

Racial Equity Commission

# Implementation & Technical Assistance Committee Meeting: May 15, 2025 at 3:00pm

**Virtual | In-Person Viewing Room Available at**

1400 10th Street, Room 103, Sacramento, CA 95814

STATE OF CALIFORNIA

**RACIAL EQUITY**  
**COMMISSION**

A horizontal bar with segments of red, orange, yellow, green, and blue.

# Call to Order & Opening Remarks

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

# 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.

# Land Acknowledgement

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

# Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

# Public Meeting Agenda

- Welcome & Call to Order
- Public Comment on matters not on the agenda
- Approval of November 21, 2024 Committee Meeting Minutes – ACTION ITEM
- Implementation and Technical Assistance Best Practices Discussion
- Next Steps for Staff Action
- Adjournment

# Roll Call & Public Comment Process

Agustin Arreola

External Affairs Manager

Office of Land Use and Climate Innovation

# Public Comment

## In Person

- Complete and submit the online public comment card at the sign-in desk
- Separate public comment cards for each agenda item
- Listen for your name, and line up by the podium when your name is called
- Staff will click “Raise Hand” under the “Participants” menu in the Zoom platform to be unmuted in the room
- Please adhere to the time limit determined by the Chair (2 minutes)

## Virtual

- Visit **[racialequity.lci.ca.gov/meetings](https://racialequity.lci.ca.gov/meetings)**, and complete the public comment form linked there to be added to the queue
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# Public Comment on matters not on the agenda

Agustin Arreola

External Affairs Manager

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# Approval of November 21, 2024 Committee Meeting Minutes – ACTION ITEM

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

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# Approval of November 21, 2024 Committee Meeting Minutes – ACTION ITEM

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

# Implementation and Technical Assistance Best Practices Discussion

Joyce Chiao, Facilitator, Abundance

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

# Implementation and Technical Assistance Best Practices

## Asset Analysis Highlights

**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?



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.

# Implementation and Technical Assistance Best Practices

December 19, 2024 Commission Meeting Discussion








# On the Horizon: Change Management

## Scope of Work

To support organizational change in the racial equity framework implementation, develop and implement a change management strategy that includes:

1. Inform and prepare state agencies and departments
2. Develop a vision and plan for change
3. Strategies to implement change
4. Opportunities to embed change within existing culture and practices
5. Methods for reviewing progress and analyzing results using data and quality improvement tools

## Deliverables

-  **Deliverable #1:** Literature review of change management research and implementing work culture shifts
-  **Deliverable #2:** Implementation metrics and success measures
-  **Deliverable #3:** Government-wide implementation strategy

# Committee Discussion

## Identify

What implementation and technical assistance strategies will **complement the other racial equity framework strategies and produce desired outcomes?**

## Refine

What implementation and technical assistance strategies are **feasible, scalable, and sustainable?**

## Validate

Taken collectively, what strategies will respond to these questions:

- Who are the **people and roles** implementing the framework?
- Which **tools and infrastructure** will support implementation?
- What **accountability approaches** will drive implementation?

## Sample Strategies:

1. Facilitate organizational cultural change
2. Develop trainings
3. Facilitate adaptive learning environments
4. Establish a statewide learning community
5. Host recurring state equity summit to share best practices
6. Strengthen equity section of Bill Analysis Template / Enrolled Bill Report
7. Legislative Committee equity analysis
8. Utilize language access best practices
9. Develop promotional pipelines (moving beyond mentorship) to diversify the workforce
10. Define key terms

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# Next Steps for Staff Action

Commissioner John Kim

Implementation and Technical Assistance Committee Lead

# Adjournment

Commissioner John Kim  
Implementation and Technical  
Assistance Committee Lead

**Next Racial Equity  
Commission Meeting**



**Community Engagement  
Committee Meeting**

May 22, 2025 @ 3 p.m. – virtual

In-person viewing room:

1400 10th Street, Sacramento, CA

Website: [racialequity.lci.ca.gov](https://racialequity.lci.ca.gov)

Email: [RacialEquityCommission@opr.ca.gov](mailto:RacialEquityCommission@opr.ca.gov)

# Thank you!

