

August 30, 2023

Attachment A: Strategic Growth Council Agency Updates

Includes racial equity updates from the following State agencies:

- A. Governor's Office of Planning and Research
- B. California State Transportation Agency
- C. California Business, Consumer Services, and Housing
- D. California Environmental Protection Agency
- E. California Natural Resources Agency
- F. California Health and Human Services Agency
- G. California Department of Food and Agriculture

A: Governor's Office of Planning & Research (OPR)

To: California Strategic Growth Council and Members of the Public
From: Governor's Office of Planning & Research (OPR)
Reporting Period: April 2022 – August 2023

Background

The California Governor's Office of Planning and Research (OPR) is California's comprehensive planning agency that focuses on advancing intergovernmental collaboration among State and local partners on land use, community development, climate adaptation, research, education, and high-road economic development. OPR includes the State Planning and Policy Department (SPPD), the California Strategic Growth Council (SGC), California Volunteers (CV), the Office of Community Partnerships and Strategic Communications (OCSPC), and the Racial Equity Commission. Each office administers its programs or initiatives but shares administrative, legislative, contracting and procurement, and communications departments.

Communications and External Affairs

- **Elevating Community-Centered Stories:** The Communications and External Affairs team partnered with the East Oakland Neighborhood Initiative, Leadership Counsel for Justice and Accountability, and others, to produce videos highlighting stories of community-led planning and implementation from Strategic Growth Council grantees. See below for media highlighting community stories:
 - [Transformative Climate Communities for All: Climate funding for unincorporated communities in CA.](#)
 - [Going Deep:](#) A short film celebrating community-led climate features.
 - [The Home Team:](#) A partnership between Washington Department of Public Health WIC and Byrd Barr Place to engage Black birthing families in program design.
 - [K'yawak'a hon' A:ho'i/ Water is Life:](#) A water conservation partnership between Zuni Youth Enrichment Project, Zuni Public School District, and Zuni Utility Department.
- **Language Justice:** The team participated in the Statewide Language Access Task Force to learn about opportunities to advance language accessibility to OPR's investment programs and other resources. From this participation, the team piloted a \$25,000 language access contract to work with teams to provide language translation and interpretation services. Over that time, the team developed a language access policy and procedure to formalize language accessibility practices agencywide, and this year will renew its language access contract for \$150,000.

State Planning and Policy Development (SPPD)

Integrated Climate Adaptation and Resilience Program (ICARP)



- **Fifth Climate Assessment Tribal Program (Fifth Assessment):** Informed by the Fourth Assessment and extensive tribal engagement, the Fifth Assessment established a Tribal Research Program (TRP) dedicated to tribal-led research and Indigenous Knowledge collaboration for climate resilience. The TRP prioritizes honoring tribal data sovereignty and fostering cultural appropriateness. Key components include:
 - **Government to Government Consultation and Tribal Engagement:** The Tribal Research Program is engaged in government-to-government consultation with several tribes. This collaboration will continue to prioritize tribally led and culturally relevant outcomes through the end of the project.
 - **Tribal Advisory Group:** Started in early 2023, the TAG has met six times and the group continues to guide this program to ensure culturally relevant and useful programmatic decisions.
 - **Tribal and Indigenous Communities Report:** Engagement to develop the scope of work to author the Tribal and Indigenous Communities Report commenced in July 2022 and will wrap up Fall 2023. Authors will begin coordinating in January 2024.
 - **Guidance and Protocols on Collaborating with Tribes on Indigenous Knowledge in Data and Report Handling and Cultural Awareness and Humility Training:** Engagement to develop the SOW for this effort commenced in July 2022 and will wrap up Fall 2023. Contracts and further engagement, consultation and development will continue through the contracting process.
- The **Vulnerable Communities Platform (VCP)** is under development with the goal of an open, accessible, and community-grounded resource that will help identify communities most vulnerable to climate change, connect users to data, resources, and technical assistance, and support adaptation and investment in these communities.
- **ICARP Grants:** The Adaptation Planning Grant Program (APGP) awarded \$8 million, with 70% directed to Justice 40 communities in its first round. The Regional Resilience Planning and Implementation Grant Program (RRGP) funds regional climate resilience, aiming to allocate over 51% of its \$21.9 million to disadvantaged communities and 10% to Native American tribes. RRGP facilitates workshops and virtual office hours to enhance accessibility and equity. The Extreme Heat and Community Resilience Program (EHCRP) addresses extreme heat challenges, offering grants for heat planning and implementation. The program engaged over 800 participants through tribal and regional listening sessions.

Planning and Community Development

- **Reports and Surveys:** The team created an Annual Planning Survey for 2022-2023 that has racial equity related questions that will be published on OPR's website in early Fall. The team also created a list of environmental justice best practices that will be published on OPR's website in early Fall.

