Racial Equity Commission

December 19, 2024 Commission Activity Results

Key Themes and Reflections from 2024 Meetings

January 21, 2025

STATE OF CALIFORNIA
RACIAL EQUITY
COMMISSION

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Executive Summary

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Commission Activity Methodology

Activity Purpose

This 30-minute activity aimed to create a space for Commissioners to reflect on the key ideas that emerged in 2024 and surface critical concepts to build into the Racial Equity Framework. It also was designed to facilitate an opportunity for Community Members to share their perspectives with Commissioners in this process.

Activity Structure

This activity followed the below flow:

Commissioners reflected on key ideas in each framework focus area. They then noted their thoughts on sticky notes for five categories (four focus areas, one Other).

Commissioners and Community Members added sticker dots to sticky notes that presented the greatest opportunity to influence racial equity at the State level.

Commissioners reviewed and synthesized the results from each of the five categories. Commissioners then engaged in a discussion about the results.

The slides that follow summarize the findings from a high-level analysis of the voting activity results across each of the five categories.

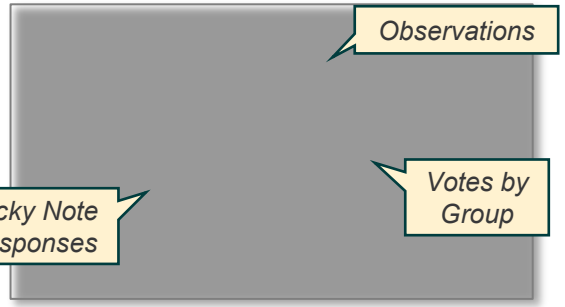
Commission Activity Analysis

After the meeting, results were digitized and prepared for analysis.

The following slides contain two views of the analysis:

Slide 7:
Key Overall Findings

A summary of major themes and insights that emerged from the data, in many cases across multiple categories



Slides 8-13:
Results by Category

Category-specific observations and data visualization of votes by group for each sticky note response

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Key Overall Findings

1

The top priorities of Committee Members, Commissioners broadly, and Community Members were **largely aligned**.

2

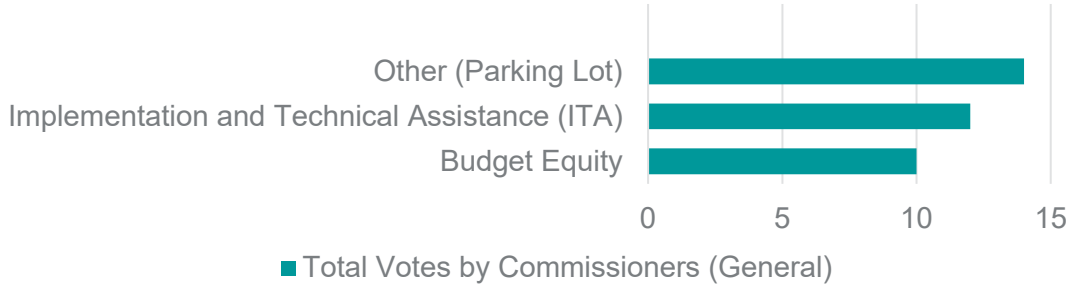
The concepts of **"carrots AND sticks"** and **accountability** emerged as top priorities across multiple categories.

3

More than half of the 13 sticky note responses discussed **data disaggregation**.

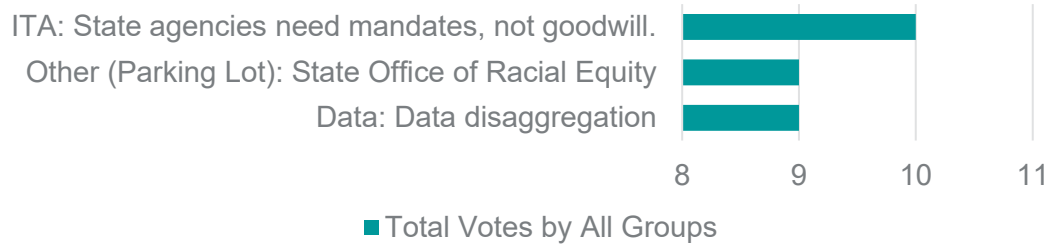
4

When asked to vote for the ideas that could most impact on racial equity at the State level, Commissioners allocated the most votes to these categories:



