

Office of Land Use and Climate Innovation

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Public Comment

In Person

- Complete and submit public comment card for any item not on the agenda

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Consent Agenda – ACTION ITEM

Commissioner Dr. Luke Wood

Chair

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Consent Agenda – ACTION ITEM

Commissioner Dr. Luke Wood

Chair

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Committee Reports and Discussion – ACTION ITEM

Commissioner John Kim, Implementation and Technical Assistance Committee

Commissioner Angelica Salas, Community Engagement Committee

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Committee Reports and Discussion – ACTION ITEM

Commissioner John Kim, Implementation and Technical Assistance Committee

Commissioner Angelica Salas, Community Engagement Committee

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Summaries of Community Engagement Phases

Phase I Community Meet-n-Greets, Listening Sessions, Public Meetings

- Engage with community by hosting community meet-n-greets, Listening Sessions, and Public Meetings throughout California and curate partnerships to learn more about the experiences of community to inform the Framework.

- Explore Listening Sessions in partnership with other state or local agencies. Currently staff have conducted meetings in: San Bernardino, Riverside, Los Angeles, Delano, Lamont, Oakland, Martinez, and more.

Phase II Community Roadshow with Framework

- Commission and staff leverage planning and outreach strategies (Phase I) and return to communities through a Roadshow to provide updates on how their experiences have been reflected in the Framework and explore how the Framework could be improved.

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Summaries of Phases

Phase III Public Comment Period

- Proposed 30-day Comment Period for community residents, organizations, and others to review the Framework. Commission would establish an evaluation tool to better understand what were the successes to engagement and areas of improvement.

Phase IV Ongoing Community Engagement

- Continue to engage community to ensure community is aware of the Framework

- Establish an action plan to build and sustain trust with community organizations and residents. Action plan will integrate additional best practices, tools and methodologies for Community Engagement in alignment with the Framework.

- Ensure flexibility necessary to meet challenges such as logistical obstacles, language barriers, accessibility needs, staff constraints, and budget challenges.

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Next Steps & Recommendations

Plan Implementation

- Commission staff execute plan January 2025 – December 2025.

- Commission staff will follow up with Committee to discuss iterations to the plan as the Commission moves into the Racial Equity Framework implementation and dissemination phase.

- Commission staff will pursue additional fundraising and contracting opportunities to support additional Community Engagement activities.

- Follow up with Committee to discuss iterations to the plan, moving into the Racial Equity Framework implementation and dissemination.

- Pursue fundraising and contracting opportunities to support Community Engagement activities.

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Committee Reports and Discussion – ACTION ITEM

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Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

December 19, 2024 Commission Meeting

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Goals of the Proposed Model for Change

1. **Provide Guidance:** Help the California Racial Equity Commission stay on track with its goals using a clear roadmap based on Executive Order N-16-22.

2. **Demonstrate Impact:** Show how the Commission's work will lead to real progress in advancing racial equity.

3. **Support Decisions:** Share resources and examples to help the Commission define measurable outcomes and indicators of success.

Development process

Search
- Searched across states, counties, and cities in U.S. to find racial equity plans
- Targeted search across California's largest state departments, counties, and cities
- Referenced State Racial Equity Database provided by Commission staff

Review
- 25 racial equity plans and entities across U.S.
- Executive Order (EO) N-16-22
- Documents provided by Commission staff

Synthesis
- Documented values, vision statements, goals, and strategies in plans
- Tallied frequencies of common values, goals, objectives across plans
- Identified and compared other theory of change models

Development
- Iterative discussions with Commission staff to brainstorm
- Considered multiple sources (e.g., EO, document review) to suggest ideas

Proposed Values of the Commission – ACTION ITEM

Advance Equity & Racial Justice	**Inclusion & Belonging**
Center Community & Lived Experiences*	**Data-Driven Decision Making**
Ensuring Intentional Collaboration	**Address Historical Wrongs**

*Commissioners spoke about this value across public meetings. The rest of these values come from the Executive Order N-16-22.

- Values common in other racial equity plans and offices reviewed by Vital *(N=25)*:
  - People/Community (80%)
  - Data-driven or informed (24%)
  - Partnership (24%)
  - Transparency (20%)
  - Accountability (20%)
  - Integrity (20%)
  - Justice/Racial Justice (12%)
  - Responsibility/Stewardship (16%)
  - Belonging (12%)

California
Racial Equity Commission's
Roadmap

Proposed Model for Change

Racial Equity Commission PROPOSED Model for Change – ACTION ITEM

Vision: A California for all, where every resident can live and thrive to their fullest potential.

Strategic Objective: The Racial Equity Framework is used to advance racial equity and address structural racism.

Intermediate Outcome: Racial equity tools and methodologies are embedded into existing processes

Intermediate Outcome: State agencies and local governments are supported in implementing the Racial Equity Framework through technical assistance

Intermediate Outcome: Community voices are incorporated via Commission's ongoing community engagement

Activities: Create a Racial Equity Framework for California via community and stakeholder input through meetings, listening sessions, and public comments; host Commission and Committee meetings; consult experts; review research and racial equity efforts.

Values: Advance equity and racial justice, inclusion & belonging, address historical wrongs, intentional collaboration, center community & lived experiences, data-driving decision making

Proposed Framework Outline – ACTION ITEM

Overview of the Racial Equity Commission
- Executive Order N16-22
- Process to Develop the Framework

Framework Values, Goals, and Roadmap/Theory of Change

Community Engagement

Data

Budget Equity

TBD topic (optional)

Next Steps
- Implementation and Technical Assistance Plan (Logic Model)
- Annual Report December 1, 2026

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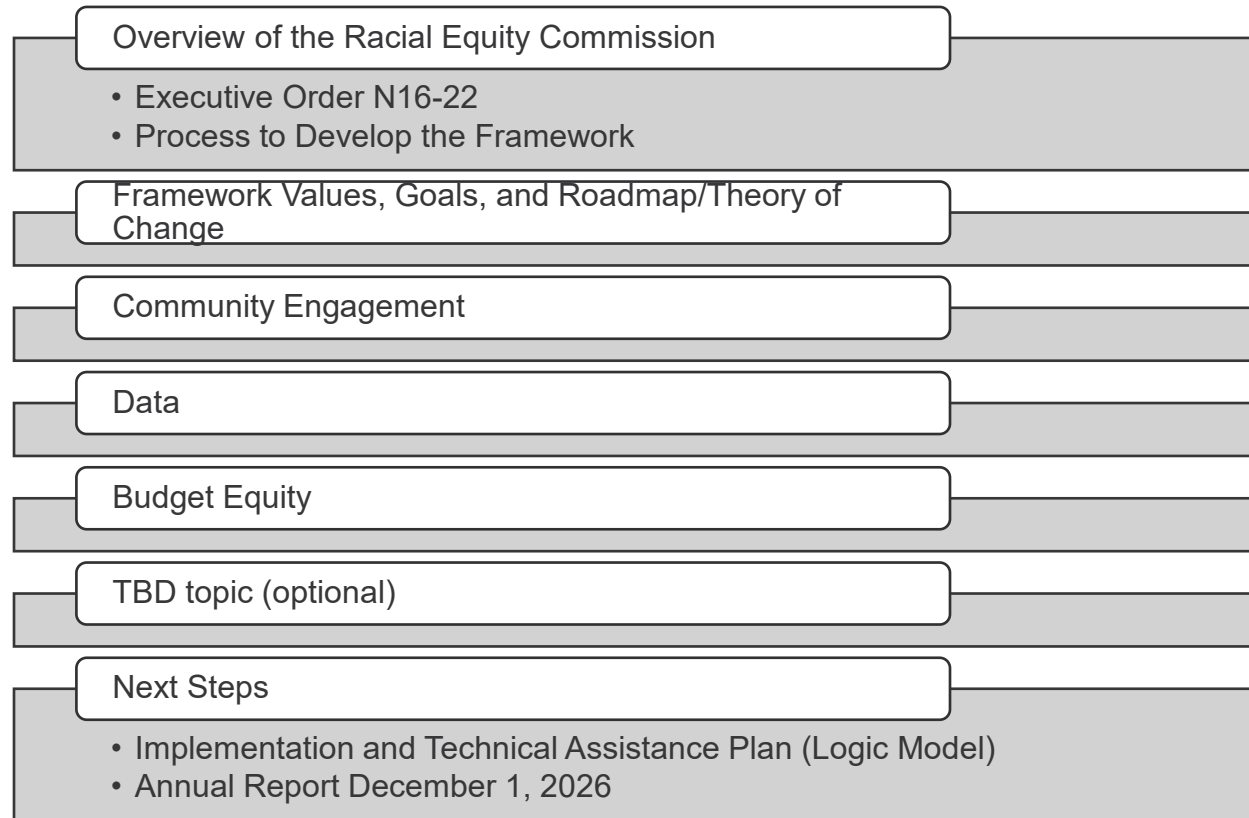
Timeline – Next 6 months

January 2025
- Meeting planning
- Framework research

February 2025 (virtual - San Diego Co.)
- Budget Equity
- Data

March 2026 (Imperial Co. / Salton Sea)
- Full Commission
- Framework Development Committee
- Implementation and Technical Assistance Committee

April 2025 (virtual - Los Angeles Co.)
- Joint Budget Equity and Data Committee

May 2025 (virtual - Placer Co./East Sierras)
- Community Engagement Committee

June 2025 (Monterey Co.)
- Full Commission
- Implementation and Technical Assistance Committee

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Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

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Commission Research Updates: Graduate Student Research

Commissioner Dr. Manuel Pastor

Gabriela Torres, Ph.D. candidate, Education, University of Southern California

Maiya Hotchkiss, Ph.D. candidate, Social Work, University of Southern California

Jordyn Patterson, Ph.D. candidate, Sociology, University of Southern California

Clara Alvarez Caraveo, Ph.D. candidate, Sociology, University of Southern California

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USC Graduate Student Research Panel – Exploring Racial Inequities and Disparities in Key Topic Areas

Equity in Education: Racial Disparities in CA Community College Transfer Rates

Gabriela Torres

Ph.D. Candidate, Education

Equity in Safety: Racial Disparities in the Criminalization of Sex Work

Maiya Hotchkiss

Ph.D. Candidate, Social Work

Equity in Disciplinary Practices: Controlling Images, Adultification Bias, and the Criminalization of Black Girls in Education

Jordyn Patterson

Ph.D. Candidate, Sociology

Equity in Health: Uninsurance and Unmet Medical Needs Across Race and Space

Clara Alvarez Caraveo

Ph.D. Candidate, Sociology

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Equity in Education: Racial Disparities in California Community College Transfer Outcomes

By Gabriela Torres, M.Ed., PhD Student; Manuel Pastor

The gateway to higher education

- California Community Colleges (CCC) serves as a critical access point to affordable higher education, serving over **2 million students** across **116 colleges.**

  - **Approximately 70%** of CCC students are of diverse racial/ethnic backgrounds.

- **Transfer pathways** are a cornerstone, providing students with a key route to earning a **baccalaureate degree.**

However, racial disparities in transfers persist.

According to Public Policy Institute of California (PPIC), at the UC level:

- **Latino Students**: **50%** of first-time transfer-intending CCC students in Fall 2019, but only **26%** of UC transfer enrollees by Fall 2022.
- **Black Students**: Represented **3%** of UC transfers in 2001, but only Increased modestly to **5%** by Fall 2022
- **Native American & Pacific Islander Students**: Persistently underrepresented: **0.7%** (Native American) and **0.3%** (Pacific Islander) of UC transfer enrollees.

Similar trends are evident at the CSU level, indicating systemic inequities that need *targeted, equity focused interventions*.

However, racial disparities in transfers persist.

Racial/ethnic breakdown of CCC transfer students to UC

Legend: Black, Latino, Asian, White
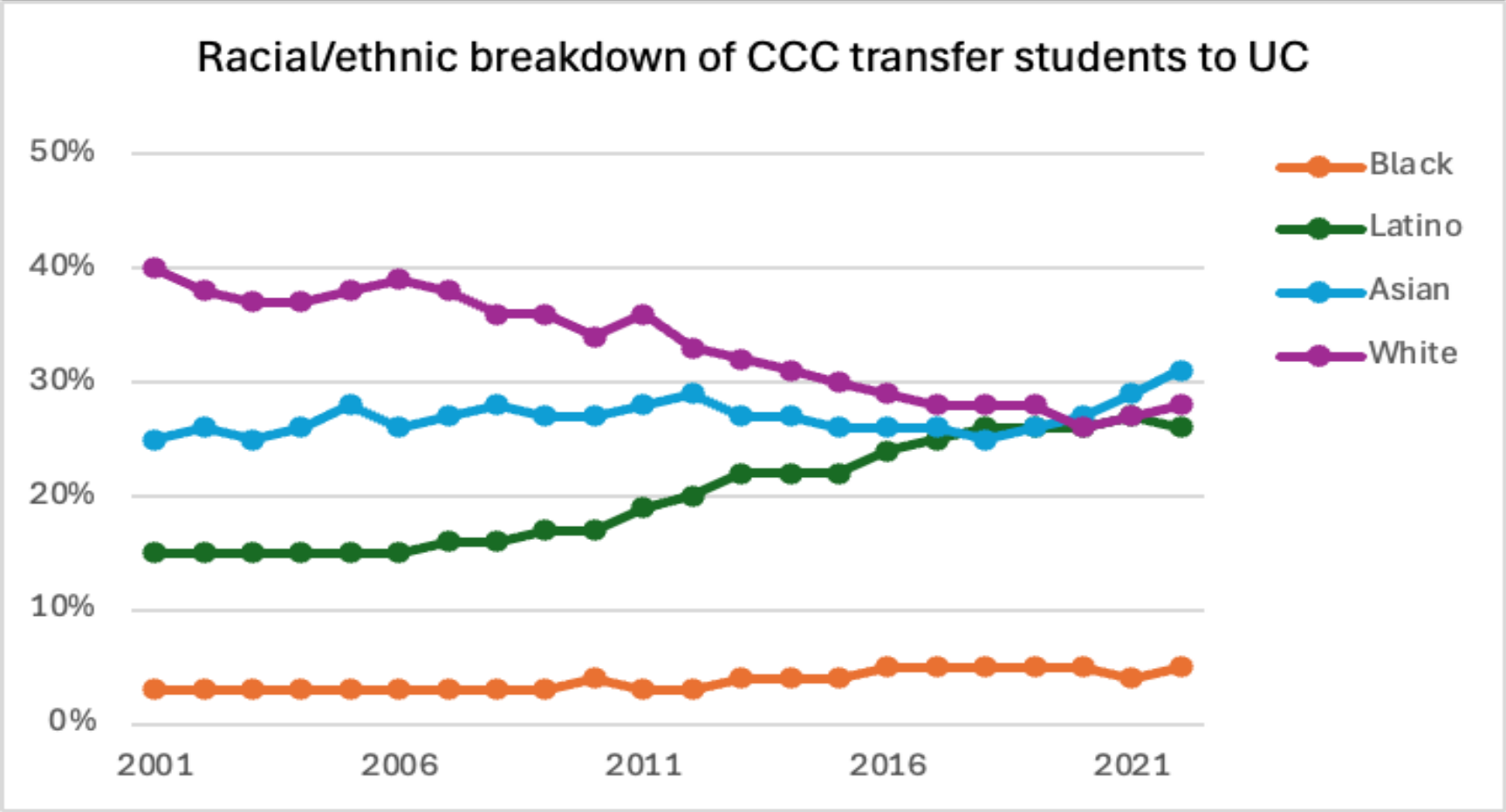
CCC Enrollment in Fall 2019:
Black: 85,479 (5%)
Latino: 747,955 (48%)
Asian: 165,782 (11%)
White: 365,513 (23%)

However, racial disparities in transfers persist.

