



To: California Racial Equity Commissioners
From: Dr. Larissa Estes, Racial Equity Commission Executive Director
Re: Executive Director Report to the Commission – July 17, 2024

Staffing Updates

- The Commission has welcomed Raynell Davis has joined the Commission Staff to serve as a special assistant to the Executive Director. Raynell will focus on developing standard operating procedures, and other administrative functions for the Commission. The Commission has also welcomed Camille Randolph as a program analyst. Camille will provide administrative support to convene and facilitate Commission Meetings, conduct research in support of the development of the framework and technical assistance delivery, and coordinate communication efforts.
- The Commission anticipates two (2) additional FTEs to start in next six to eight weeks including a Senior Program Analyst and Commissions Operations Manager.

Program Updates

Committee Meetings

- The following Committees have met and will be providing brief report after this agenda item. Committee reports are available and posted online with the exception of the Data Committee report which will be developed after this meeting.
 - **Budget Equity** May 9, 2024
 - **Framework Development** (Ad Hoc) June 14, 2024
 - **Fundraising** (Ad Hoc) June 28, 2024
- The Community Engagement and Implementation & Technical Assistance Committees will be convened in the next five months.

Community Meet-n-Greets

- The Commission staff alongside community partners have planned and executive two successful Community Meet-n-Greets in Lamont, CA (March 2024) and South-Central Los Angeles, CA (May 2024).
- The Commission staff continue to plan these events alongside community partners and will look to host more throughout the state in the coming months. We are currently exploring opportunities to host events in Sonoma/Wine Country (in partnership with Sonoma County and United Way Wine Country), Fresno (in partnership with the California Commission on the State of Hate and the Commission on Asian and Pacific Islander Affairs), and Yuba City (in partnership with the Commission on Asian and Pacific Islander Affairs).



Commission Timeline

- The 2024 Budget Act extends the Commission's deadlines to the following:
 - Racial Equity Framework due no later than December 1, 2025; and
 - Annual Reports due no later than December of each year thereafter.
- Upcoming Commission meetings for 2024 are listed below. Staff are exploring the feasibility of adding an additional meeting date during Fall 2024 for a committee(s):
 - September 18, 2024 Bay Area
 - December 19, 2024 Sacramento
- Commission staff are mapping out the 2025 meetings and have proposed the following months and locations:
 - March 2025 Salton Sea or Imperial County
 - June 2025 Monterey or Salinas
 - September 2025 Klamath, Redding, Eureka, or Weed
 - December 2025 Sacramento

Asset Analysis Update

- Commission staff is currently working with the Possibility Lab at UC Berkeley and the State of Equity to design survey and key informant interview questions. The survey and interviews are complementary. The survey will gather a large sample across state government, whereas the interviews will gather more in-depth information on success, promising practices, tools and lessons learned.
- We anticipate the Administration and the Framework Development Committee reviewing the survey and key informant interview questions in the coming weeks. The key question categories may be: (1) Introduction; (2) Equity Infrastructure; (3) Budget Equity; (4) Community and Stakeholder Engagement; (5) Data, Research, and Quality Improvement; (6) Policy, Planning, and Initiatives; and (7) Opportunities and Lessons Learned.
- The Administration is supporting the development of a dissemination strategy for the survey.

USC Graduate Student Research Opportunity

- Commissioner Pastor will be teaching a graduate student course on race in Fall 2024 semester at the University of Southern California.
- Graduate students enrolled in the course will be given the option to conduct research for the Commission working directly with the Executive Director and Commissioner Pastor as their professor.
- Staff has compiled a high-level database of racial equity initiatives at the state and local level using the GARE network and graduate students may use the database to conduct



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further research that may be useful to inform the Commission. Graduate students may research examples, conduct key informant interviews, and provide considerations for adoption.

- Graduate students will have the opportunity to present their work later in 2024 in the form of a presentation, panel discussion, and/or as a memo to Commission staff to be compiled to inform the Commission's deliberations.
- We are requesting topic recommendations from Commissioners that the enrolled graduate students may consider for their research projects.

Organizational Updates

Proposed Logo – ACTION ITEM

- Commission Staff established an interagency agreement with the Department of General Services Office of State Publishing to design a logo for the Commission and other templates to support the branding of the Commission's work including a newsletter template, PowerPoint template, and templates for our framework and reports.
- Below are two logo options for the Commission to consider, deliberate, and select one.

Version A	Version B
	

In these concepts, “COMMISSION” has been emphasized to avoid mistaking the program as “Racial Equity Coalition.” Furthermore, the word “MISSION” has been underlined to highlight REC’s most important aspect of its work—it is a journey, or an ongoing mission. The multi-colored bar not only highlights this aspect, but it’s a subtle hint of a forward-moving “progress” bar. The colors represent diversity, collaboration through use of seamless gradients, and they match REC’s current color scheme. Note, this concept would also work without “CALIFORNIA” or without the state silhouette.