5

Across the five categories, the **top three ideas with the greatest alignment** were (note two-way tie for the second- and third-highest voted idea):



Results by Category

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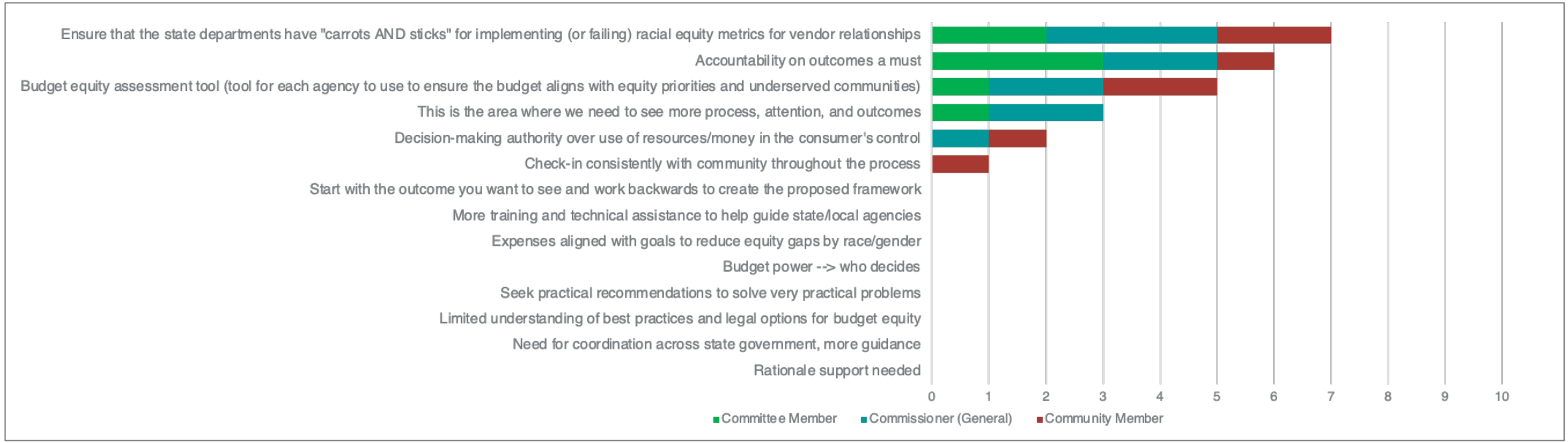
Results: Budget Equity

Quick Notable Observations about Budget Equity

- Three out of four Budget Equity Committee Members noted ***accountability for outcomes*** as a top opportunity to impact racial equity at the State level.
- This category resulted in the **greatest number of sticky note responses** *[n=14]*.



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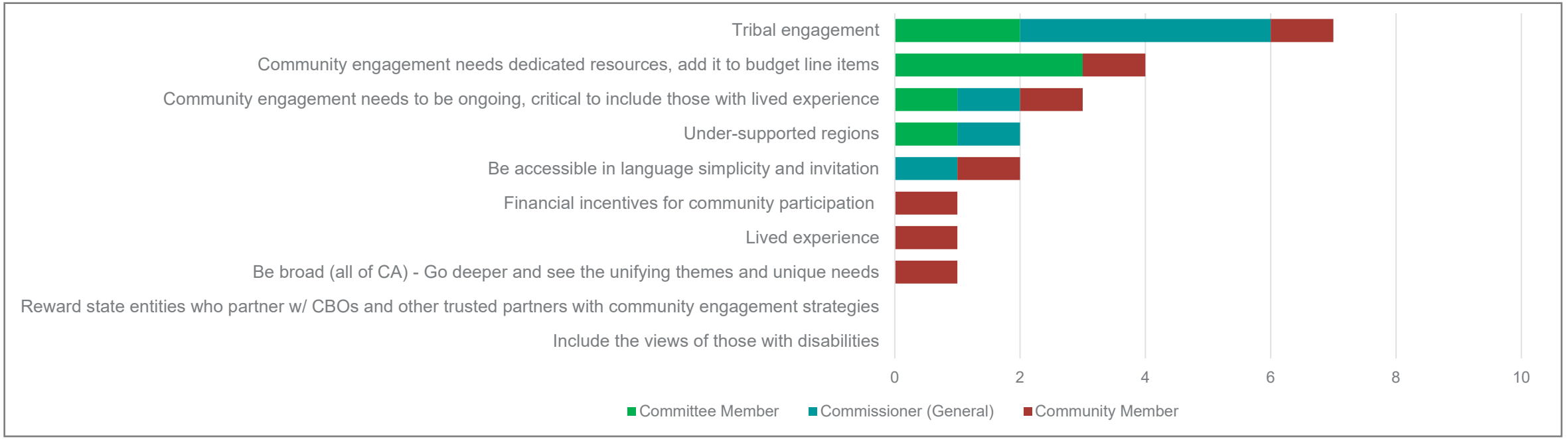
Results: Community Engagement