Racial/ethnic breakdown of CCC transfer students to UC

Legend: Black, Latino, Asian, White
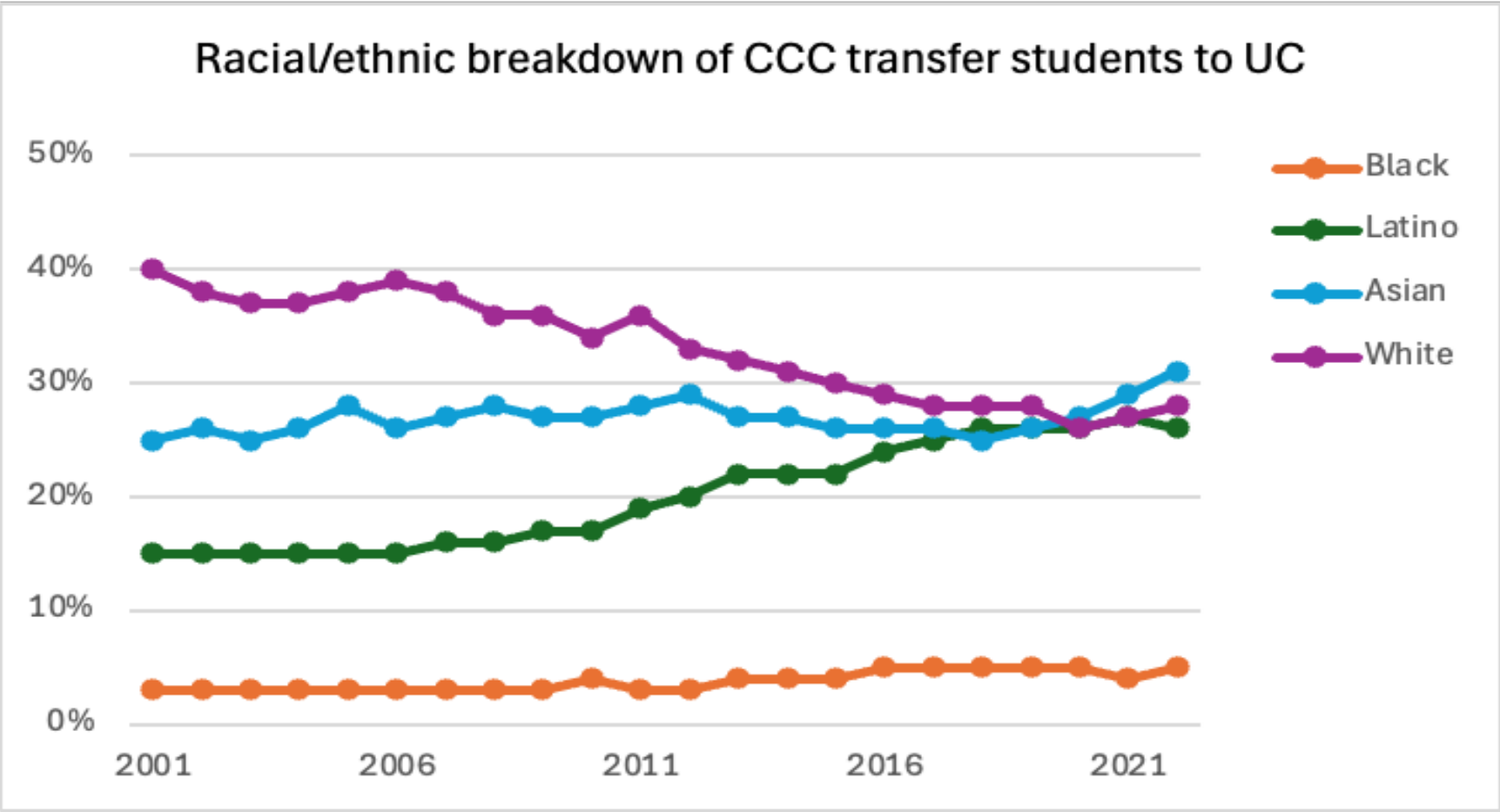
UC Transfer Enrollment in Fall 2022:
Black: 952 (5%)
Latino: 4991 (26%)
Asian: 6078 (31%)
White: 5304 (27%)

Source: PPIC, 2023; UC Information Center

How might front-line practitioners reshape transfer pathways for greater equity?

The pivotal role of counselors and staff

Counselors provide students with:

- **accurate** information on how to navigate admission procedures
- **gather** relative transfer information for students
- **facilitate** interactions with relevant staff (e.g., financial aid, TAG counselors, etc.)

Figure 3. Student Support (Re)defined's Six Student Success Factors

▸ **Directed** — students have a goal and know how to achieve it

▸ **Focused** — students stay on track, keeping their eyes on the prize

▸ **Nurtured** — students feel somebody wants and helps them to succeed

▸ **Engaged** — students actively participate in class and extracurriculars

▸ **Connected** — students feel like they are part of the college community

▸ **Valued** — students' skills, talents, abilities and experiences are recognized; they have opportunities to contribute on campus, and feel their contributions are appreciated

Six Success Factors ℠
TheRPGroup

The pivotal role of counselors and staff

"**62%** of African American/Black students who met with a counselor three or more times *felt focused, or on a path and motivated toward their educational goal,* **compared to 43%** of students who met with a counselor only one time."

Source: The RP Group, 2023

Figure 3. *Student Support (Re)defined's* Six Student Success Factors

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Directed Focused
Valued Nurtured
Connected Engaged

Six Success Factors SM
TheRPGroup

Empowering practitioners, supporting students...

By leveraging data to promote racial equity

- Collect and analyze data to identify inequities in transfer outcomes

  - Disaggregate data by race/ethnicity

- Engage in "**equity-minded sensemaking**" by making sense of data in terms of practices instead of student deficits
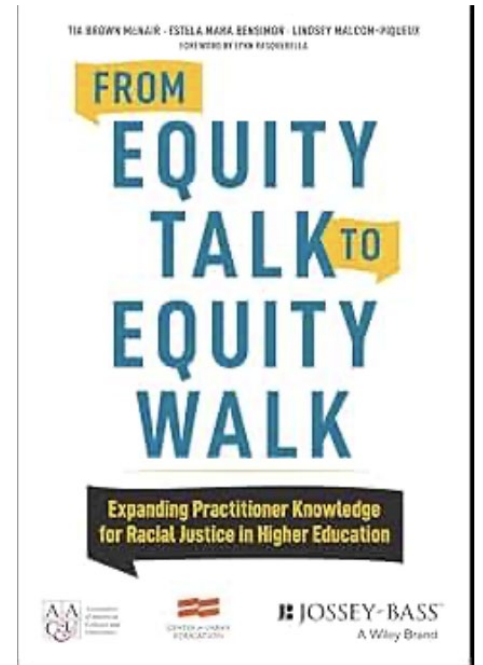
Empowering Practitioners, Supporting Students...

Through expanded counseling supports

- **Increase the number** of counselors

  - Address the diversity of counseling workforce

- Provide equity-focused training to help counselors **identify and disrupt** implicit and explicit biases.

  - Programs should be intrusive, "reaching educators who may have initial philosophical differences with equity-minded sensemaking" (Wood & Harris, 2020)

Thank you.
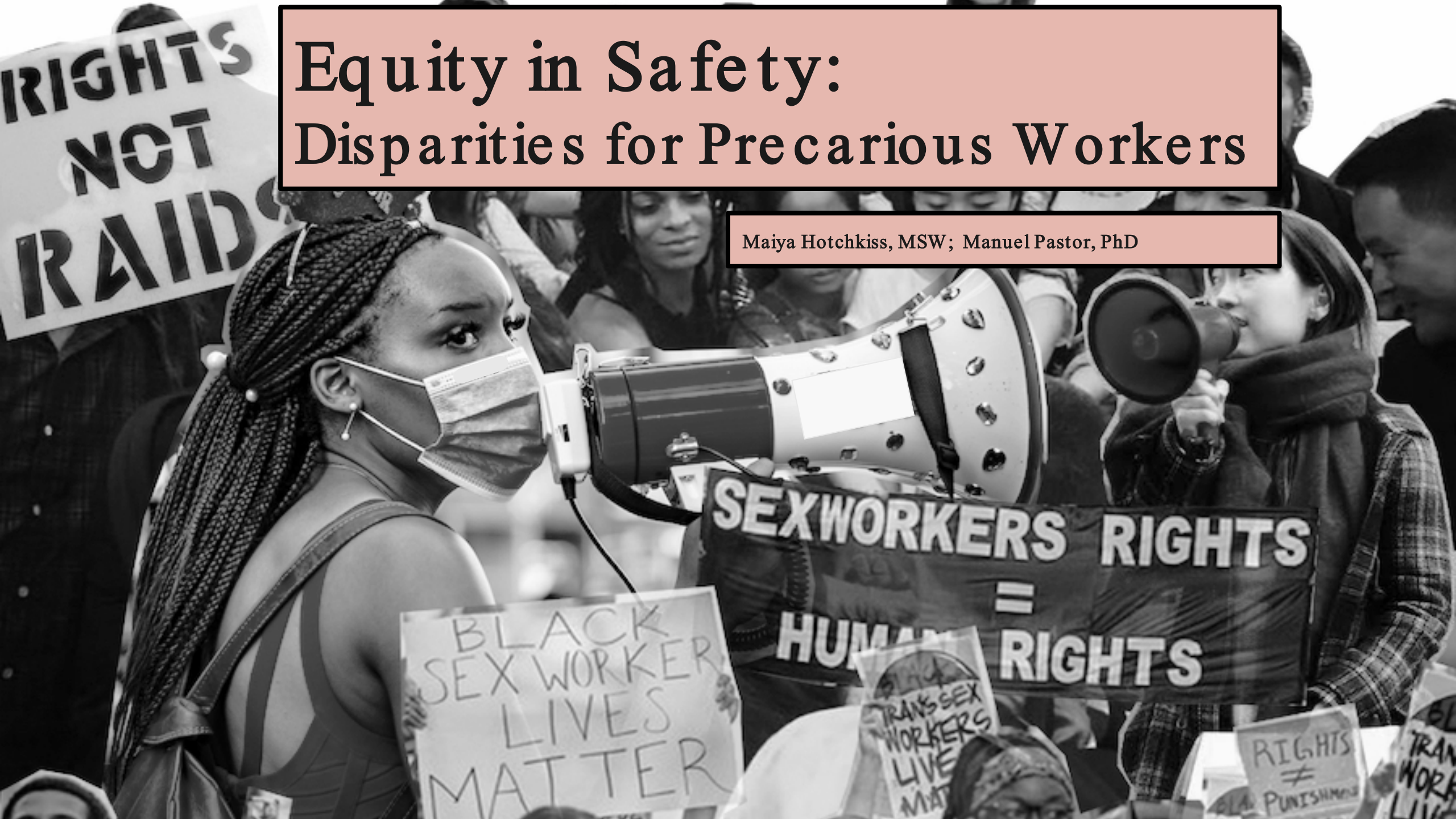
Sex Work and Enforcement: a Racialized and Gendered Issue

94%

of sex workers are non-White

9%

of transgender adults endorsed past year engagement

40%

of Black transgender adults endorsed lifetime engagement

Transgender women reporting that police assumed they were sex workers in the past year (out of those who interacted with officers who thought they were transgender)
RACE/ETHNICITY (%)

Category	Percentage
Overall*	11%
American Indian women	23%
Asian women	20%
Black women	33%
Latina women	25%
Middle Eastern women**	
Multiracial women	30%
White women	11%
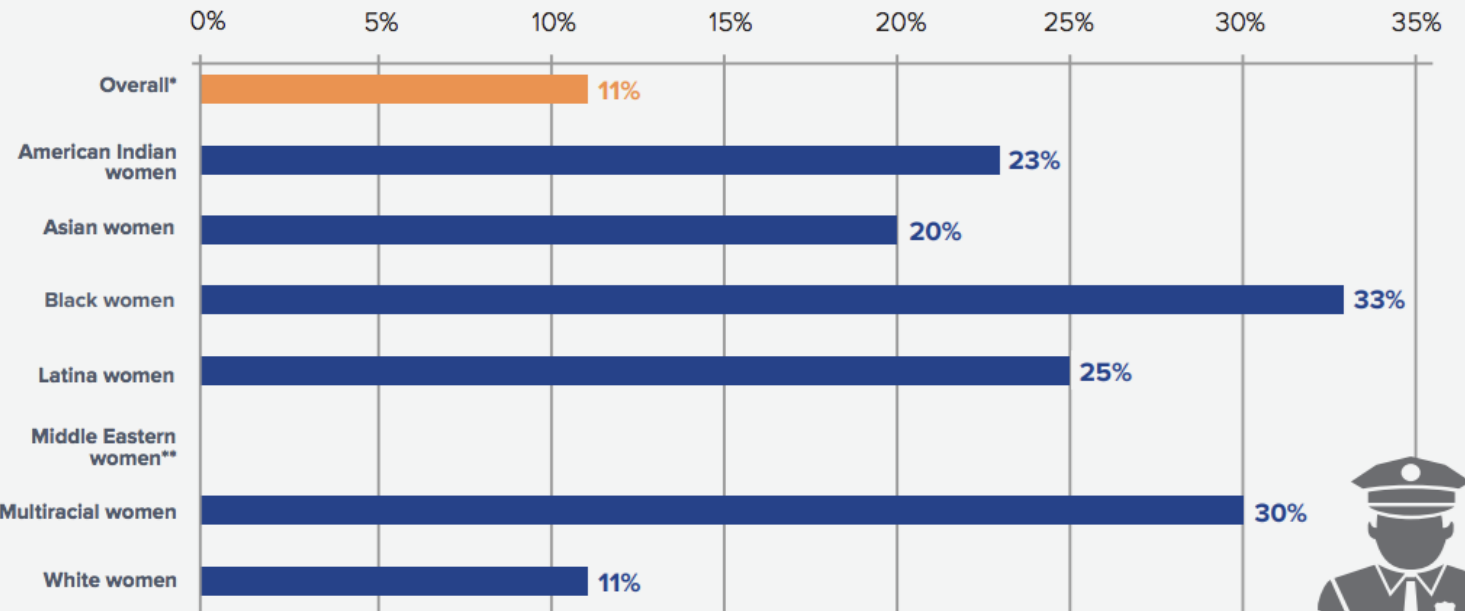
*Represents respondents of all genders who interacted with officers who thought they were transgender
**Sample size too low to report

Sex Work and Enforcement: a Public Health Issue

- Increases barriers to care, stigma, risk of health adversity and violence exposure, and financial instability.

- Associated with higher risks of HIV, violence, denial of health and support services, police-perpetrated abuse, and incarceration.

Decriminalization: The Evidence-Based Human Rights Approach

- Decriminalization is endorsed by leading public health and human rights organizations, and advocated for by sex workers and sex trafficking survivors.

- Key Benefits:

  - Reduces stigma
  - Legitimizes labor and enhances labor protections
  - Lowers risk of police and client violence
  - Enhances access to healthcare, legal protections, and social services
  - Reduces risk and transmission of HIV
  - Enhances trafficking victim identification and support provision
  - Re-allocates resources from punitive to health and safety efforts

Opportunities for Policy Change in California

Legislation	Description	Health/Safety Consequences
Penal Code Section 647(b)	Engaging in, agreeing to, or offering sex in exchange for compensation is a misdemeanor	Disproportionately harms transgender individuals, people of color, and those experiencing homelessness. Forces sex workers into unsafe working conditions.
Penal Code Sections 266h; 266i	Penalizes those who "procure" or "benefit" from prostitution	Can be used to target safety support and collaboration among sex workers.
Penal Code Section 653.22	Illegal to loiter in public spaces with the intent to engage in sex work	Discriminatory, targeting particularly Black and transgender women

Other Pathways to Change

Funding Advocacy

Fund sex work related research, and advocate for removal of restrictions by funding bodies for research exploring alternatives to prohibition.

Data Collection

Advocate for the inclusion of sex work-related items in national and state-wide surveys to support data on sex work, prohibition, and related health consequences.

Social Determinants of Health

Expand access to housing, healthcare, safer drug resources, and financial support that may prevent engagement in sex work and buffer negative consequences of prohibition.

Thank you.

Maiya Hotchkiss
mhotchki@usc.edu

(Supplemental) Nevada: A Case Study on Legalization

- Structure: Legal only in licensed brothels in rural counties with populations under 700,000.

- Regulations: Worker licensure, background checks, and mandatory STD testing.

- Financials: Rural counties benefit from taxes and licensing fees; estimated $75 million annual revenue from the legal market. Non-legal market generates an estimated $5 billion annually.

- Issues: High regulatory costs exclude many POC and TGNC workers. Brothel owners, not workers, control regulations, leading to worker exploitation (up to 60% of earnings claimed by brothel owners). Legalization still enforces systemic inequalities and prioritizes profits over rights.

Equity in Disciplinary Practices:
Controlling Images, Adultification Bias, and the Criminalization of Black Girls in Education

Jordyn Patterson, PhD Student; Manuel Pastor, PhD
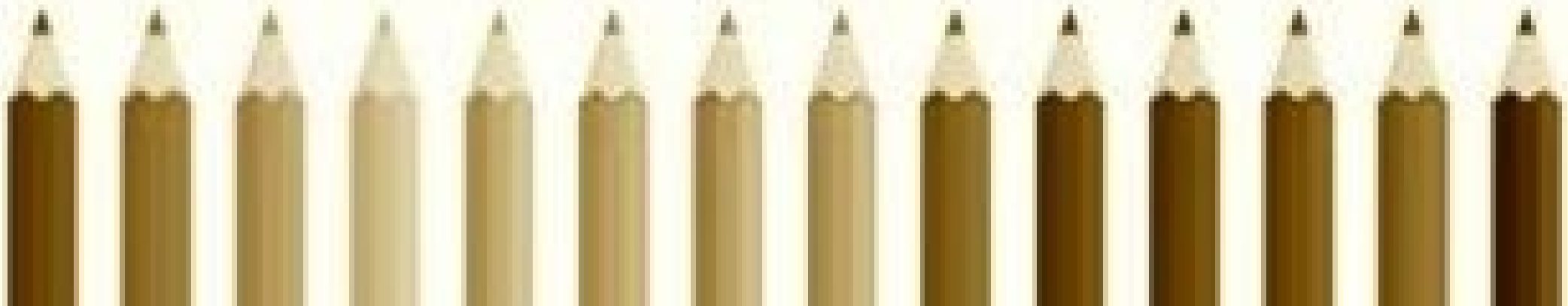
Why is this important?

