



To: California Racial Equity Commissioners
From: Dr. Larissa Estes, Racial Equity Commission Executive Director
Re: Executive Director Report to the Commission – March 20, 2025

Program Updates

Staff Updates

Effective February 7, 2025, Camille Randolph is no longer staff with the Racial Equity Commission as a program analyst. As an Executive Fellow at LCI, they have supported the Commission since our inaugural meeting in 2024. Their commitment to equity, integrity, and support of the Commission led to the natural transition from fellow to program analyst in July 2024. We are currently reviewing applications to replace the program analyst role.

On February 10, 2025 we were thrilled to welcome Jourdan Ringgold as our new Senior Program Analyst. Jourdan brings over 10 years of experience serving Californians. Before joining the Racial Equity Commission, Jourdan served as the Program Learning Officer for the nation's largest State Service Commission, where she led the training and technical assistance strategy for national service programs throughout the state.

Committee Meetings

The following Committees have met and will be providing brief report after this agenda item. We are asking Committees to identify no more than five priorities that they would like the staff to further research and explore feasibility and utility for the framework. The staff hope to narrow the priorities into elements for a framework that is actionable, measurable, and impactful, and recommend those to the Commission for consideration.

The February 20, 2025 Budget Equity Committee and Data Committee reports are available and posted on our website. The Framework Development Committee will be providing a verbal report during the next agenda item. Written reports for the Committee which met earlier today will be developed and posted online after the Commission meeting.

- **Budget Equity** February 20, 2025
- **Data** February 20, 2025
- **Framework Development** March 20, 2025

In April 2025, we will host a joint budget and data committee meeting, and in May 2025 we will host a community engagement committee and implementation and technical assistance committee meeting. All committee meetings in April and May will be virtual with an in-person viewing option in TBD locations.

RACIAL EQUITY COMMISSION



Research and Technical Assistance Support

The Commission staff has recently established agreements with the following contractors/consultants to support the work of the Commission.

- Othering and Belonging Institute (NEW): Support communications and practical development and implementation of racial equity
- Global Urban Strategies (NEW): Support community engagement and outreach strategy as directed by the Community Engagement Plan
- Possibility Lab (NEW): Support the development of a change management strategy for implementation of the Racial Equity Framework and recommended metrics to track progress and impact of framework implementation

Proposed Model for Transformation – ACTION ITEM

Staff have been working closely with Vital Research to conduct systematic search of existing racial equity plans, state racial equity database, and other supportive documents and resources to identify common values, vision statements, goals, and strategies. At the December 19, 2024 Commission meeting, the following seven (7) values were approved:

The Commission approved seven values to guide their work and achieve their strategic objective and vision.



Based on the Commissioner feedback received on December 19, 2024, additional research and conversations with staff, we present the following proposed Model for Transformation. The Commission may discuss the contents presented, request amendments, and/or approve the proposed Model for Transformation of change at this meeting or at a later meeting.

The proposed Model for Transformation and accompanying brief was reviewed by the Framework Development Committee and has been posted publicly prior to the meeting.

RACIAL EQUITY COMMISSION

California Racial Equity Commission's Proposed Model for Transformation



There are **three key questions** that may help inform not only the approval of the Model for Transformation, but also how Commission uses it to design and recommend the implementation of the framework.

1. How does the Commission define each of the values?
2. How does the Commission intend to shift power to communities [within its scope]?
3. What mechanisms [should] be put into place for the Commission to measure and evaluate progress [of framework implementation] as well as hold themselves accountable to these values?

RACIAL EQUITY COMMISSION



Next Steps and Pending Action Items

Over the last year, staff have been actively tracking the pending action items issued by the Commission. The following is a list of outstanding action items. These are not organized by Committee but rather by interrelated themes. Staff continue to monitor these action items and integrate them into content provided to the Commission as well as explore strategies to ensure the Commission has this information to continue its deliberations.

- Community Engagement
 - Development of a community engagement toolkit to support standardizing our engagement and collecting information on our engagement.
 - Formalize or investigate the possibility of ensuring representatives on public advisory bodies have lived experience.
 - Research constitutional barriers around community engagement and structural barriers that hinder state and local government capacity to engage communities.
 - Explore models to support local communities understanding and access to Government resources.
 - Grow engagement through a newsletter.
- Data
 - Explore how indicators or metrics can be organized in terms of population outcomes, process outcomes, and system change outcomes.
 - Identify largest racial disparities and where focused efforts can make an impact.
- Budget Equity
 - Development of a budget equity tool to inform agencies on considerations for desired outcomes.
 - Meet with county budget leaders and consider how the state can provide helpful guidance to advance equity.
- Implementation and Technical Assistance
 - Determining criteria for the Commission to prioritize implementation and technical assistance supports.
 - Identifying examples of implementation frameworks, practices in implementation and monitoring.
 - Explore legal guidance on what can and cannot be done in state government.
- Ongoing
 - Analyzing the impacts of immigration on changing demographics and community.
 - Explore how jurisdictions across the country have institutionalized its work.
 - Explore geographical spread of meeting locations and shifting times.
 - Develop a framework that is versatile for entities outside of government and with broad public framing.

STATE OF CALIFORNIA

RACIAL EQUITY COMMISSION



- Develop a system to measure success of the Commission.