Quick Notable Observations about Community Engagement

- ***Tribal engagement*** was overwhelmingly the top voted priority, with votes for this item exceeding that of the second highest-voted item by nearly double.
- Three out of four Community Engagement Committee Members emphasized the ***need for dedicated resources as a formal budget line item*** (e.g., to fund efforts such as providing translation for language access, incentives for community participation, etc.).



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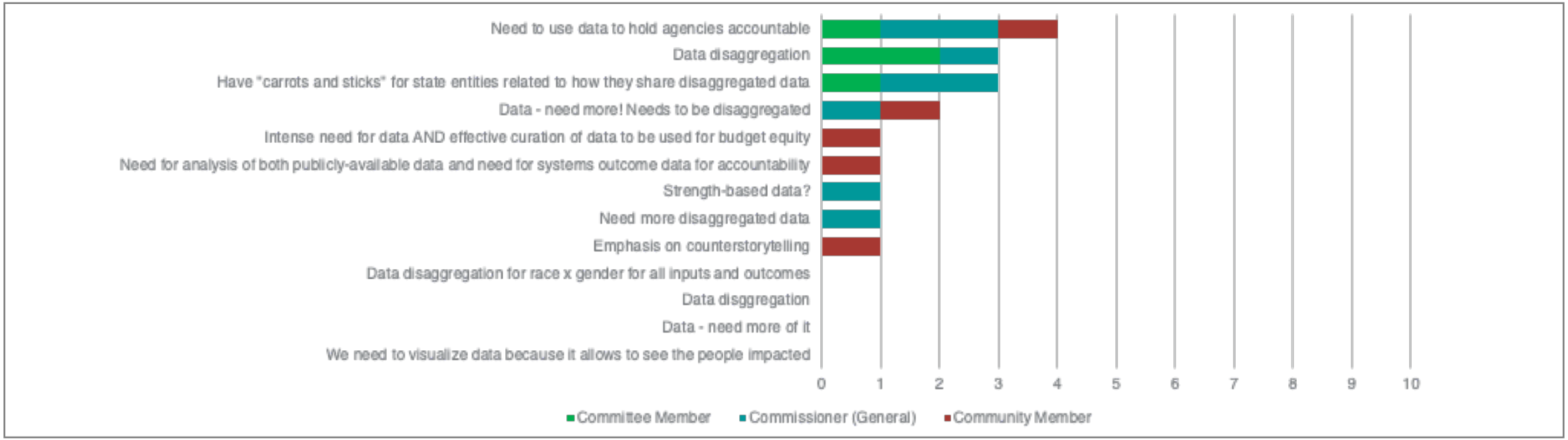
Results: Data

Quick Notable Observations about Data

- ***Data disaggregation*** becomes the top highest-voted item in the Data category when totaling votes for all responses related to this concept.
- While the Data category saw the **second-highest number of sticky note responses** *[n=13]*, more than half of them related to **data disaggregation**.



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Results: Imp. & Technical Assistance

Quick Notable Observations about Implementation and Technical Assistance

- A ***State agency mandate*** was overwhelmingly the top-voted item, with votes for this item exceeding that of the the second highest-voted item by 1.4x. This is especially true for responses from Community Members, whose votes on this item doubled their second highest-voted item and was the highest-voted item across all five categories.