Figure 1: Intra-gender comparison of suspension rates. Department of Education, school year 2011-2012
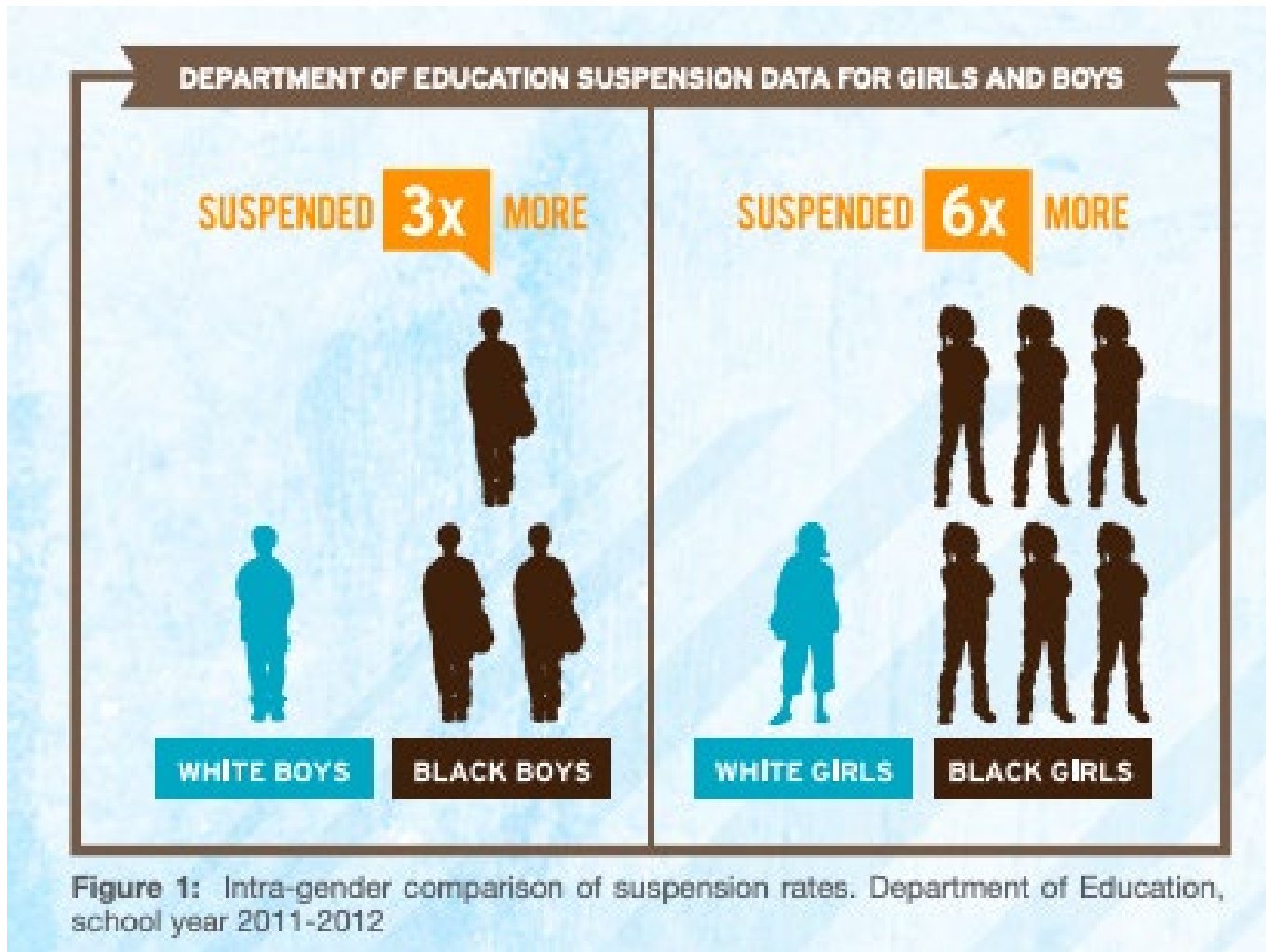
Figure 1 from Black Girls Matter Report (Crenshaw et al., 2015)

Why is this still important?

Percentage of Enrollment & Discipline Sanction
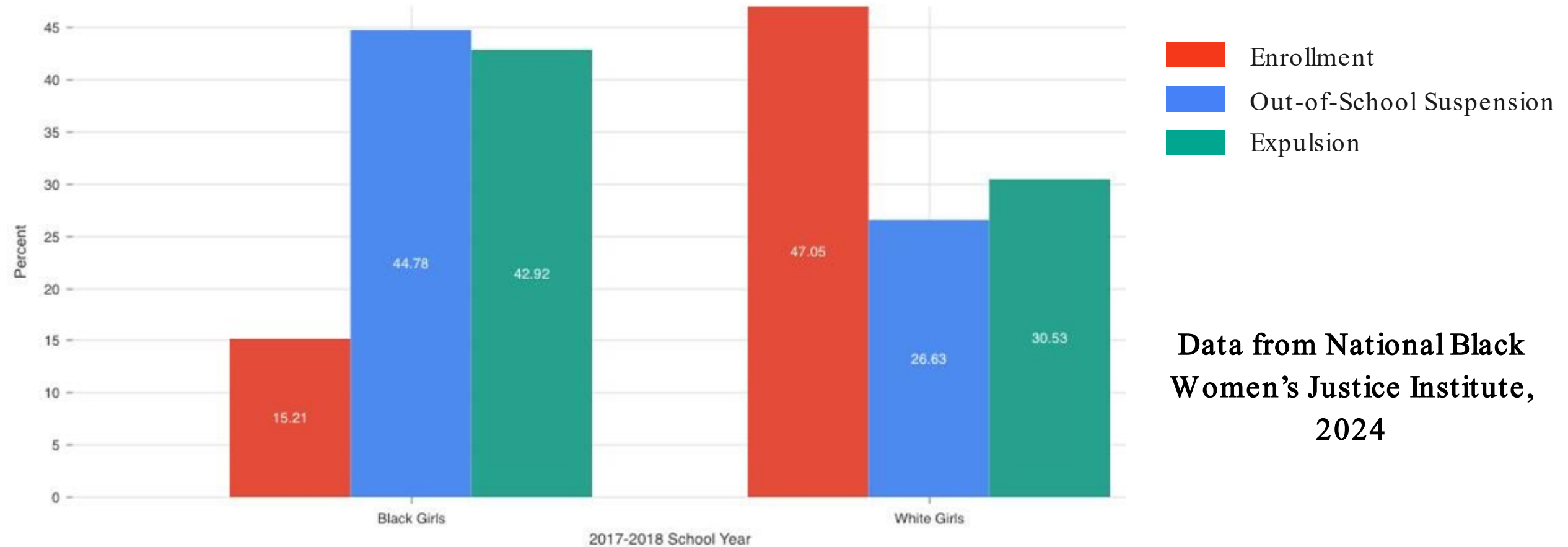
Data from National Black Women's Justice Institute, 2024

Adultification Bias

"Adults viewing Black girls as less innocent and more adult-like than their white peers, especially in the age range of 5-14"

"Across all age ranges, participants viewed Black girls collectively as more adult than white girls. Responses revealed, in particular, that participants perceived Black girls as needing less protection and nurturing than white girls, and that Black girls were perceived to know more about adult topics and are more knowledgeable about sex than their white peers"

Girlhood Interrupted:
The Erasure of Black Girls' Childhood

REBECCA EPSTEIN
JAMILIA J. BLAKE
THALIA GONZÁLEZ

CENTER ON POVERTY and INEQUALITY
GEORGETOWN LAW
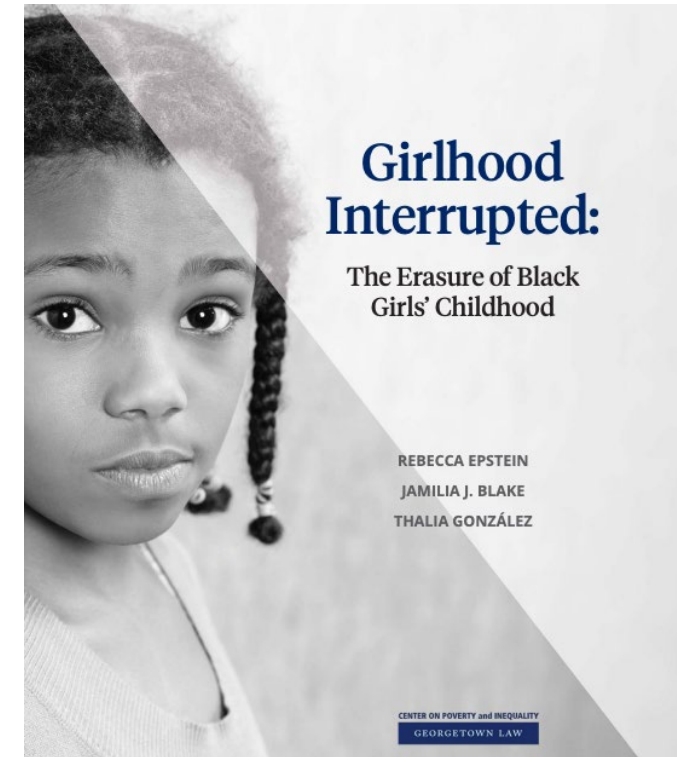
Controlling Images

Strong Black Woman	Oversexualized Black Woman	Angry Black Woman

self-sacrificing, stubborn, mature, independent

hypersexualized, seductive, "fast", "grown"

loud, aggressive, angry, unfeminine

REVISED TENTH ANNIVERSARY EDITION

BLACK FEMINIST THOUGHT

Knowledge, Consciousness, and the Politics of Empowerment

Patricia Hill Collins
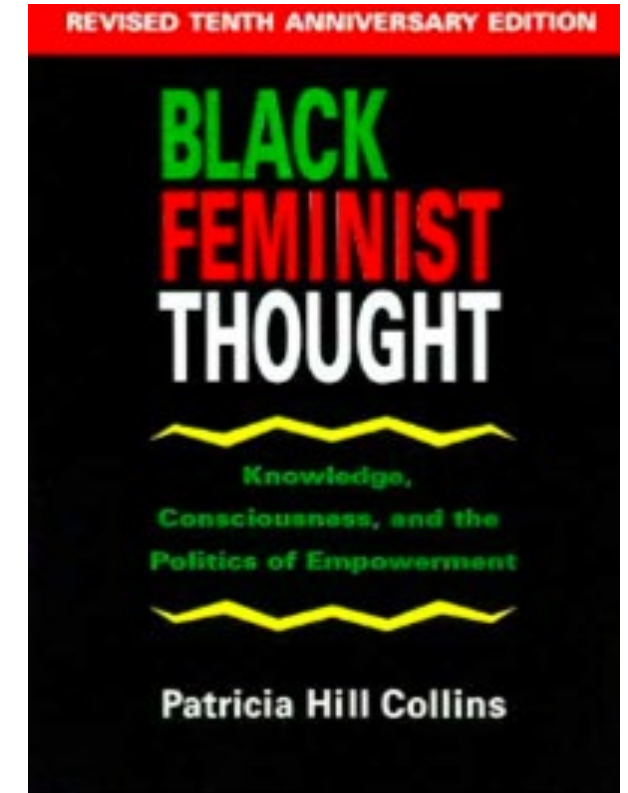
Controlling Images x Adultification Bias

- At the core of *Pushout's* analysis is the incisive assertion that the mistreatment of Black girls is grounded in stigmatizing, historic perceptions of Black femininity (Morris, 2016)

- Angry Black woman stereotype (loud, aggressive) leads to over-punishment in subjective infractions

- Hypersexualized stereotype/adultification bias lead to excessive dress code sanctions for Black girls

- Strong Black woman stereotype and adultification bias leads faculty/staff to see typical kid/teenage behavior as disrespect/disruption due to the perception of being more mature, responsible, and biologically older
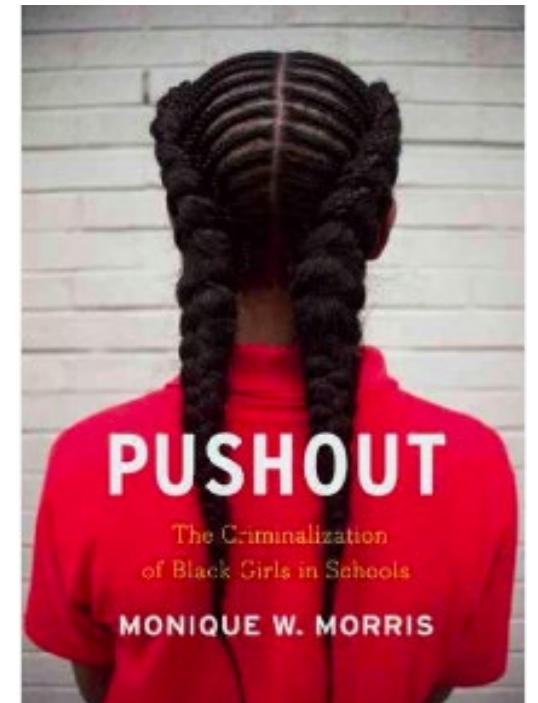
Why is this important for CA?

Figure 5: Differences in Suspension Rates between Black and White Girls, by State, School Year 2017–18
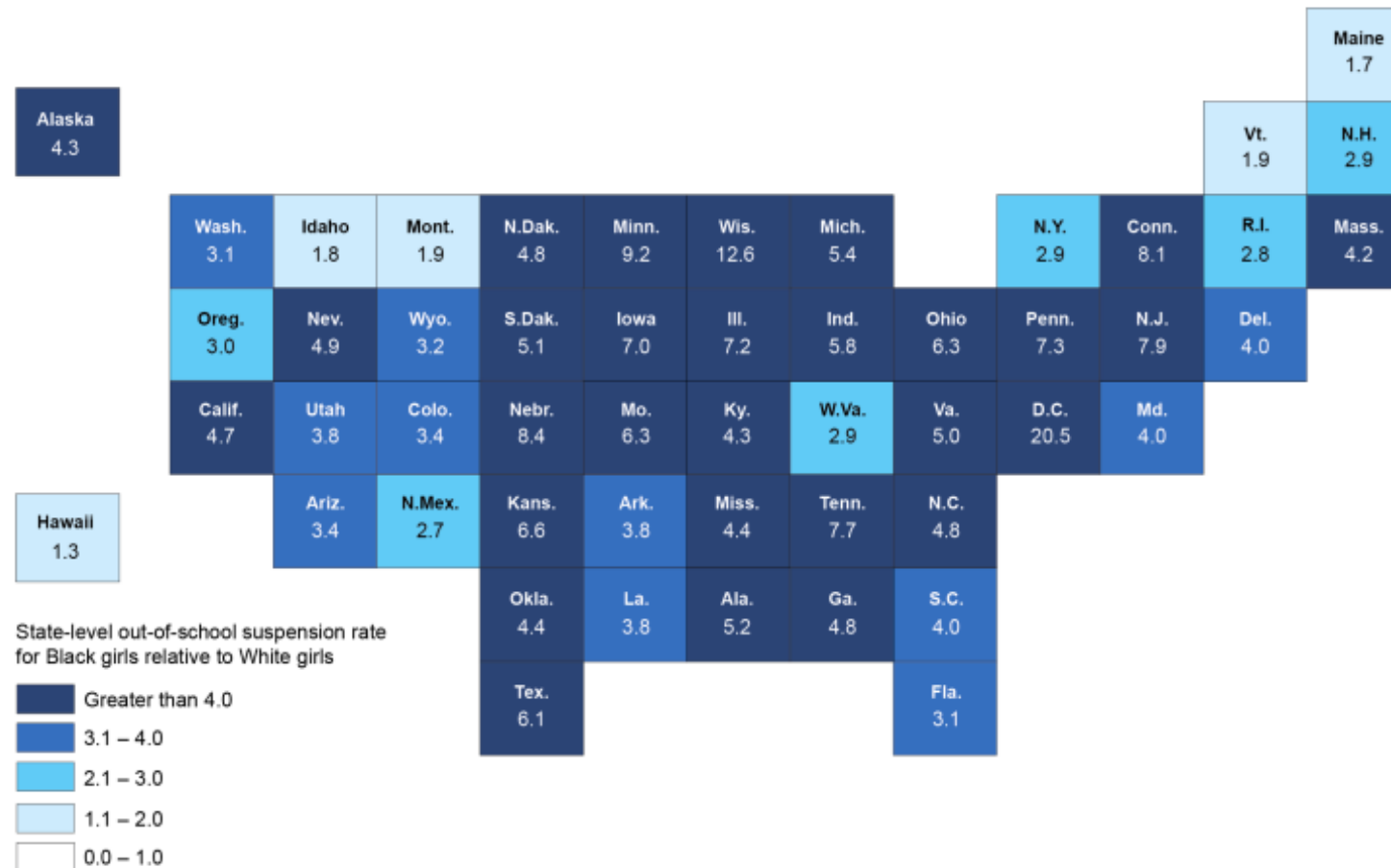
Figure 5 from the Government Accountability Office Report, 2024

Suspensions in Los Angeles Unified
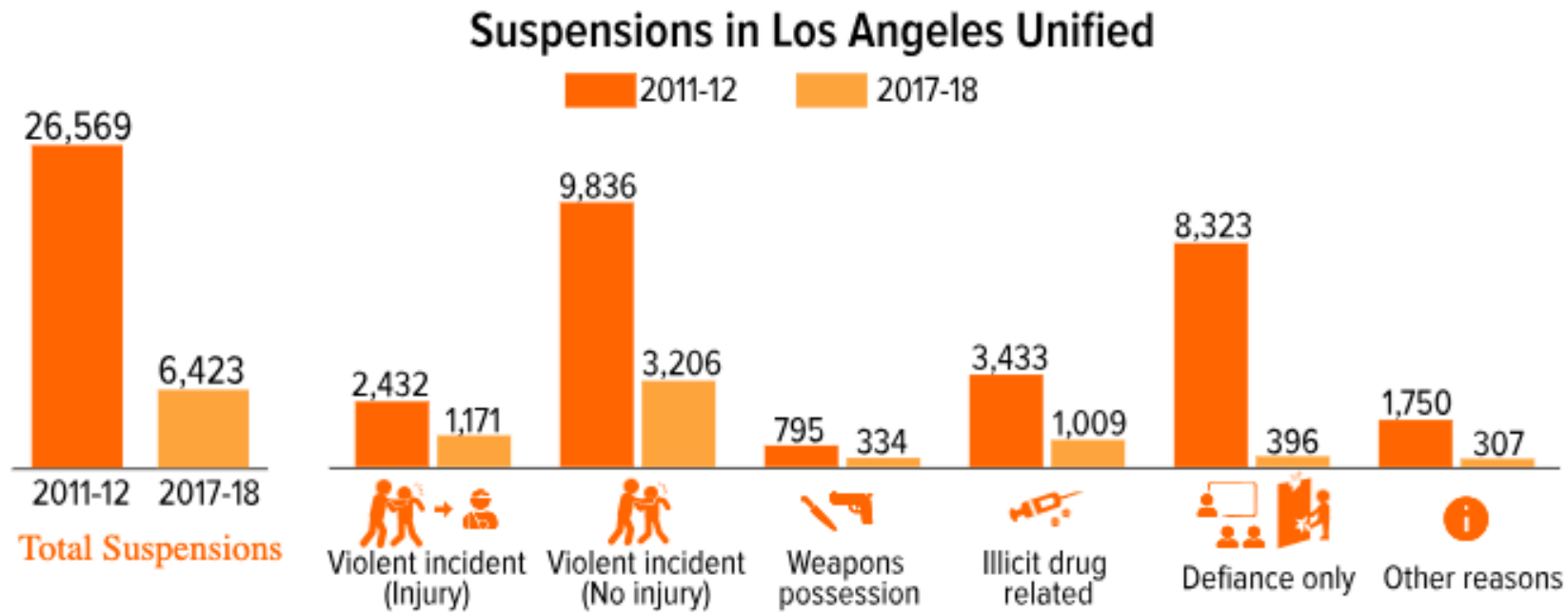
Note: Data includes in-school as well as out-of-school suspensions. Source: California Department of Education. Chart by Yuxuan Xie.

