

2026 California Racial Equity Commission Work Plan

Commission meetings

Why this work is required

Commission meetings are the public governance mechanism for advancing the Commission's statutory and executive-order responsibilities. The bylaws require at least quarterly meetings in California, with at least ten days of public notice, subject to Bagley-Keene.

Authority

- [Executive Order N-16-22, Order 8\(g\), 8\(h\), and 8\(i\)](#).
- [Commission Bylaws](#), Article IV, Sections 1 and 3.
- [Commission Bylaws](#), Article VIII, Section 2.
- [Racial Equity Framework](#), Part 4, "What's Next for the Commission," p. 78.

Timeline

- **July 9:** San Diego
- **October:** Santa Barbara
- **December:** Sonoma

Community Engagement Meet & Greets

Why this work is required

The Commission is charged with engaging stakeholders and community members to seek input on its work. The annual report must also summarize feedback from public engagement with communities of color. The Framework states that the Commission will continue to engage communities at least quarterly through public meetings, community meet-and-greets, and input sessions.

Authority

- [Executive Order N-16-22](#), Order 8(h)(iii) and 8(i).
- [Commission Bylaws](#), Article IV, Section 3.
- [Racial Equity Framework](#), Part 1, Priority 1: Working With Community to Better Serve All Californians, p. 21.
- [Racial Equity Framework](#), Part 4, “What’s Next for the Commission,” p. 78.

Timeline

- **July:** San Diego
- **August:** Klamath
- **September:** Antelope Valley
- **October:** Santa Barbara
- **November:** Oakland
- **December:** Sonoma

Technical Assistance

Why this work is required

The Commission is charged with providing technical assistance to state agencies, upon request, on implementing racial equity strategies consistent with the Framework. The Commission is also charged with providing technical assistance to local government entities engaging in racial equity programming and encouraging the formation and implementation of racial equity initiatives by local government entities.

Authority

- [Executive Order N-16-22](#), Order 8(h)(ii) and 8(h)(v).
- [Commission Bylaws](#), Article II.
- [Racial Equity Framework](#), Part 2, Priority 2, Strategies 1 and 4, pp. 62 and 64.

- [Racial Equity Framework](#), Part 4, “What’s Next for the Commission,” p. 78.

Timeline

- **Presentation:** Sankofa Elders
- **Racial Equity Framework Training:** California Department of Human Resources (CalHR)
- **Local practitioner workshop:** Bishop
- **Local practitioner workshop:** Antelope Valley
- **Local practitioner workshop:** Santa Barbara
- **National conference workshop:** Facing Race conference by Race Forward
- **Local practitioner workshop:** Oakland
- **Local practitioner workshop:** Sonoma

Annual report

Why this work is required

The Commission is charged with publishing an annual report that summarizes public engagement feedback, presents data on racial inequities and disparities, and recommends best practices, methodologies, and opportunities to advance racial equity. The report is submitted to the Governor and Legislature and posted publicly.

Authority

- [SB 17 / Government Code section 8303.3\(b\)\(1\) and \(b\)\(2\).](#)
- [Executive Order N-16-22, Order 8\(i\).](#)
- [Commission Bylaws, Article II.](#)
- [Racial Equity Framework, Part 4, “What’s Next for the Commission,” p. 78.](#)

Timeline

- **June:** Complete first draft
- **July:** Present first draft to the Commission
- **August:** Refine draft based on Commission, Legal, and Governor Office feedback
- **October:** Present final draft at Commission meeting
- **November:** Send to Contractor for layout and printing
- **December 30/early January:** Send to Legislature, Governor, and post publicly

Contract deliverables

- **Office Racial Equity Memo** (Vital Research, Contract #: [REC 24107](#)): The Framework specifically identifies a statewide Office of Racial Equity as a potential structure to support implementation, evaluation, coordination across state government, capacity building, training, technical assistance, and alignment with state and federal law.
 - [Executive Order N-16-22](#), Order 8(h)(i), 8(h)(ii), and 8(h)(iv).
 - [Commission Bylaws](#), Article II.
 - [Racial Equity Framework](#), Part 1, Priority 4, Strategy 1: A Statewide Office of Racial Equity, p. 48.
- **Future Opportunities to Advance System Transformation through Structures – Moving from Theory to Application** (Othering & Belonging Institute, UC Berkeley, Contract #: [REC 24102](#)): This deliverable supports the Commission's responsibility to engage, collaborate, and consult with policy experts to conduct analysis and develop tools. It also supports the Framework's focus on systems change, structural conditions, implementation, targeted strategies, and tools that can be adapted by government entities.
 - [Executive Order N-16-22](#), Order 8(h)(iv).

- [Commission Bylaws](#), Article II.
- [Racial Equity Framework](#), Executive Summary, pp. 9-12.
- [Racial Equity Framework](#), Part 2, Priority 2, Strategy 3: Targeted Universalism, p. 63.
- **Facilitation worksheets and implementation tools** (Abundance, Contract #: [REC 24106](#)): The Framework states that government entities need tools, methodologies, training, technical assistance, and practical implementation support to move from ideas and goals to action. (created by Abundance)
 - [Executive Order](#) N-16-22, Order 8(h)(i)(1), 8(h)(ii), and 8(h)(v).
 - [Commission Bylaws](#), Article II.
 - [Racial Equity Framework](#), Part 1, Priority 4, Strategy 4: Moving From Ideas and Goals to Action, p. 50.
 - [Racial Equity Framework](#), Part 2, Priority 2, Strategy 1: Teaching Basics on the Framework and Racial Equity, p. 62.
- **Develop self-evaluation measures** with defined self-assessments and metrics of success for Framework implementation and iteration over time (PossibilityLab, UC Berkeley, Contract #: [REC 25102](#))
 - [Executive Order N-16-22](#), 8(h)(i)(3)
 - [Commission Bylaws](#), Article II
 - [Racial Equity Framework](#), Priority 3: Finding Ways to Make California Better for all through Evaluation, p.65-66
- **Government-wide implementation strategy** for the Commission to adapt and disseminate (PossibilityLab, UC Berkeley, [Contract #: REC 24104](#))
 - [Executive Order N-16-22](#), 8(h)(i)(3)
 - [Commission Bylaws](#), Article II

- [Racial Equity Framework](#), Moving from ideas to action (p.50), Making sure government is improving and sharing its process and progress (p.61), What's next for the Commission (p.77-78)
- **Community-Focused & Government Agency Brochure** (printed by DGS, Contract #: [REC 23102](#)): The Framework specifically states that the Commission may build a short brief or brochure that outlines the Framework for community, as well as a training primer for government entities on the basics of the Framework, how it should be used, and opportunities to jumpstart or deepen existing racial equity efforts.
 - [Executive Order N-16-22](#), 8(h)(i), (ii), (iii), and 8(h)(v).
 - [Commission Bylaws](#), Article II.
 - [Racial Equity Framework](#), Part 4, "What's Next for the Commission," p. 78.