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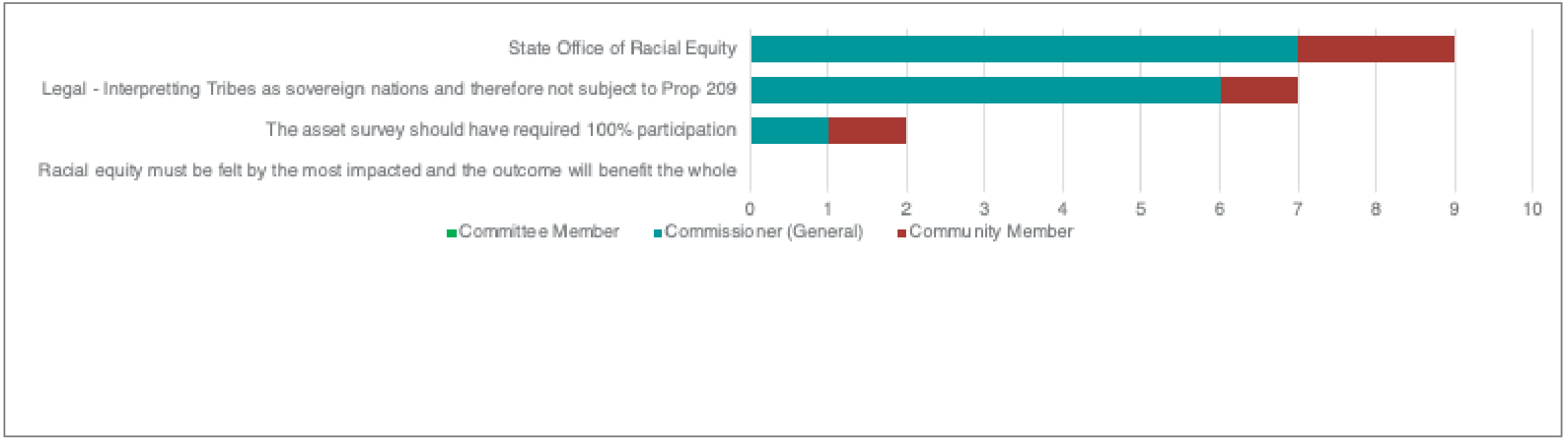
Results: Other (Parking Lot)

Quick Notable Observations about Other (Parking Lot)

- A ***State Office of Racial Equity*** emerged as the top-voted idea in this category for Commissioners and Community Members (no Committee Members for this Parking Lot category). This item was also the top-voted idea by Commissioners across any all category.