Jones, 2019; De La Cerda et al., 2021

In 2013, LAUSD eliminated "willful defiance" suspensions and implemented restorative justice practices
In 2019, CA followed suit and eliminated "willful defiance" suspensions

FIGURE 11: LAUSD SUSPENSION OF GIRLS 2018-2019, GRADES 9-12[83]

ETHNICITY	PERCENT OF CUMULATIVE ENROLLMENT	PERCENT OF STUDENTS SUSPENDED
African American	9%	52.2%
American Indian or Alaska Native	0.2%	0%
Asian	3.1%	0.6%
Filipino	2.4%	0%
Hispanic/Latino	78.2%	41.6%
Pacific Islander	0.3%	0%
White	6%	3.7%
Two or More Races	0.6%	1.2%
Not Reported	0.1%	0.6%
Total	63,361	161

Disproportionate suspensions of Black girls remain in LAUSD despite elimination of "willful defiance" suspensions.

De La Cerda et al., 2021

Policy Solutions

Ending PUSHOUT Act & Counseling Not Criminalization Act

- Revamping and co-constructing school discipline policies (including appearance and grooming policies) in partnership with students, families, and community members.

- Providing professional development to educators on implicit bias, restorative practices, trauma-informed approaches, and other culturally and linguistically relevant strategies.

- Investing in counselors, social workers and mental health professionals, and implementing trauma-informed interventions and behavioral counseling that keep students safe and in the classroom.

- Prohibit the use of federal funds for maintaining [any kind of] police in schools

- Invest billions to help schools hire counselors, social workers, and other trauma-informed support personnel necessary to create safe, supportive learning environments for all students

Practical Solutions

- Co-create student-centered curriculum and programming

- Revamping, co-constructing, and making clear school discipline policies (including appearance and grooming policies) in partnership with students, families, and community members.

- Create school-community partnerships with programs/organizations that focus on youth development and engagement programming

- Additional mental health support (social workers and school counselors)

- Applying restorative justice practices and support (restorative justice coordinators, policies, etc.)

- Consistent and culturally relevant bias trainings for faculty and staff

Reports/ Data Collection

- Funding for district-wide/statewide reports such as the Black Girls Matter Report on New York and Boston,

- Publicly available, disaggregated data by race/ethnicity, gender, disability status, and discipline type like the Government Accountability Office Report

- Specified policy suggestions and solutions based on particular issues in each school/county

    - For instance, the LA County Report revealed several policy options with levels of feasibility, equity, and effectiveness for that specified

Thank you!

(Supplemental) Reports
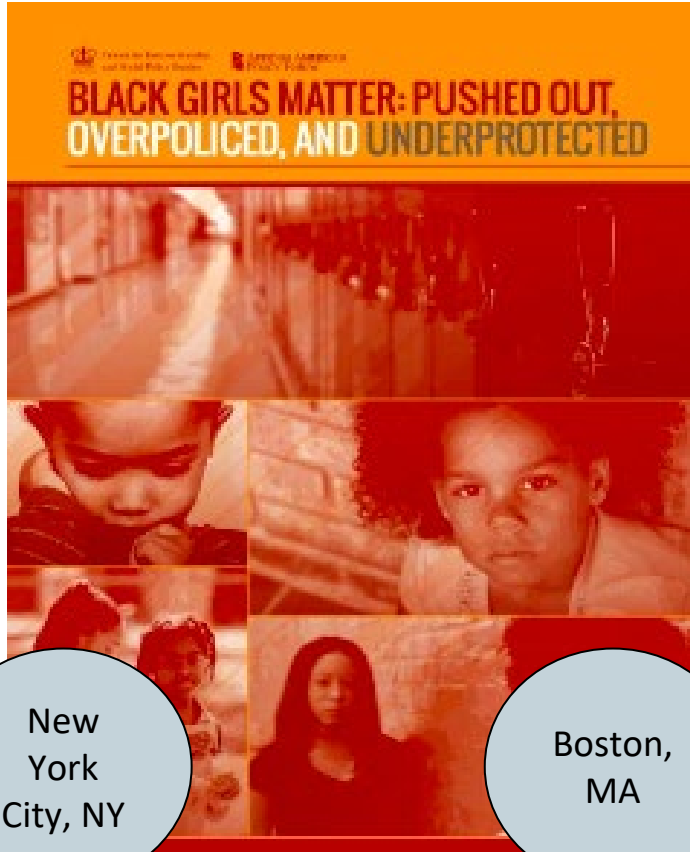
New York City, NY

Boston, MA

Black Girls Matter Report; Kimberle Crenshaw, 2015

GAO

United States Government Accountability Office

Report Congressional Requesters

September 2024

K-12 EDUCATION

Nationally, Black Girls Receive More Frequent and More Severe Discipline in School than Other Girls

Government Accountability Report, 2024

Diverting Black Girls in Los Angeles County from the School-to-Prison Pipeline through Intersectional Policy Solutions

Amanda De La Cerda, Amy Sage, Cassandra DeWitt, Mariela Nevárez, and Savannah Ramirez

Prepared for the Women and Girls Initiative, Los Angeles County and the Los Angeles County Board
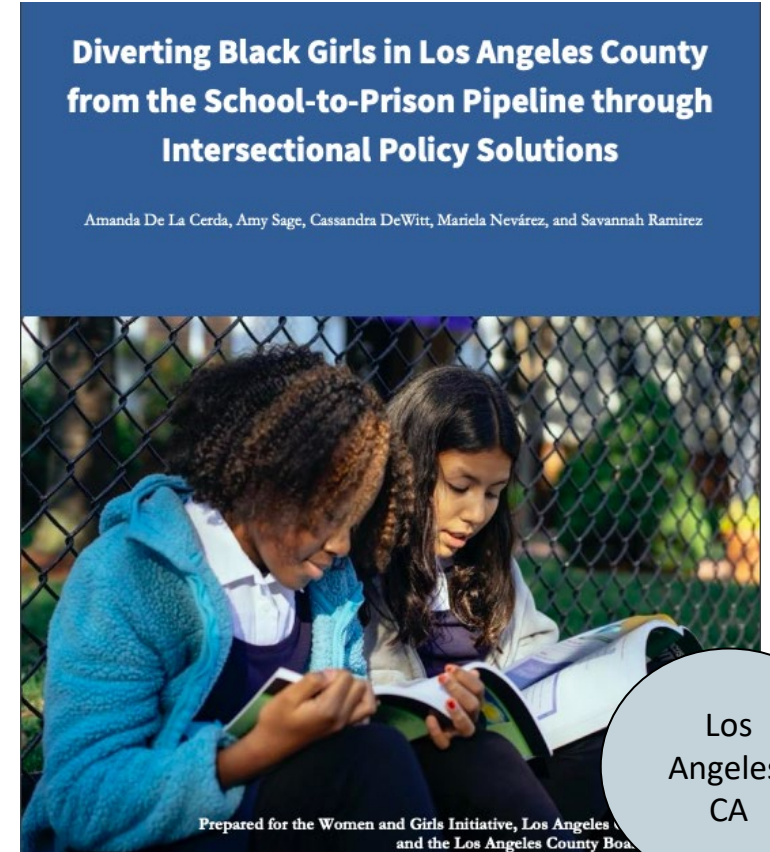
Los Angeles, CA

LA County Report; De La Cerda et al., 2021

(Supplemental) Solution-Oriented Reports

Beacons of Hope: Stories of Transformation and Equity in California Schools

CA

California Partnership for the Future of Learning, 2021

"...and they cared": How to create better, safer **LEARNING ENVIRONMENTS FOR GIRLS OF COLOR**

Oakland, CA

Chicago, IL

National Women's Law Center & The Education Trust, 2020

KEEP HER SAFE Centering Black Girls in School Safety

A case study and report by the **National Women's Law Center** and the **Southern Poverty Law Center** with **Black girls in Miami-Dade County Public Schools**

Miami-Dade, Florida

National Women's Law Center & Southern Poverty Law Center, 2024

Equity in Health: Uninsurance Rates and Unmet Medical Need Across Race and Space

By Clara Alvarez Caraveo and Dr. Pastor

State of Health Insurance Coverage in California

- California has been experience steady declines in uninsurance since Medicaid expansion in 2014.

- Dropped from 13.6% to 6.2% in 2022.

- Near universal health coverage options for all California residents, regardless of immigration status.

- Despite universal coverage options, still a significant percent of individuals uninsured, varies substantially by groups.

What groups are left behind, and where?

- Mapped uninsurance rates by county by race, ethnicity, and legal status in 2022.

- Counties as administrative agents for programs life Medicaid

- Research demonstrate how spatial analyses can help uncover underlying variation to answer the following questions:

  - Do uninsurance rates vary for different subgroups and across counties?

  - Who is being left behind?

  - What groups would benefit from targeted outreach and messaging, and where?

Trend analysis

If you look at uninsurance rates for just California, it tells a story of high rural uninsurance rates.
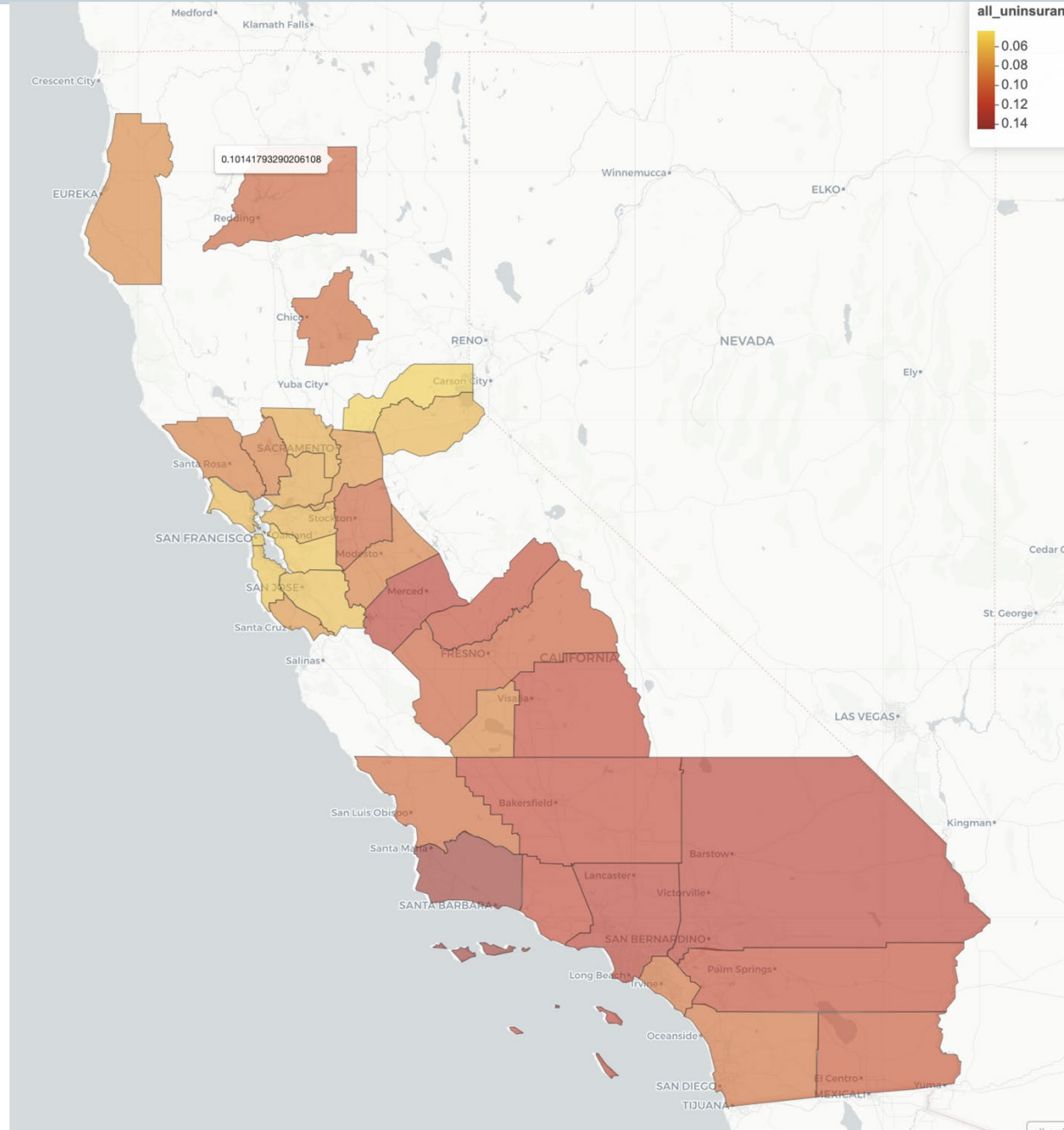
Trend analysis

