

TBD Title

Strategies to Ensure Thriving Communities in California **A Racial Equity Framework**

As of 5.28.25

Table of Contents
Acknowledgements and Commissioners
Letters
Introduction
Part 1 – Building the Framework for your Organization
How to use the framework and key terms (Narrative)
Working with Community to Build a California for All: Where all are seen and heard (Community Engagement) <ul style="list-style-type: none">• Strategies to build trust with Communities including learning from lived experience and community wisdom (Community Engagement Toolkit, Spectrum of Community Engagement, Community Advisory Partnerships, Restorative Healing strategies)• Best ways to receive information (Language Access)• Focusing on one group first helps everyone (Targeted Universalism) Future Strategies – paying for the expertise of community (funding community engagement best practices), and working together across programs and with community (Community Engagement Plan Toolkit)
Gathering and Using Information to Serve All Californians (Data) <ul style="list-style-type: none">• Require the use of existing information categories (Data Standards)• Requiring information be more detailed (Data Disaggregation)• Learning how to tell our stories (Storytelling and Qualitative Research) Future Strategies – identifying key measures or factors to inform budget and policy decisions (equity index), best practices in program evaluation, understanding impact of place on outcomes.
Understanding Government Budget and how it impacts Communities (Budget Equity) <ul style="list-style-type: none">• Questions to ask when evaluating new requests for program money and reviewing current program money (Budget Equity Worksheet)• Understanding the state budget (One-Pager; Interactive Timeline) Future Strategies - intersection of targeted universalism and funding decisions (measuring or projecting impacts of budget decision), tracking spending, making it easier to work with organizations and businesses that support community (equitable contracting and procurement).

- Structures to Help Create a California where All can Thrive (Organizational Infrastructure)
- Working in and across our organizations (Policy, communication, and coordination)
 - Building a Statewide Office of Racial Equity (Policy Memo)
 - Making equity everyone's job (Duty Statements)
 - Moving from ideas and goals to action (Strategic and Racial Equity Action Plans)
 - Making sure programs meet your goals (Racial Equity Analysis tool for programs)
 - Understanding how proposed and new laws address the most disadvantaged communities (Enrolled Bill Report and Legislative Committee Equity Analysis)

Future Strategies – Establish an Office of Racial Equity, pooling funds and reducing wasteful spending to pay for racial equity program and staff.

Part 2 – Delivering Results that Matter

Making Racial Equity Real (Implementation)

- Helping organizations shift their mindset, behaviors, and habits to succeed (Organizational Culture Change)
- Figuring out where to start on your journey
- Centering self-care, community-care, and humanity
- Creating spaces where all are safe to speak up, share ideas, ask questions or admit mistakes (Psychology Safety)
- Navigating the unknown or the unclear (Prop 209 and Race Conscious Strategies)
- Understanding how can philanthropy and industry compliment your work

Future Strategies – See “Finding ways to make California better for All”

Helping Organizations make Racial Equity Real (Technical Assistance)

- Teaching basics on the racial equity framework and racial equity (Training)
- Building a learning community
- Finding experts around us to help build our programs (Subject Matter Expert Pool)

Future Strategies – Develop a formal training and technical assistance plan and host an annual meeting to help spread learning and best practices (Equity Summit).

Finding Ways to make California better for All (Evaluation)

- Improving our programs through information and learning from community (Self-evaluation)
- What is working in or missing from the framework, and what can be better (Evaluating framework implementation)
- Tracking impact annually and adding to our toolbox (Annual Report)

Future Strategies – Using “results-based accountability”, building a culture of learning (quality improvement)

Part 3 – Our Historic Journey with California
Race and the Breadth of Who we Are (Why focus on race and ensure intersectionality)
Standing in the Light. (Acknowledging present and historical opportunities and challenges)
How Did We Get Here? (History of the Commission and its Process)
What Values Guide our Commission and our Strategies for Success (Model for Change)
Part 4 – A Hopeful Vision
The importance of this journey. (Narrative)
Part 5 – Appendix (not exhaustive)
Executive Order N-16-22
Asset Analysis
Case Studies
Budget Equity Worksheet
Community Engagement Toolkit
Language Access Best Practices
Racial Equity Action Plans
Legislative Committee Equity Analysis Template
Enrolled Bill Report Template