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Appendix

Photos by Category

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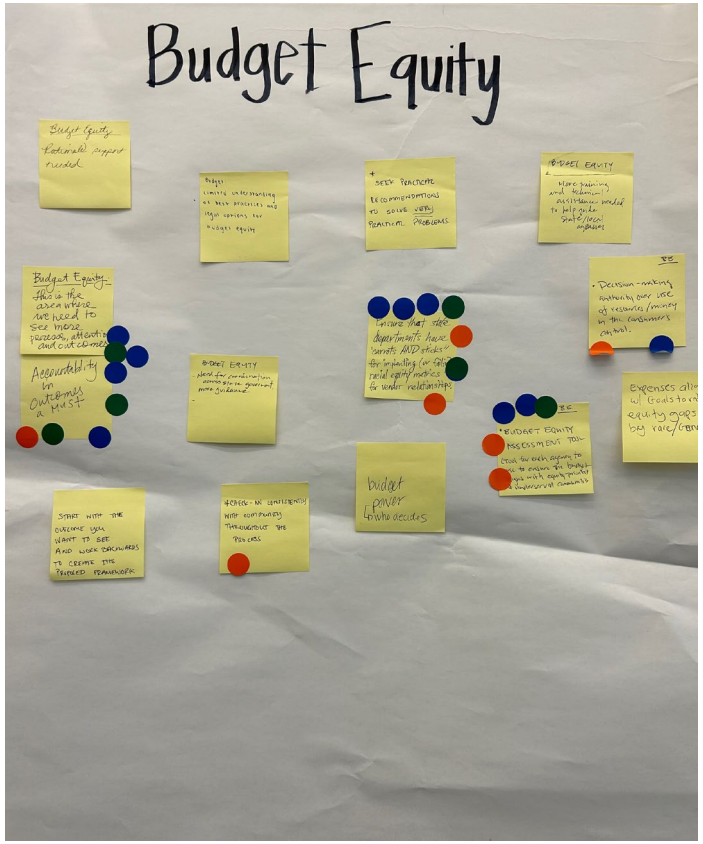
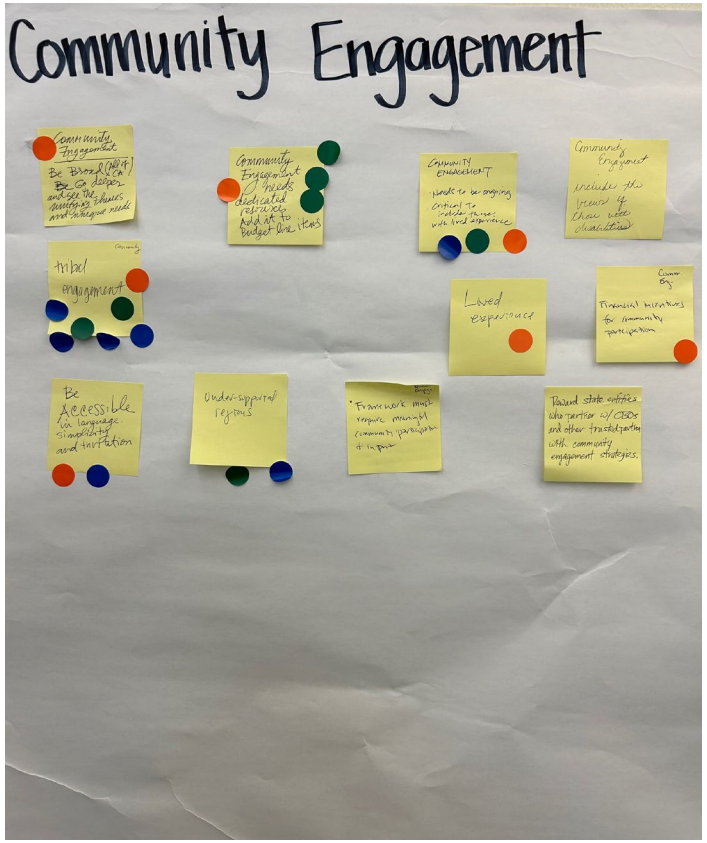
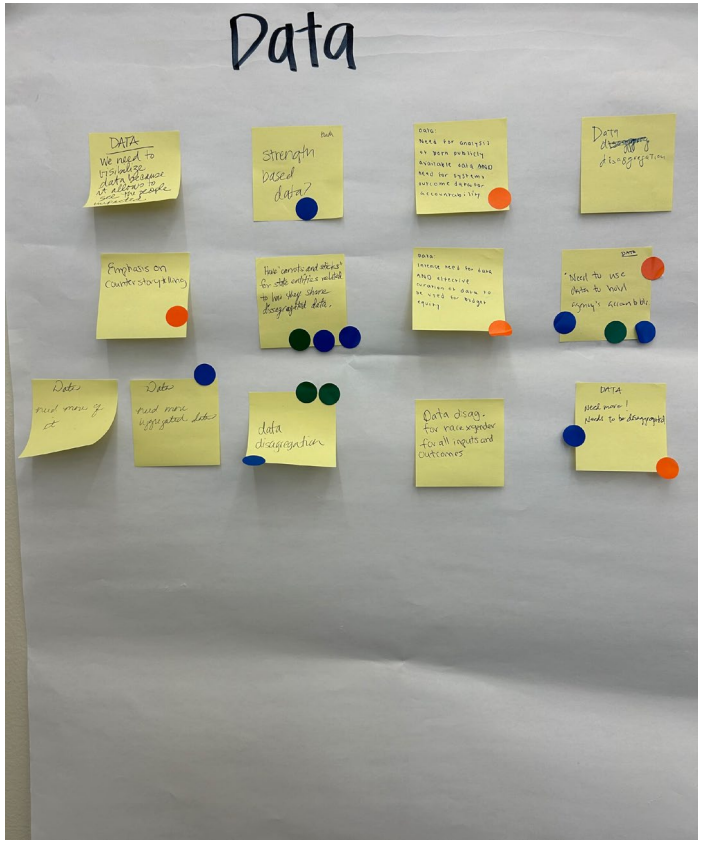
Category Photos – *1 of 2*