- Disaggregation by race and ethnicity reveals variation.
- Hispanic and Non-Hispanic Black uninsurance was highest in suburban counties.
- Noncitizens had the highest uninsurance rate, with rates highest in suburban and rural counties.
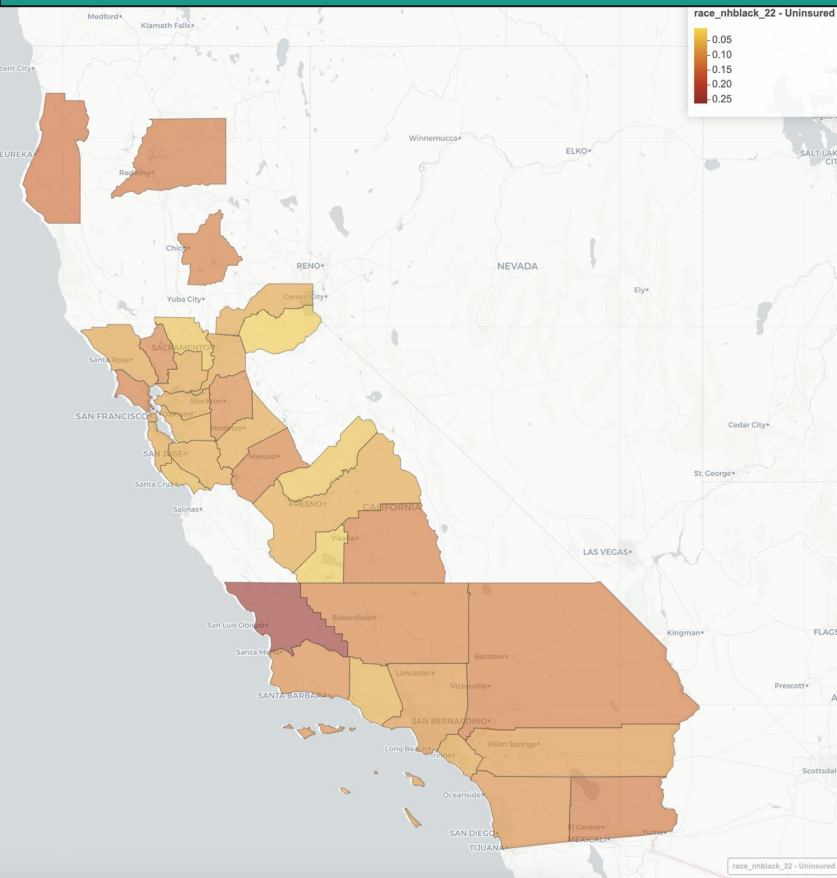
| Non-Hispanic Black | Hispanic | Non-citizens |
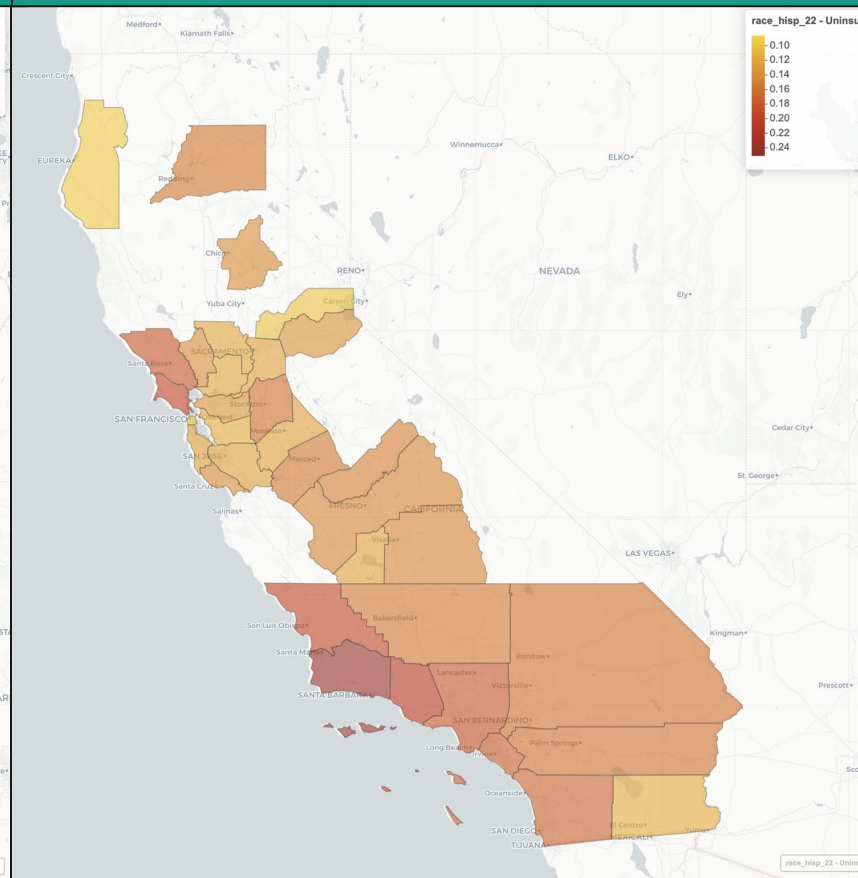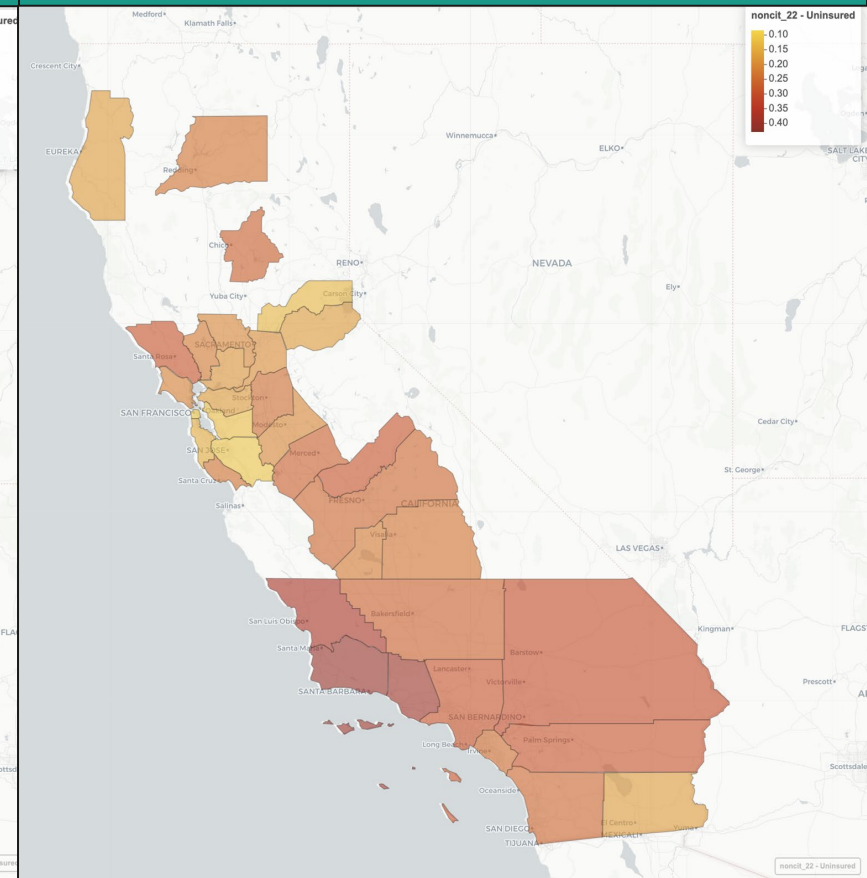
Trend analysis

- Among those uninsured, did any qualify for Medicaid or marketplace subsidies?
- Counties with the highest uninsurance rates also have the largest percent of people eligible for Medicaid.
- ~40% of individuals eligible for Medicaid
- ~50% of individual qualify for Covered California marketplace subsidies.

Medicaid Eligible
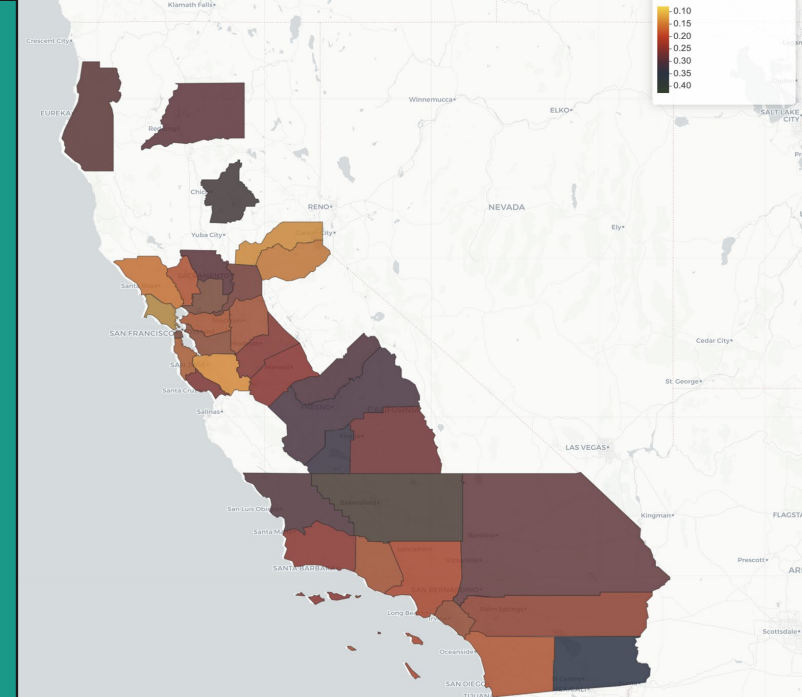
Marketplace Eligible
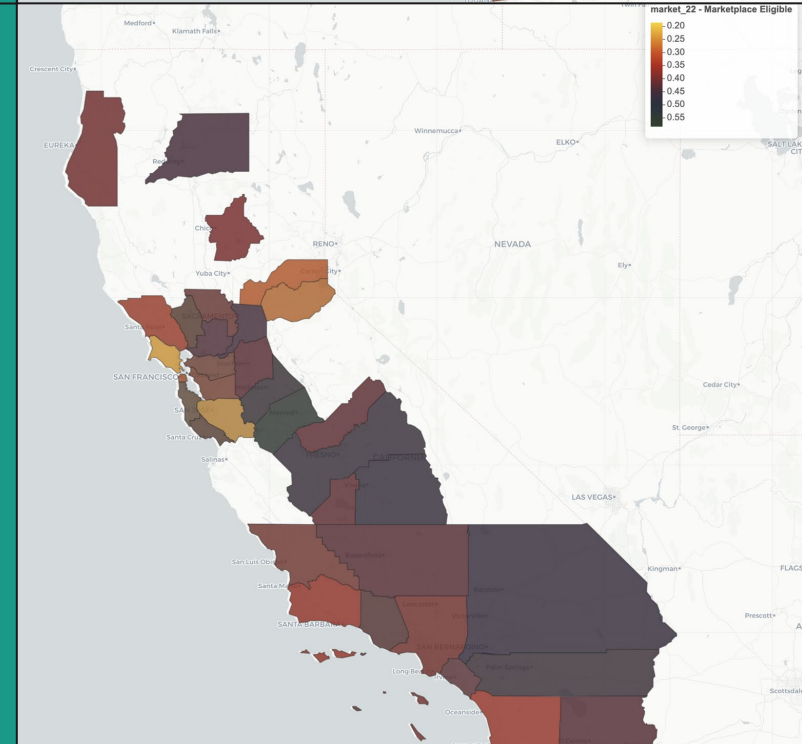
Why is this important and how can we use spatial data to increase health insurance coverage?

- Can help us answer where need is highest and for whom.

- This is important and helps us target:

  - Medicaid outreach vs marketplace messaging.

  - Leverage trusted messengers and community organizations.

- Spatial analysis can be broken down further!
  - Occupation
  - Tract -level
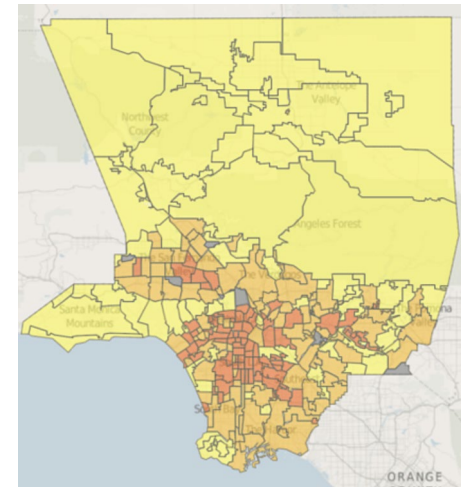
Near universal health coverage options for all California residents is great, if residents are making use of these options.

Supplemental Slide 1

2016

California provided full-scope Medi-Cal to all low-income children, regardless of immigration status.

2022

The Med-Cal adult expansion took effect in May 1 and gave full scope Medi-Cal to adults 50 years of age or older.

2013

The California Immigrant Policy Center and Health Access California formed the Health4All Coalition

2020

A new Medi-Cal expansion included undocumented young adults ages 19-25.

2024

The final and last stretch of the Medi-Cal expansion took effect on January 1, allowing the last group of immigrants (26-49 year olds) to apply for Medi-Cal

Supplemental Slide 2

Commission Research Updates: Asset Analysis Initial Findings

Dr. Amy Lerman, Executive Director, Possibility Lab at UC Berkeley

Julia Caplan, Executive Director, State of Equity

Holly Nickel, Racial Equity Strategist, State of Equity

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RACIAL EQUITY
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The California Racial Equity Commission

An asset analysis to support development of the California Racial Equity Framework

December 2024

Background

- <u>Executive Order N-16-22</u> called for the creation of **Racial Equity Commission (REC)**

- The REC is charged with developing a statewide **Racial Equity Framework** to include:
  - **Methodologies**, **tools** and **promising practices** that can help advance racial equity in state government
  - **Process(es) for using data** to inform racial equity work

An asset analysis to develop California's Racial Equity Framework

In support of the Racial Equity Commission, **Possibility Lab at UC Berkeley & State of Equity at Public Health Institute**, partnered to conduct an asset analysis, involving:

- A statewide survey
- Key informant interviews with representatives of state entities

Findings from the asset analysis will be used to inform development of the Racial Equity Framework.

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Survey administration

- Survey ran for ~ 5 weeks (Oct. 2 – Nov. 8)

- 145 entities contacted; asked for 1 response/entity

- Sent out individualized survey links

- Sent 3 reminders in weeks 2 and 4; final one day before survey close

Survey response teams

Each entity was asked to designate a team to respond to the survey, including but not limited to staff in roles such as:

- Executive team
- Equity officer
- Program or policy staff
- Human resources or admin personnel
- Attorney

The most common team composition included at least one person in each of the roles above, **reported by 19% of respondents.**

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Introduction:

Key focus areas, goals, and identifying disparities
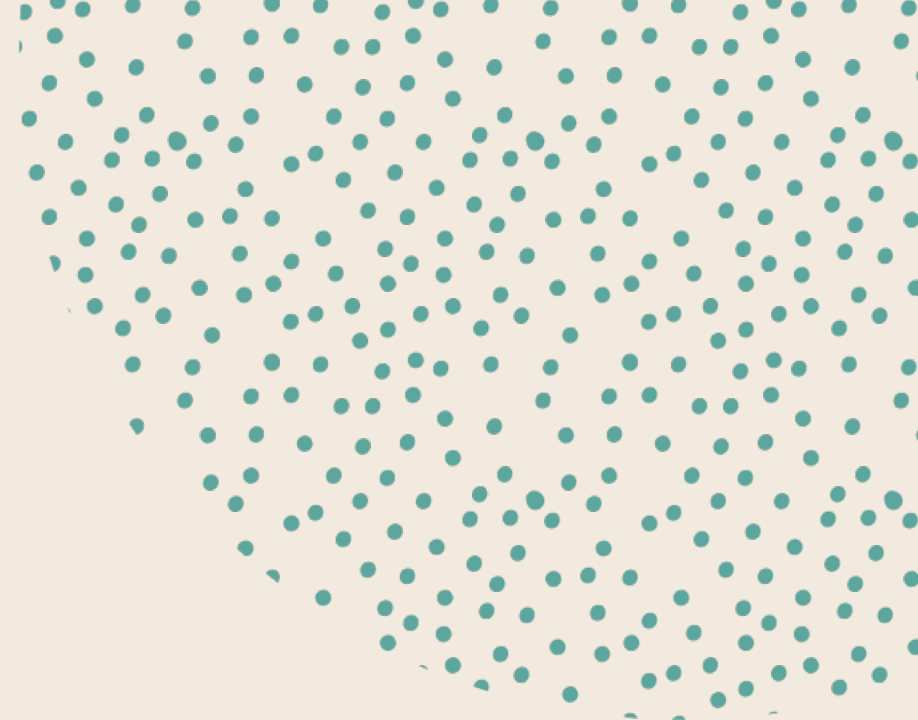
Into which of the following areas would you say your organization has integrated **a focus on racial equity?**

Staff training and professional development	73%
Strategic planning	71%
Community / external engagement	67%

Top areas of focus included:
- **Workforce** (training, hiring)
- **Program** (strategic planning)
- **Community** (community/external engagement)

What key programs or areas of focus is your organization currently prioritizing, related to specific racial inequities or disparities?

Area of Focus	Count
Tribal Relations	14
Equity Infrastructure	9
Hiring Practices	9
Language Access	8
Formalizing Practices	4
Implementation	4
Strategic Plans	4
Workplace Culture	3
Expanding Community…	2
Service Delivery	2
Equity Leadership	1
Programming	1
Data Analysis	1

Areas of focus include practices both:
- Internal-facing
- External-facing

How did your organization identify the specific racial inequities or disparities it is currently working to address?

Analyzing data or **engaging with community** were the two most common methods used to identify specific racial inequities, as reported by respondents.

Analyzed internal program…	75%
Analyzed publicly available…	71%
Engaged with community…	63%
Another way	37%
Unsure / don't know	2%
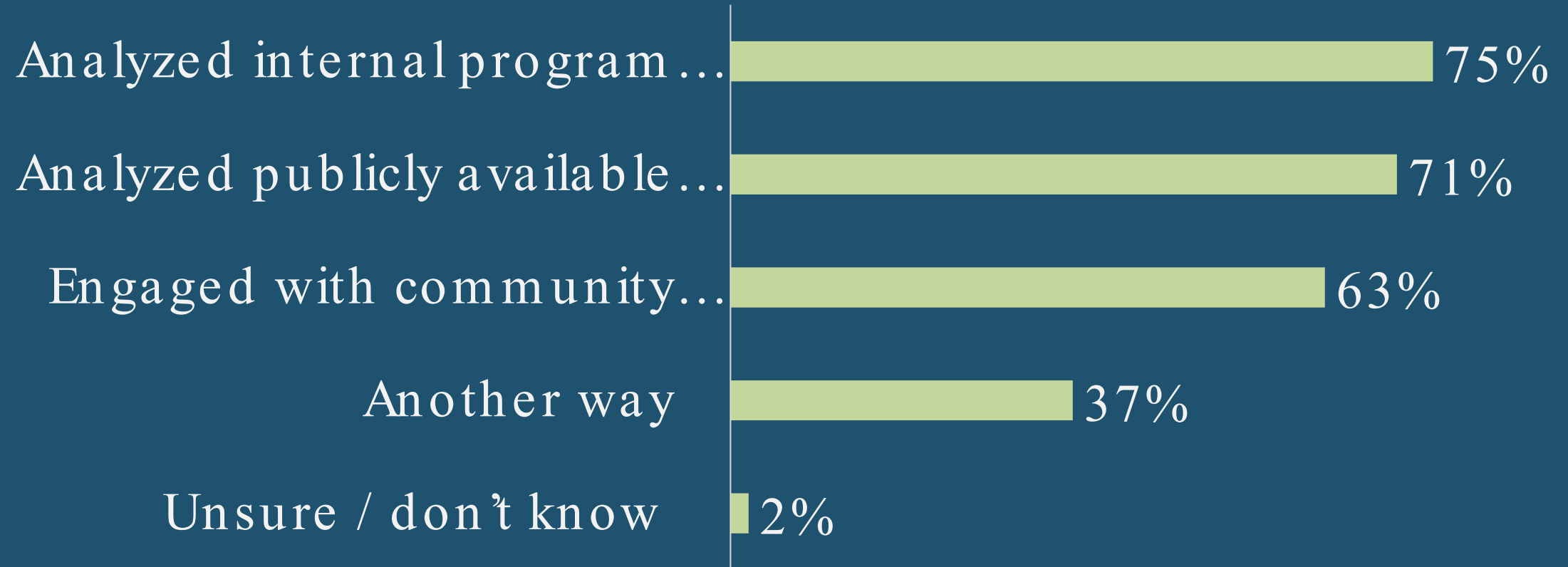
Does your organization need support in identifying specific racial inequities or disparities related to its scope of practice?

