



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Data Committee Meeting Report – February 20, 2025

Commissioners in Attendance (Remote): Traco Matthews, Yolanda R. Richardson

Committee Recap

- Commissioner Matthews facilitated the meeting on behalf of Commissioner Pastor.
- Commissioners heard from Dr. Jon Schwabish (Urban Institute), Andrea Aguiar (Office of Racial and Social Equity at the City of San Jose), and Sophia Garcia (Environmental Systems Research Institute).

Key Takeaways

The Data Committee listened to a panel on the use of data visuals as a tool to advance racial equity strategies through visually capturing how disparities impacting different communities. The highlights of the panel discussion included:

- Discussed the importance of equity being included in processes of collecting, analyzing, and emphasizing community in forming data visuals.
- Recommended to expand levels of equity to be more accessible when developing data visuals, such as visual needs for different audiences, data disaggregation for transparency, and understanding one kind of data set may not be clear to everyone.
- Emphasized how data visuals can provide an example of real-life problems and inform policy recommendations.
- Keep in mind how to present data visuals in an order that's effective in understanding.

The Committee transitioned to a discussion on key data priorities for consideration by the full Commission.

1. Accessibility and transparency for equity reports, tracking, and measuring disaggregated data.
2. Building relationships and partnerships with academic institutions to analyze indicators and disaggregate data to uncover persistent inequities that can then be addressed.



3. Collaborate with the Office of Data and Innovation, state agencies and departments to build indices and develop annual equity report
4. Develop and Implement Train-the-Trainer Training Curriculum on applying the indices and disaggregating to inform and evaluate program development and outcomes.
5. Recommend elements to include in an index to identify impacts to marginalized communities
 - a. Geospatial, economic indicators
 - b. Access to resources
 - c. Community impact and lived experience
 - d. Program outcomes and participation rates

Next Steps

- Staff will conduct additional research on best practices shared by presenters and the priorities identified during the committee meeting for further consideration for the framework.

Intersection with the Framework and Commission Strategy

- Key priorities identified will be shared with the full Commission for discussion and consideration. Narrowing down the focus areas provide staff with concrete guidance on additional research to support framework development.

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