



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Implementation and Technical Assistance Committee Meeting Report – May 15, 2025

Commissioners in Attendance (Remote): Angelica Salas, John Kim, and Virginia Hedrick

Committee Discussion

- A highlight from the draft Asset Analysis revealed state agencies need more support with conducting community engagement, more budget equity tools, a centralized resource to access data tools, and assistance when implementing Racial Equity Action Plans (REAPs).
- The Commission and staff should anticipate challenges with implementation and incorporate components related to those shifts to preserve long and short-term concrete ideas for the Framework.
- Staff have established a contract with Possibility Lab to research change management strategies/culture shift in support of implementing the framework and supporting the evaluation of the implementation.
- The Implementation and Technical Assistance Committee recommended their section of the framework articulate strategies to support the other sections including but not limited to Data, Budget Equity, and Racial Equity Planning and strategies to ensure institutional implementation.
- Develop an infrastructure section of the Framework to support the development of future policy actions to implement data, budget, and racial equity planning structures
- Identify clear implementation strategies for tribal consultation

Questions to consider when drafting the Framework

- What key programs and issues should the Commission prioritize?
 - Data, Budget, and Planning
 - Community engagement and establishing Tribal relations
 - Technical Assistance and Implementation for the Framework
- Propose what are the capacities for the Commission to support with Implementation and Technical Assistance, Data, Budget, and Planning?
- Develop an Accountability Strategy to include in the Framework
- How have agencies and departments developed current best practices of advancing racial equity.



- What subject matter experts are available to provide feedback of the draft Framework?
- How can the Commission advocate for community around equitable solutions?
- How and where can community show up to be a resource? (e.g., develop a roadmap)

Framework Contributions for Implementation

- Quality Improvement related to implementation and infrastructure for state agencies to deliver on community engagement.
- Acknowledge the need for policy and systems change to support framework implementation
- Consider the work Community Based Organizations (CBOs) and the Coalition and how those entities can support the implementation of the Framework.
- Support the elected offices (e.g. legislature) with technical assistance, such as an
 - equitable legislative analysis which helps legislative committees understand how proposed legislation may impact existing inequities.
- Identify key terms and define equity

Next Steps:

- Staff identify additional challenges experienced by state agencies and departments.
- Staff plan another Implementation and Technical Assistance Committee meeting for September 2025.
- Engage State Legislators as requested.
- The Commission to further brainstorm how to evaluate implementation.
- Review the Framework Outline after June to further develop a robust draft by the Fall.

Intersection with the Framework and Commission Strategy

Understanding the strategies that have been prioritized by other committees will be important for this committee to understand to ensure they are recommending supportive strategies and infrastructure.

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