Nearly half of respondents reported needing support for identifying specific racial inequities, while an additional 16% reported being unsure.
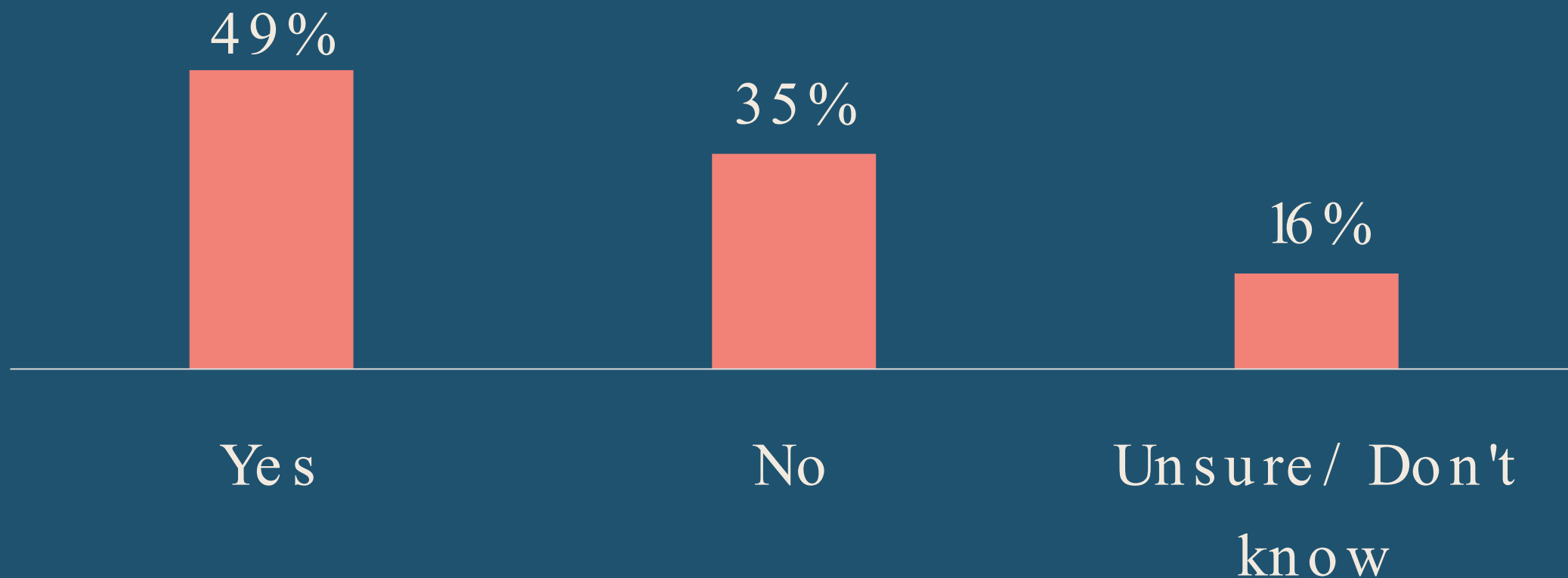
49%
35%
16%

Yes
No
Unsure/ Don't know
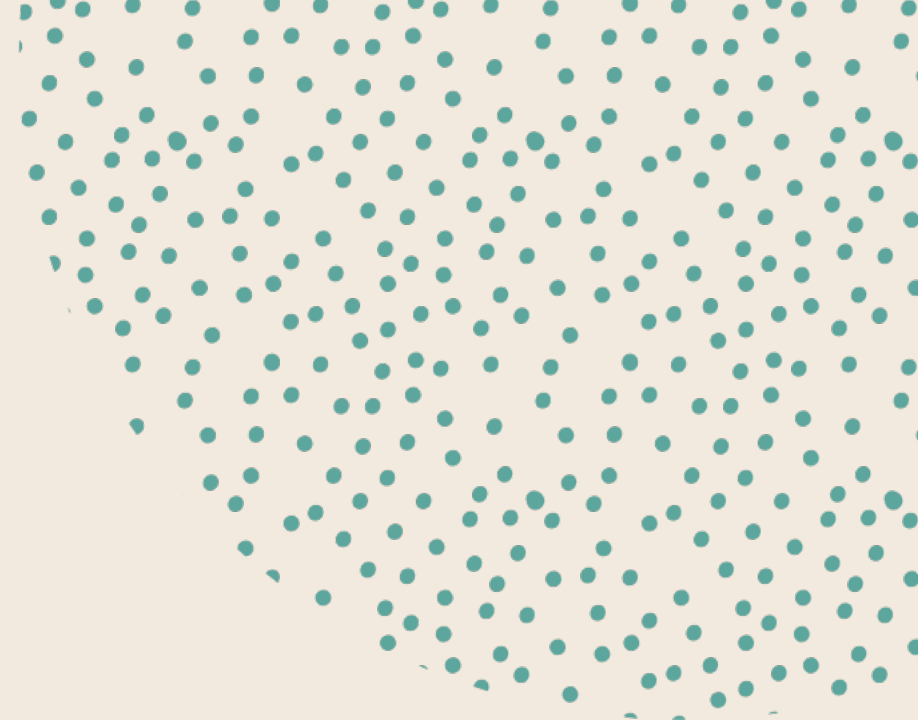
92% of respondents reported having put organizational infrastructure in place to support their equity work.

What infrastructure has your organization put in place to support advancing equity?

Category	Percent
Specific staff dedicated to the org's equity work	75%
An equity workgroup or committee	71%
Website/page with information focused on equity	58%
An office or unit focused on equity work	50%
An equity team at the staff level	46%
Support for staff/leadership to participate in CCORE	40%
An equity leadership team	38%
Community of practice focused on equity	35%
Standing agenda item on equity at exec. team mtgs	29%
Standing agenda item on equity at staff mtgs	29%
Other organizational infrastructure	25%
Standing staff mtg focused on equity	23%
Standing exec. team mtg focused on equity	15%
Unsure/ Don't know	2%

What is the focus of the Community of Practice or Work Group related to racial equity?

The two most common areas of focus for respondents with a racial equity-related Community of Practice or Work Group include:

- **Strategy, Planning & Initiatives** and
- **Community & External Engagement**

Strategy, Planning &... 60%

Community &... 56%

Equity Infrastructure 46%

Data and Research 42%

Quality Improvement 33%

Another Focus 23%

Budget Equity 10%
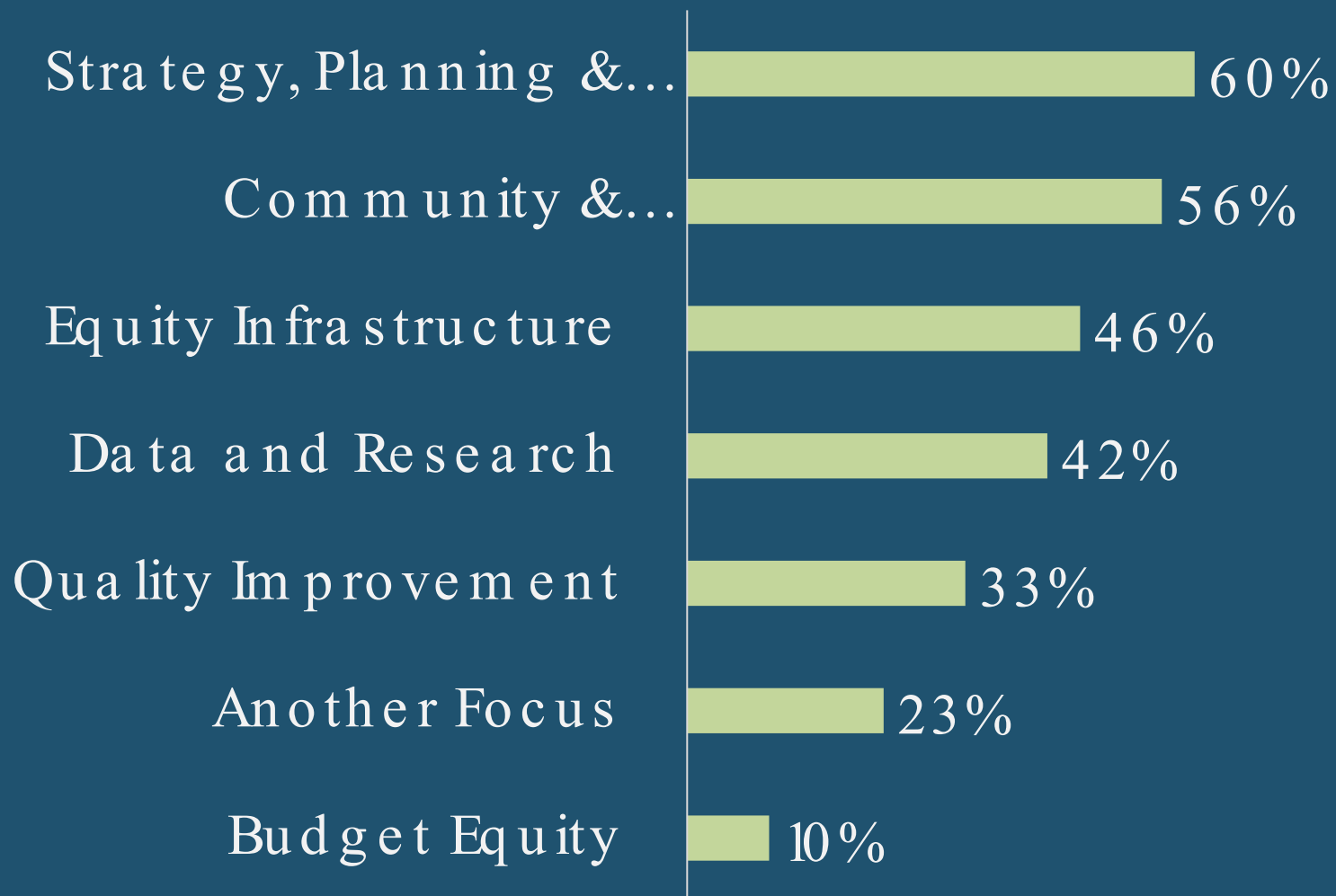
If your organization has a Racial Equity Action Plan, can you share a copy?

Yes; we have a Racial Equity Action… — 50%

We do not have a Racial Equity Action… — 40%

No; we have a Racial Equity Action… — 8%

Unsure/ Don't know — 2%
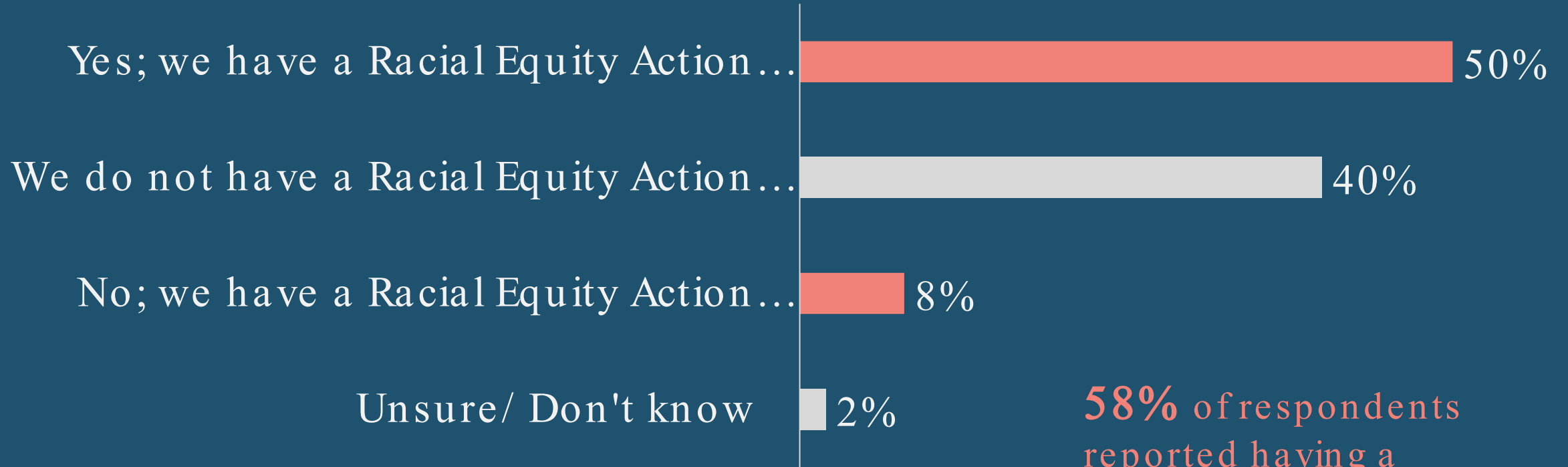
58% of respondents reported having a Racial Equity Action Plan in place.

Training & Technical Assistance
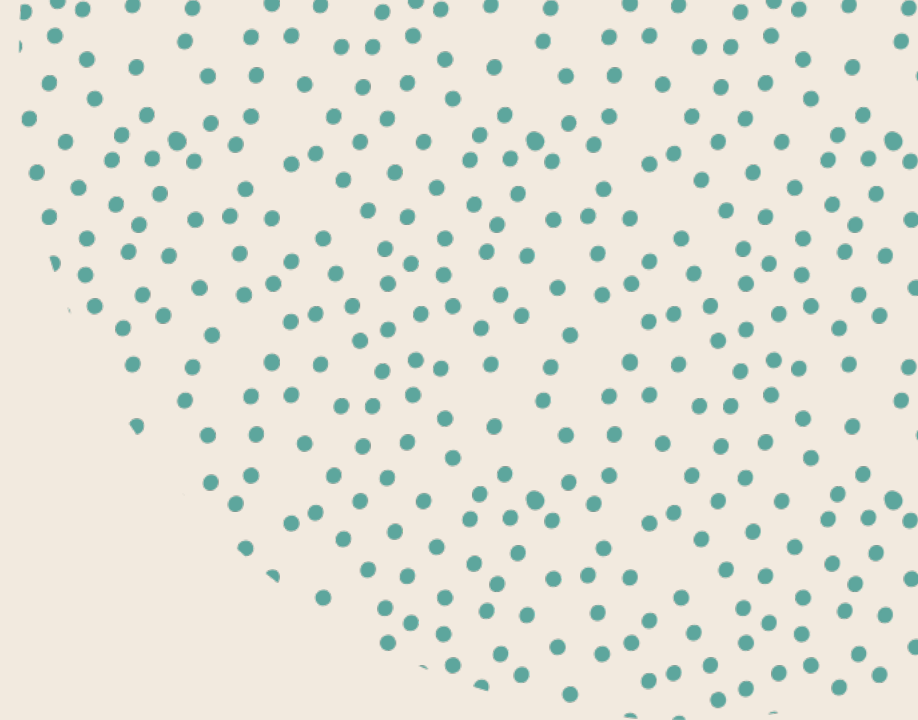
Has your organization taken steps to encourage staff involvement in equity initiatives, inclusive of or specific to racial equity?

96% Yes

Respondents who indicated that their organization encouraged staff involvement in equity initiatives.

Does your organization offer work groups, learning labs, or other peer exchange spaces for staff to learn and discuss their work related to equity?

70% Yes

Respondents who reported offering work groups, learning labs or other peer exchange spaces for staff to learn about and discuss their work related to equity.
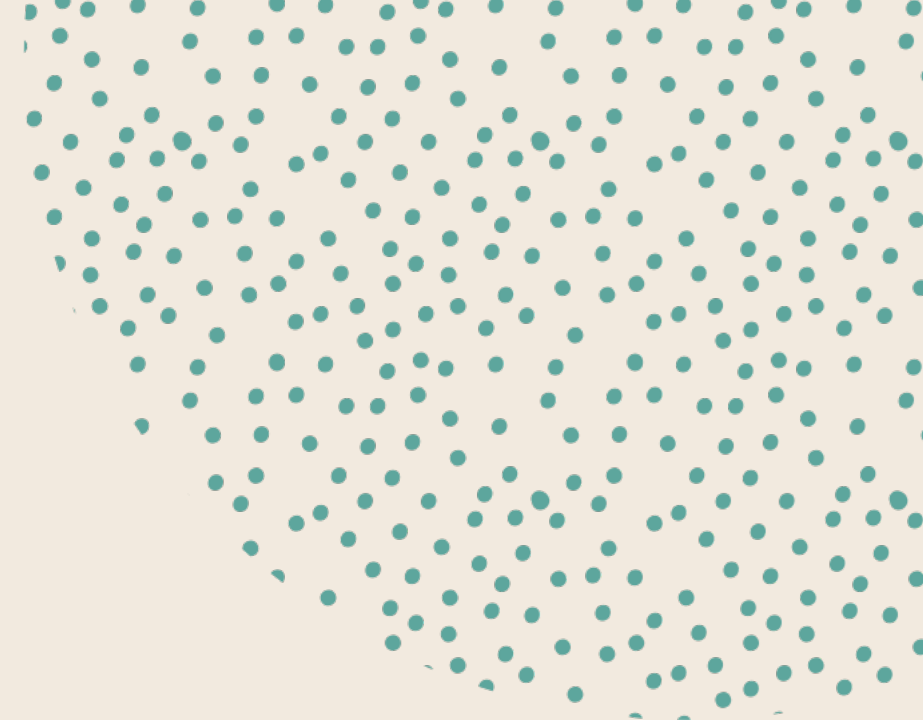
Community and External Engagement:

Community and external engagement, including tools, resources and promising practices

In which of the following ways…is your organization involved in community engagement?

Gonzalez, R. (2019). *The Spectrum of Community Engagement to Ownership*.

Inform	Consult	Involve	Collaborate	Defer to
83%	75%	67%	65%	21%
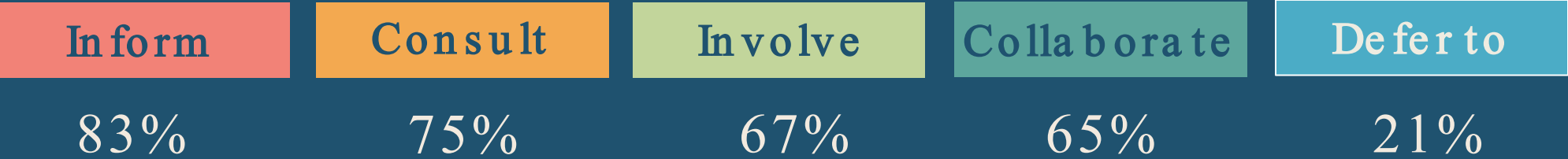
How does your organization distribute information intended for the public, for example, how to engage with the agency or information about a newly available opportunity or resource?

