



Governor's Office of  
**Planning and Research**

**To:** California Racial Equity Commissioners  
**From:** Larissa Estes, Racial Equity Commission Executive Director  
**Re:** Executive Director Report to the Commission – January 24, 2024

## Organizational Updates

- The Racial Equity Commission (Commission) was established through Executive Order N 16-22 with the following directives:
  - Establish Commission and appoint Commissioners;
  - Hold hearing and perform acts to carry out duties;
  - Engage with advisors or advisor committees; policy experts;
  - Rely on publicly available information and data to develop resources, best practices, and tools:
    - Develop a Statewide Racial Equity Framework (Framework) no later than April 1, 2025
      - Strategies to advance racial equity and address structural racism
      - Budget methodologies and budget equity assessments
      - Data collection and analysis; disaggregation of data and application of proxies for race
    - Provide technical assistance to state agencies and local government
    - Ensure stakeholder input and feedback
- Governor Gavin Newsom appointed the remaining seven members and the Executive Director to the Commission in July 2023. Commissioners appointed by the Senate pro Tempore and Speaker of the Assembly were announced earlier in 2023.
- The Commission staff are embedded within the Governor's Office of Planning and Research.
- The Commission [website](#) and newsletter were launched the week of January 8<sup>th</sup>, 2024.

## Staffing Updates

- The Commission has welcomed the following contractor and staff
  - Joyce Chiao of Abundance DEI Consulting will be supporting the Racial Equity Commission meetings by providing project management, facilitation, and note-taking. Joyce has been my right hand the last three months and has supported the Commission's capacity to convene today.
  - Ashley Gerrity has joined the Commission Staff as a Senior Program Analyst. Ashley comes from a wealth of experience in equity and across a variety of government systems. Ashley will focus on the development of the framework and will collaborate with other staff on supporting the activities of the Commission.
  - Dr. Alfredo Huante will be joining the Commission Staff in February 2024 as a Senior Program Analyst. Dr. Huante has a tremendous amount of experience in



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researching racial equity, particularly in community. Dr. Huante will focus on the development of the framework's implementation plan and collaborating with other staff to support the development of the framework and other Commission Activities.

- The Commission is currently processing applications for a Program Analyst position to support research, communications, and program administration.

## Program Updates

### Stakeholder engagement

- The Executive Director provided an overview of the Commission to State Agency Undersecretaries in December 2023 and will participate in a Belonging and Inclusion Leadership Summit panel hosted by GovOps next week.
- The Executive Director received a request from CalSTA to review their draft strategic plan and provided recommendations on issues related to equity and racial equity.
- The Executive Director has engaged other racial equity leaders in other states including Oregon and New York.
- The following is a list of some of the entities and individuals the Staff has engaged since August 2023:

### External Stakeholders

Blue Shield of California Foundation	California Endowment
UC Possibility Lab	JP Morgan Chase
NextGen	California Alliance of Child and Family Services
Racial Equity Commission Coalition	Western Center on Law & Poverty
St. Joseph Community Fund	Block, Inc.
California Jobs First	Government Alliance for Race and Equity
State of Equity / Capitol Collaborative on Race and Equity	Urban Strategies Council
Strategic Growth Council / Health and Equity Program	UC Berkeley Othering and Belonging Institute
The Black Freedom Fund	Ceres Environmental & Climate Justice Working Group
Greenlining Institute	Stratyfy



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State Agencies / Departments

GovOps	California Transportation Commission
BSCH	Commission on the Status of Women
CalHHS	Cal-EPA

Planning for the Development of the Framework

- Commission staff have developed a proposed timeline to develop the Framework and meet quarterly meeting requirements for community engagement.

**Commented [HQ1]:** Feel free to take or leave this suggestion -- might be good to highlight the intentionality behind a regional approach in the meetings. As you developed the schedule/meeting locations, were mindful to meet communities where they are at

Racial Equity Efforts in State Government

- Through conversations with the Administration officials and external stakeholders, the Commission staff learned that there has not been a comprehensive documentation of all efforts.
- The purpose of identifying efforts happening across state government is to begin informing the Commission's development of the Framework as directed by Governor Newsom's Executive Order 16-22. The goal is to understand the breadth and depth of the efforts to ensure the framework ~~that~~ is complimentary and supportive of existing efforts.
- Additional details of what we've learned to date will be shared and discussed as part of the next agenda item.

**Acknowledgements**

- Thank you to the entire staff at the Governor's Office of Planning and Research for their support in preparing and helping to ensure the first Commission meeting is a success. Thank you to the staff from OPR who are here today to help staff the meeting. A special shout out to the Information Technology, Human Resources, and Business Services staff, and the Executive Leadership Team.
- Thank you to various other members of the Administration for their ongoing guidance and support in advancing racial equity in California.
- Thank you to the Commission Members for your active engagement, flexibility, and grace over the last few months as we establish the Commission. It is an honor to be on this journey with you.