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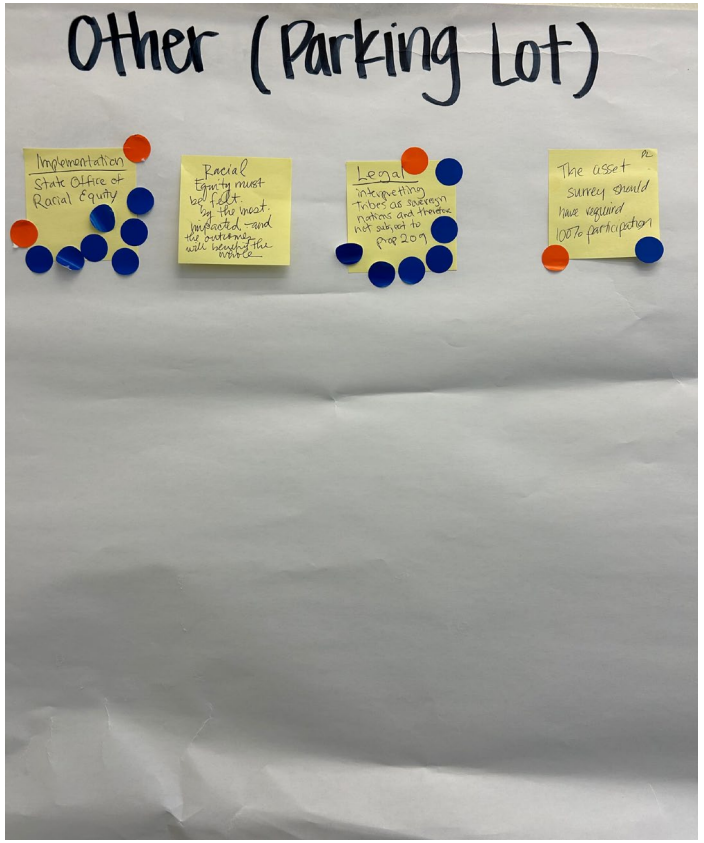
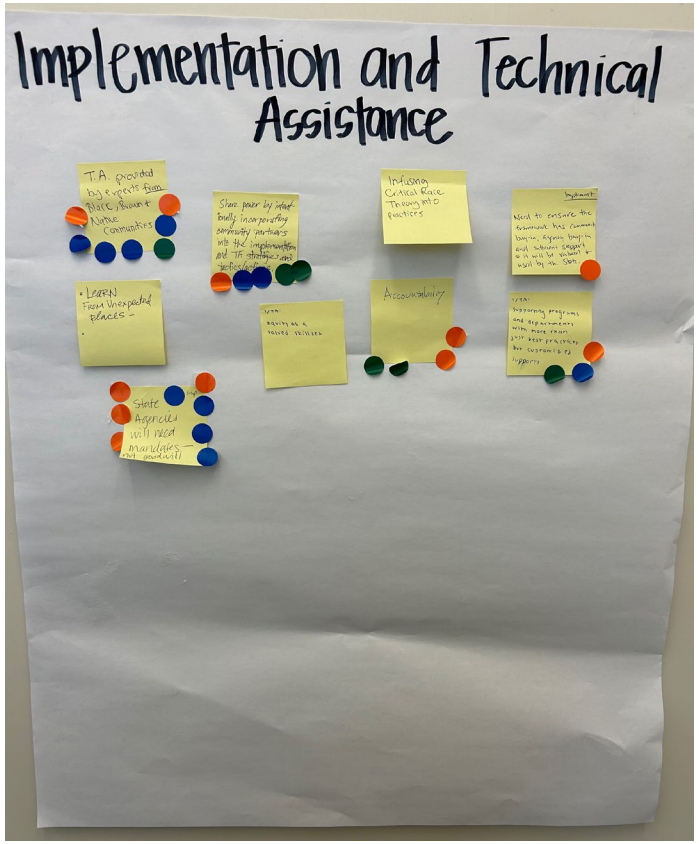
Category Photos – *2 of 2*





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