Method	Percentage
Our organization's website	92%
Public meetings	75%
Through trusted messengers	56%
Community meetings	54%
Direct mailings	50%
Another way	44%
Town halls	37%
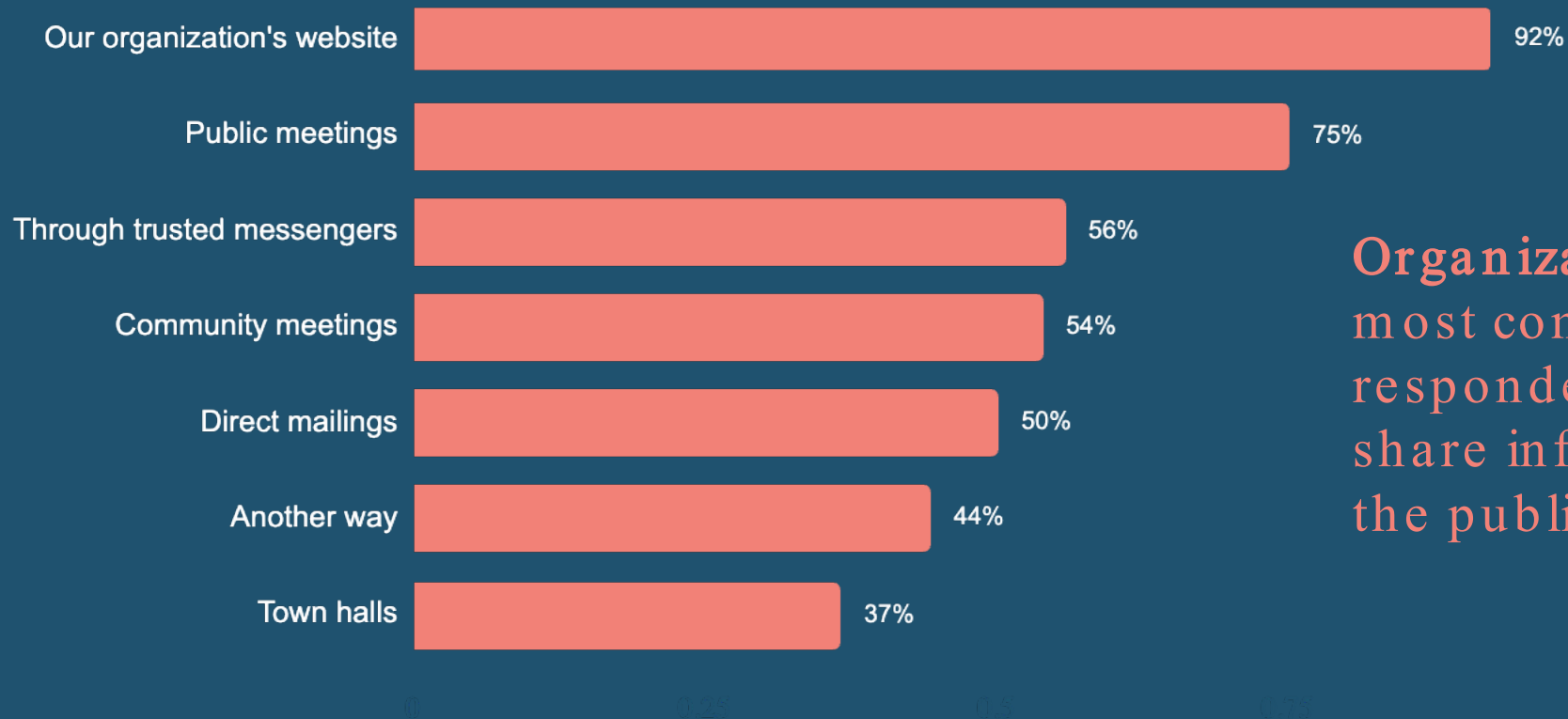
Organization website was the most common method respondents reported using to share information intended for the public.

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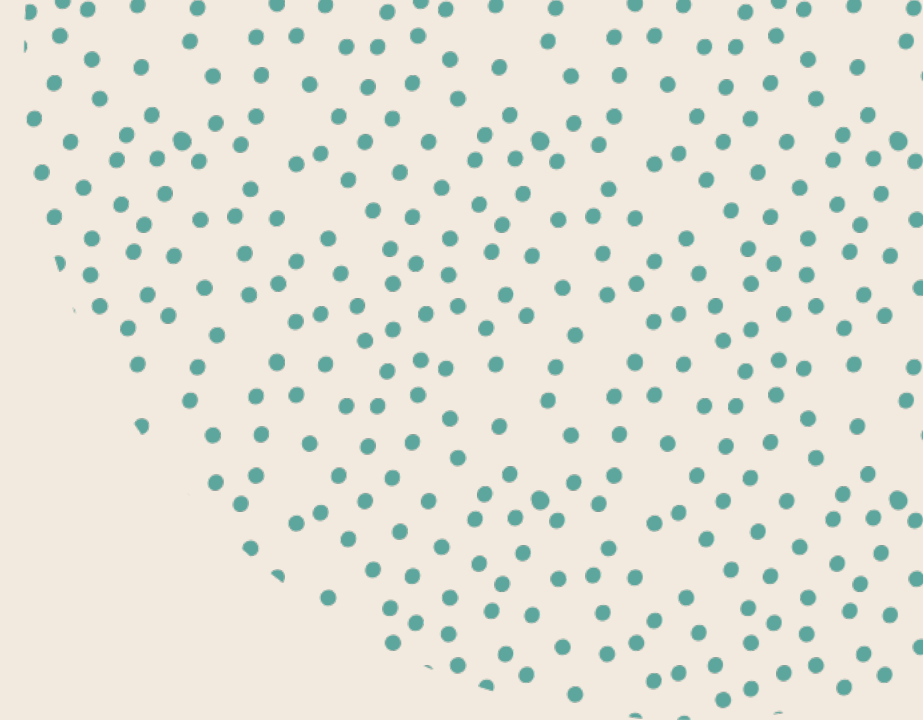
Data, Research & Quality Improvement:

Use of data to inform planning and development of racial equity work, as well as ongoing review and quality improvement, including relevant tools, resources, and promising practices.

How does your organization currently utilize data to inform efforts aimed at advancing equity?

The top 3 ways respondents reported using data to inform their efforts to advance equity:

- **Decision-making**
- **Program evaluation**
- **Data disaggregation & analysis**

Category	Percentage
Apply data to…	65%
For use in program…	63%
Through data…	62%
For use in data…	52%
Make data accessible to…	40%
Another way	13%
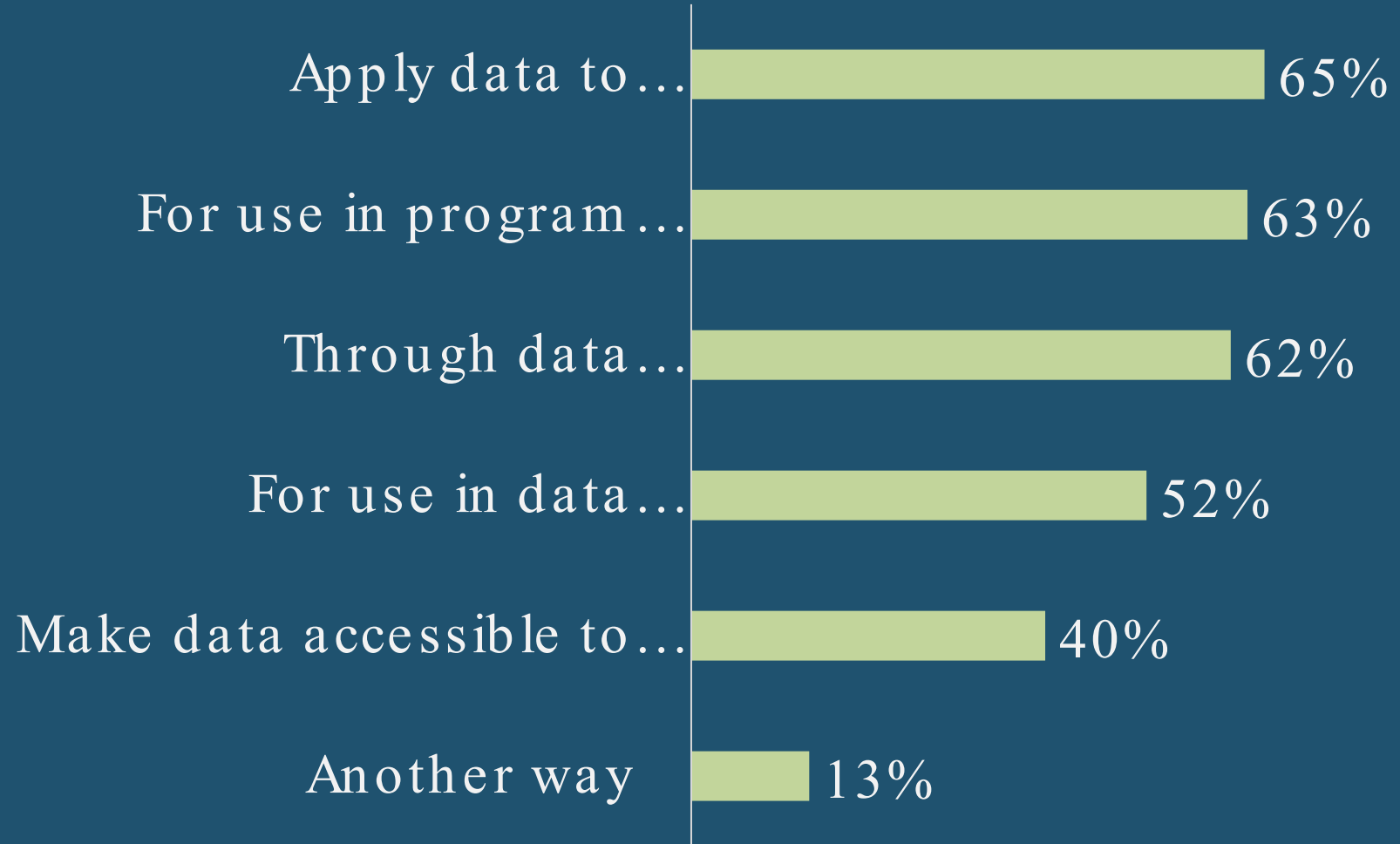
Which of the following measures, if any, has your organization developed to help your organization review its equity work?

The **two most common measures** that have been developed by respondents to review their equity work include,

Program evaluation measures: Outcomes and Processes

56%	37%	19%	17%	13%	10%
Outcome measures	Process measures	None of these, but we're in the process of developing the following measures	Systems change measures	None of these	Other measure(s)
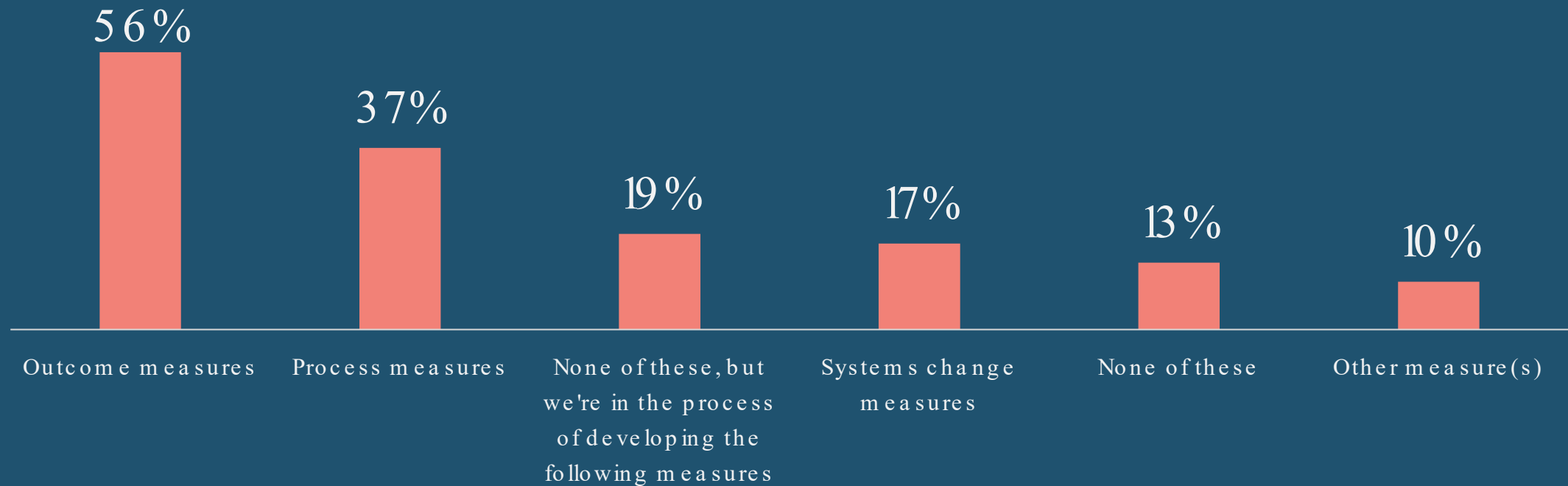
Strategy, Planning & Initiatives:

Organizational planning and initiatives, including relevant tools, resources and promising practices.

Which of the following hiring practices does your organization currently use to cultivate a more diverse workforce?

Diverse hiring panels and **trainee employment pipelines** (e.g., apprenticeships, internships) are the two most common methods used to cultivate a more diverse workforce.
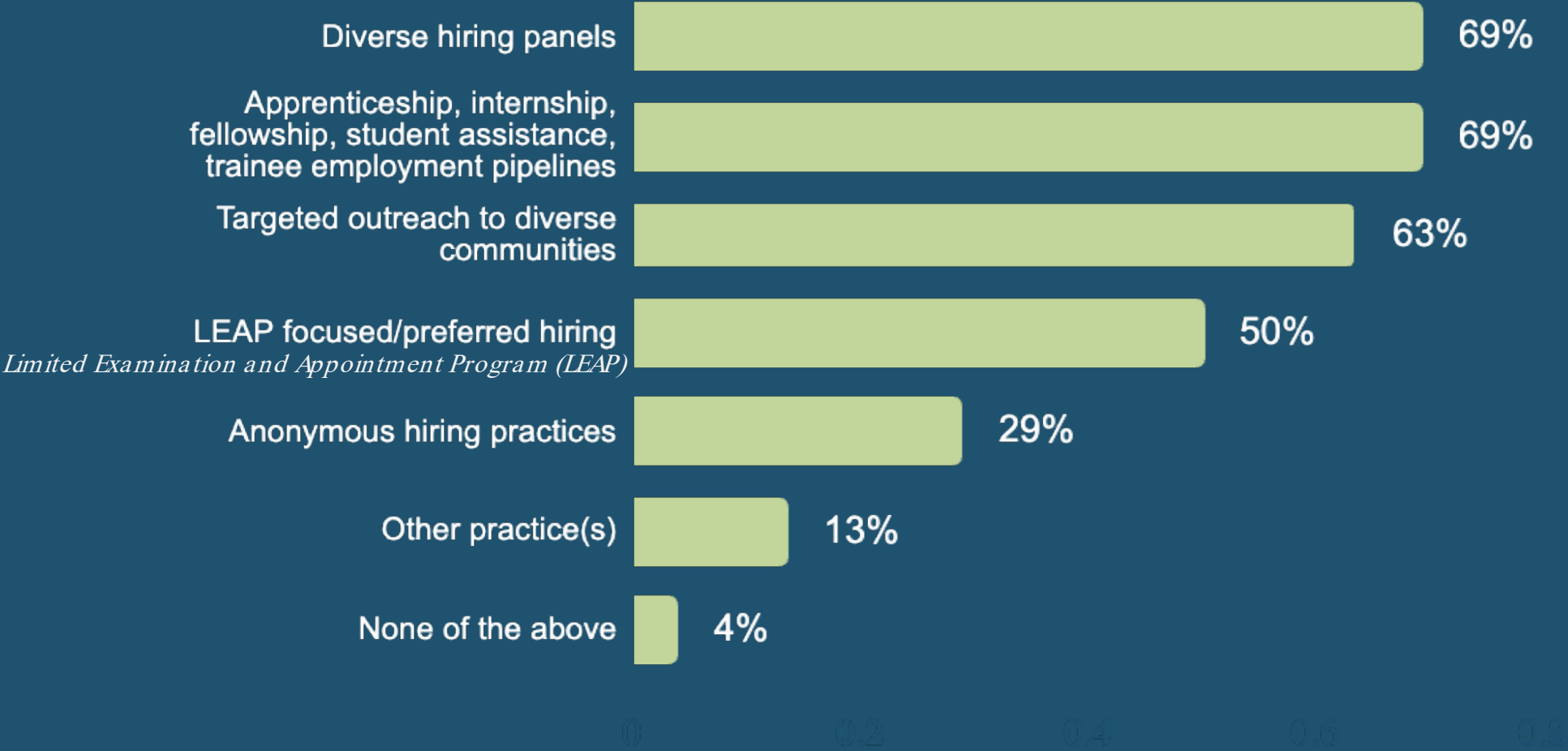
Budget Equity:

How inequities are embedded or considered within the process for requesting resources, including tools, methodologies and additional resources.

Are there any best practices, training, or resources your budget or admin teams have leveraged to develop in-house expertise on budget equity strategies?

Response	Percentage
Unsure / Don't know	39%
We have not used any promising practices, training, or resources to develop budget equity strategies	37%
No, we use practices, training, or resources but can't share them	17%
Yes, we use practices, training, or resources and can share them	7%
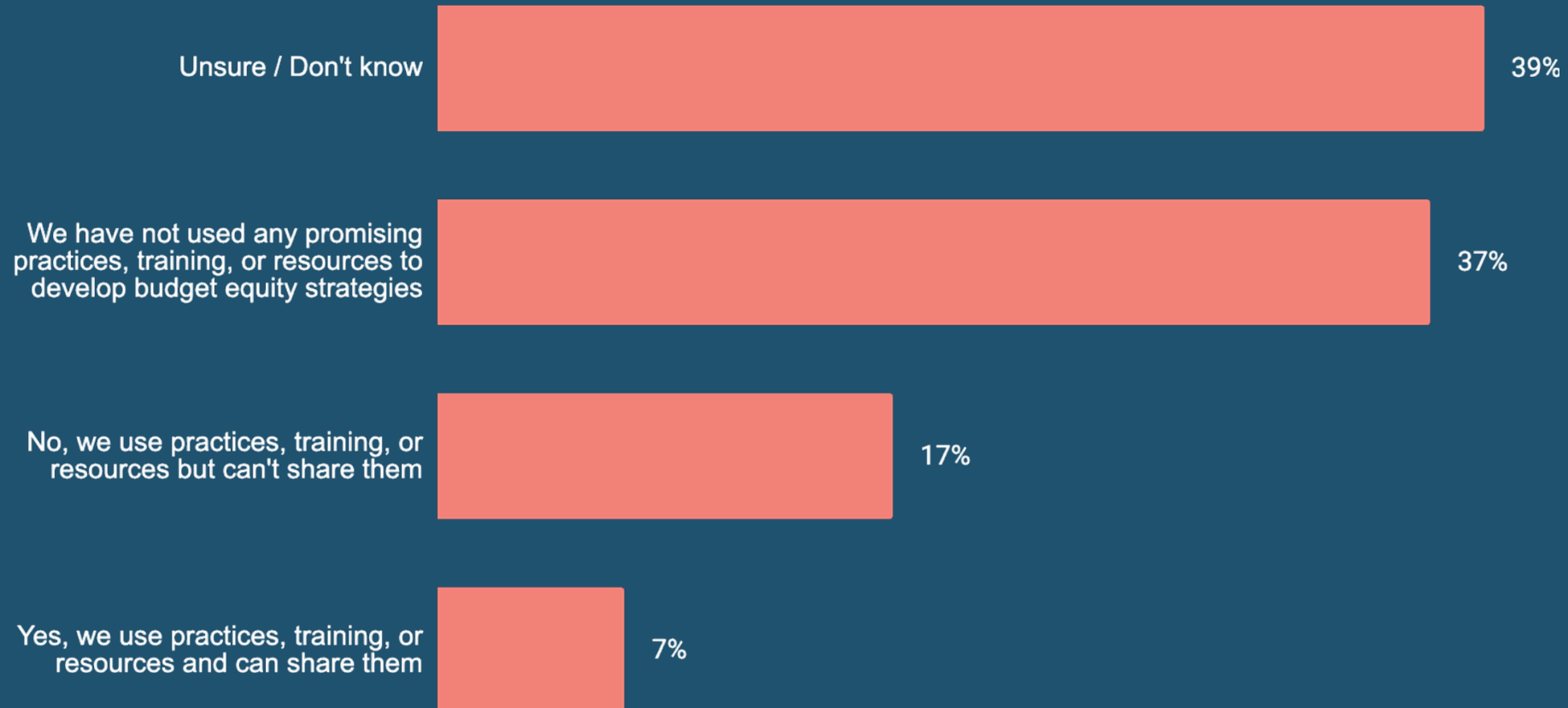
What are you most hoping to learn as it relates to integrating racial equity as a consideration in budget development and resource allocation?

➢ Best Practices and Case Studies

• Budgeting

➢ Constraints/ Capacity

• Data

• Resources and Trainings

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Opportunities and Successes

How can the Racial Equity Framework best support your organization's equity work?

- Create processes for collecting and analyzing data effectively and safely
- Define racial equity
- Develop and disseminate tools, resources, and models
- Establish requirements and resources for employee training
- Establish the baseline of staff capacity needed to support the work
- Facilitate networking opportunities
- Make presentations on the framework with clear expectations
- Monitor progress of implementation with data-driven metrics
- Offer a measuring tool and establish specific goals for how to embed equity
- Provide a structured approach for implementation
- Provide technical assistance for small agencies
- Provide training webinars, panel discussions, and feature experts to advance learning
- Support the allocation of resources for staff doing this work

What are you most proud of in your work related to equity in your organization?

Top Themes	
20	Workforce and Infrastructure
15	Planning
10	Community Engagement
7	Open to Improvement / Readiness for Change
6	Data
3	Funding Projects
2	Cross-Agency Collaboration

Key Informant Interviews

Interviews ran ~5 weeks (Oct. 22-Nov. 27, 2024)

Interviewees included

Executives of Agency, Board, Departments, or Commissions; Dedicated personnel; Past/Participants of Capitol Collaborative on Race & Equity; others active in equity work

34 people contacted; 24 Interviews

Sent reminder in week 2; people rescheduled/canceled as needed

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Interview objective:

Gather **qualitative** information on work already completed and/or underway by state organizations related to advancing racial equity (RE) within their scope of practice

Interview questions related to : ➡️

- Organizational racial equity goals & integration into strategic plans and budgets

- Methodologies, tools, strategies, and best practices to advance racial equity and opportunity for all

- Developing internal resources and infrastructure to support and sustain racial equity initiatives

- Leveraging data and research to inform racial equity initiatives

- Successes, lessons learned, and opportunities to advance racial equity

- What interviewees would like to see advanced regarding racial equity in government, and what they would like included in a racial equity framework

Interviews Preliminary Findings: General

Responses indicate variation between organizations in terms of:

- Readiness to advance racial equity

- Progress to advance racial equity

- Resources available for racial equity work, and

- Whether their racial equity work is communicated publicly

Successes are widely attributed to:

- Active and supportive leaders who communicate about racial equity

- Resources to support racial equity infrastructure

- Opportunities for outside capacity building, training, technical assistance

Interviews Preliminary Findings: Lessons Learned

Drawing from "lessons learned," interviewees report that future racial equity success will depend on:

- Executive and leadership buy-in and support

- Staff time, positions, and funding

- Accountability measures (without these, racial equity work will fall to the wayside)

- Tools, guidance, and templates to support equity in strategic planning, budget, program delivery, grantmaking, community partnerships, workforce practices, data practices, and more

- Outside training and technical assistance consultants to build capacity within departments/ agencies and support creation and implementation of racial equity plans and related projects

- Contracting mechanisms to facilitate hiring of qualified outside trainers and TA providers

- Community of practice space to support peer exchange and collaborative learning between state organizations

Interview Preliminary Findings: Framework

Interviewees want the state's racial equity framework to include:

- Coordination across state government, including statewide budget equity assessment templates, performance measures, definitions, rationales, etc.

- Guidance, tools, templates, and other support for racial equity practices related to workforce, budget, data, and other standard practices, endorsed by the central government entities that set policy or guide practices across state government.

- Opportunities for peer exchange and problem-solving among and between different units and organizations within government, as well as with governments in other places

- Guidance and support including offerings of trainings and technical assistance

- Clear mechanisms for accountability, as well as support for creating organization-specific accountability measures

Survey & Interviews – Common Themes and Early Insights

Embedding equity organization-wide is valued.

Sustaining the work will require:

- **Buy-in and support** from all levels and teams of staff
- **Specific tools, templates and guidance** for all aspects of practice, including planning, resource allocation, program delivery and workforce development
- **Training and technical assistance** for learning and implementing the work
- **Accountability practices** to support learning from and doing the work, and identifying opportunities for improvement
- **Staff spaces** such as communities of practice to support peer exchange and collaborating across agencies
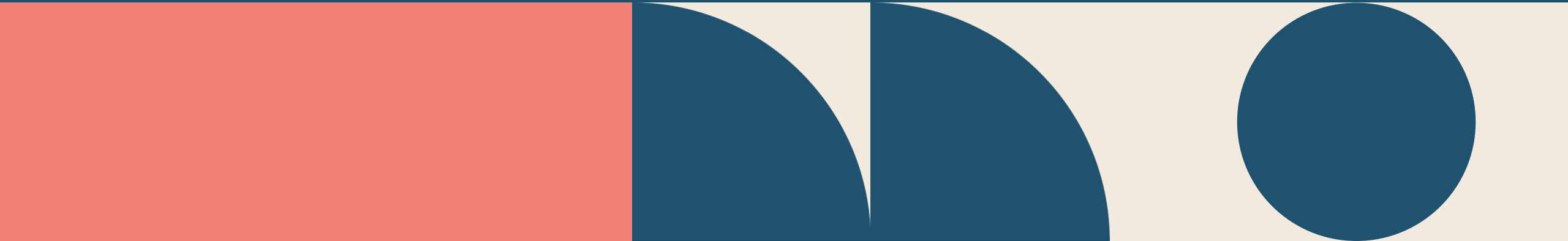
Survey & Interviews – Developing the Racial Equity Framework

Aspects of what would be useful to include in the **Racial Equity Framework** were also highlighted in the survey and interviews, including support for:

- **System wide coordination and approach** to advancing equity

- **Sustaining the work into the future**, reiterating the need for specific tools, templates and guidance, as well as training, technical assistance and accountability practices

- **All things data**, including data collection, identifying disparities, developing measures and using data to inform practice
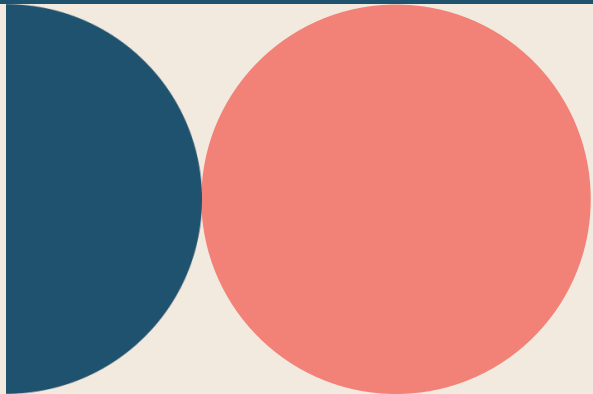
Questions?

Principal Investigator:

Amy E. Lerman, alerman@berkeley.edu

Possibility Lab team:

- Chris Lee
- Aparna Stephens
- Lindsay Maple

State of Equity team:

- Holly Nickel
- Julia Caplan

Public Comment

In Person

- Complete and submit public comment card

- Separate public comment cards for each agenda item

- Listen for your name and line up by the podium

- Staff will call your name to the podium

- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.opr.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue

- Listen for your name

- When you hear your name, click "Raise Hand" under the "Participants" menu in your Zoom platform, or press *9 if you are joining by phone

- Staff will ask you to unmute your microphone

- Please adhere to the time limit determined by the Chair (2 minutes)

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RECESS
15 Minutes

We will be back at <mark>TBD</mark>

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Commission Discussion

Commissioner Dr. Luke Wood, Chair

Joyce Chiao, Facilitator, Abundance

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Commission Discussion #1: Key Themes and Reflections from 2024 Meetings

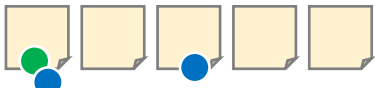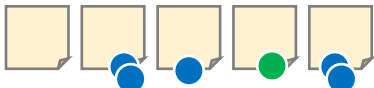**Brainstorm: What key ideas did you hear in each of the framework focus areas?**
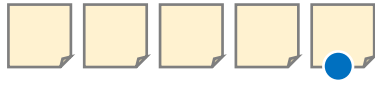*Note each idea on a separate sticky note.*

Budget Equity	Community Engagement	Data	Implementation and Technical Assistance	Other / "Parking Lot"

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Commission Discussion #1: Key Themes and Reflections from 2024 Meetings

Focus: Which ideas present the greatest opportunity to influence racial equity at the State level?
*Add 3-5 dots next to those ideas for **each** category.*

Key ● Ideas under a category whose Committee you are part of   ● All other categories

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Commission Discussion #1: Key Themes and Reflections from 2024 Meetings

Review: What are the top 3-5 opportunities to influence racial equity at the State level in each area?
One representative from each Committee shares results.

| Budget Equity | Community Engagement | Data | Implementation and Technical Assistance | Other – "Parking Lot" |

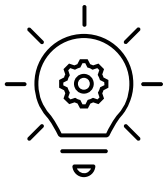**Key** ● Ideas under a category whose Committee you are part of   ● All other categories

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RACIAL EQUITY
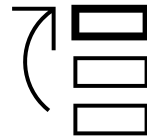COMMISSION
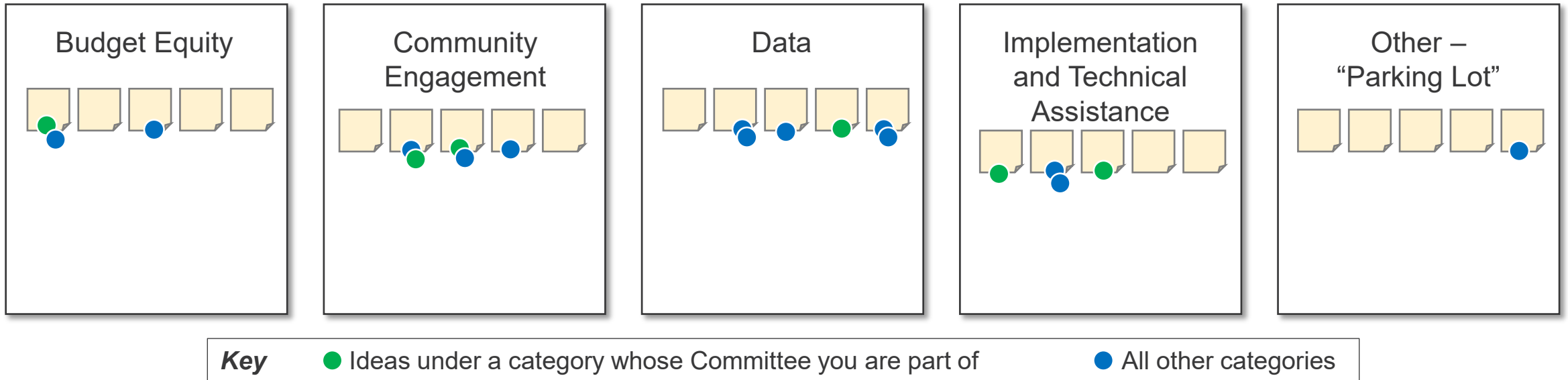
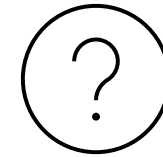# Commission Discussion #1: Key Themes and Reflections from 2024 Meetings

Discuss:

How might these themes **inform the framework**?

Did any ideas fall below the top results, as voted upon by the Commission, that you think should be **ranked higher**?

What areas should the Commission **explore further or learn more about**?

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Commission Discussion #2: Revisiting the Aim Statement & Commission Charge

A Reminder: What is an Aim Statement?

An **Aim Statement** provides structure and may manage expectations for the work the Commission will advance in the immediate future. This is a working statement.

Aim Statement Components

What Outcome? + For Whom? + By When? + How to Achieve? = Aim Statement

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Commission Discussion #2: Revisiting the Aim Statement & Commission Charge

DRAFT Aim Statement

By **December 1, 2025**, the California Racial Equity Commission will develop a **statewide racial equity framework** that includes **methodologies and tools to advance racial equity and address structural racism**, **budget methodologies to inform how funding allocations benefit or burden communities of color**, **data collection and analysis processes**, and **stakeholder engagement input and feedback summaries**.

December 19, 2024 Commission Meeting

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Commission Discussion #2: Revisiting the Aim Statement & Commission Charge

DRAFT Aim Statement

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By When?
Date that the framework is due to the Governor and Legislature

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Commission Discussion #2: Revisiting the Aim Statement & Commission Charge

DRAFT Aim Statement

By December 1, 2025, the California Racial Equity Commission will develop a statewide racial equity framework that includes **methodologies and tools to advance racial equity and address structural racism, budget methodologies to inform how funding allocations benefit or burden communities of color, data collection and analysis processes**, and **stakeholder engagement input and feedback summaries**.

What Outcome?
A resource outlining key approaches, tools, and processes that advance racial equity across the state of California

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DRAFT Aim Statement

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How to Achieve?

A framework that guides organizations in:

- Adopting systematic approaches to dismantle barriers impacting BIPOC communities

- Evaluating how budget and funding decisions impact racial equity

- Identifying disparities and measuring racial equity outcomes

- Centering the input and experiences of communities most affected by racial inequity and structural racism

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Commission Discussion Recap

Today, we held two discussions:

Commission Discussion #1:

Key Themes and Reflections from 2024 Meetings

Commission Discussion #2:

Revisiting the Aim Statement & Commission Charge

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Public Comment

In Person

- Complete and submit public comment card

- Separate public comment cards for each agenda item

- Listen for your name and line up by the podium

- Staff will call your name to the podium

- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.opr.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue

- Listen for your name

- When you hear your name, click "Raise Hand" under the "Participants" menu in your Zoom platform, or press *9 if you are joining by phone

- Staff will ask you to unmute your microphone

- Please adhere to the time limit determined by the Chair (2 minutes)

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Next Steps for Staff Action

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

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Adjournment

Commissioner Dr. Luke Wood

Chair

Next Racial Equity Commission Meeting

Virtual Committee Meetings

February 20, 2025

Viewing Room Available TBD in San Diego, CA

Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@opr.ca.gov

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Thank you!

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