Community Economic Resilience Fund (CERF)



- Each of the thirteen CERF regions received \$5 million dollars to develop inclusive regional economic development strategies that uplift historically disinvested communities. It is the first program of its kind to scale inclusive planning and collaborative governance. Through these planning grants, High Road Transition Collaboratives (HRTC) can provide childcare, transportation, or translation to ensure communities are actively participating in the process.

California Initiative to Advance Precision Medicine (CIAPM)

- The Precision Medicine Depression Research Program prioritizes equity by addressing knowledge gaps, health disparities, and community wellbeing. Through inclusive listening sessions, collaborations with key commissions, public input, and thorough research, the program prepares to launch a \$9 million RFP aimed at promoting equity in mental health.
- The Precision Medicine Representative Research Collaborative was launched, a public-private and interagency program partnership with the National Institutes of Health that invests \$9.25 million state funds to increase representation in biomedical research to ensure that scientific and technological advancements serve all Californians.

Military Affairs

- The team has continuously supported racial equity with the California Advanced Supply Chain Analysis and Diversification Effort program that provides technical assistance programs to help grow and sustain California's cybersecurity and smart technology workforce through education curricula, training, and apprenticeship programs.

State Clearinghouse (SCH)

- The team facilitated a webinar on March 7, 2023, on Title VI Civil Rights Compliance. This addressed Title VI civil rights requirements and resources to support the development of an organization's equity strategy and Title VI plan.

Office of Community Partnerships and Strategic Communications (OCPSC)

- OCPSC incorporates lessons learned from recent statewide public education campaigns (Vaccinate ALL 58 and California Census 2020) to effectively reach and engage Californians, including those experiencing the greatest health and social inequities. In 2023-24, OCPSC is implementing equity-focused culturally relevant campaigns (COVID-19 vaccinations, extreme heat, water conservation, and Individual Taxpayer Identification Number) through community partnerships to reach disproportionately affected populations. Equity, access, and data are at the core of these campaigns.
- OCPSC strategy includes public engagement to listen with cultural humility and an inclusive process rooted in racial equity. OCPSC's practices recognize that race intersects with other identities (including gender, sexual orientation, disability, age, immigration status, and socioeconomic status), as well as the diversity of languages in California.
- In June 2022, OCPSC launched a Community of Practice Public Awareness under the Equity Executive Order which highlights state agency practices on equity including data,

outreach, and ethnic media. Since April 2023, OCPSC has hosted webinars featuring community-based organizations (CBOs) and their practices to reach the State's most vulnerable populations. In August 2022, OCPSC launched a disability inclusion and access training for CBOs.

California Volunteers

California Climate Action Corps

- Fellows, predominantly from the areas they serve, reflect diverse racial backgrounds. Recent initiatives include education events on wildfire and heat risks, waste reduction efforts on tribal lands, and engagement in diverse communities like Los Angeles, Oakland, San Diego, and San Jose. California Volunteers will persist in similar projects, fostering climate action and education, with plans to launch the 2023-2024 cohort.

CaliforniansForAll College Corps

- The first year of the College Corps program concluded on July 31, 2023, with over 3,000 Fellows serving one million hours across California in areas such as food insecurity, K-12 education, and climate action. The diverse cohort, representing different higher education systems, engaged in impactful service, including educational outreach on health risks and providing support to marginalized communities. Early evaluation results show that the program was highly meaningful to participants and added capacity to community organizations.

AmeriCorps

- AmeriCorps California delivers significant returns to service recipients, participants, sponsor organizations, and the wider community. In the period from August 2022 to August 2023, nearly 3,000 diverse individuals engaged as AmeriCorps members, addressing pressing challenges, acquiring valuable skills, and receiving education awards. The program's commitment to racial equity is evident through increased funding priority, a higher living allowance for members, and a focus on underserved communities, exemplified by over \$53 million in grants to 42 programs targeting education, economic opportunity, and well-being for vulnerable populations.

CaliforniansForAll Youth Jobs Corps

- On July 1, 2023, California Volunteers secured \$78.1 million ongoing General Fund to continue the investment for the CaliforniansForAll Youth Jobs Corps program. This program expands to create service pathways for tribal communities and undocumented Californians with work authorization.

State Racial Equity Commission

- Governor Newsom's Fall 2022 executive order mandated equity integration across state agencies, creating a Racial Equity Commission at OPR to develop data-driven practices and a framework for addressing structural racism. In July 2023, Governor Newsom appointed Dr. Larissa Estes as the Executive Director of the Racial Equity Commission

and named the seven members, Virginia Hedrick, Gabriel Maldonado, Traco Matthews, Jolie Onodera, Manuel Pastor, Yolanda R. Richardson, and Simboa Wright to serve the Commission.

Next Steps

State Planning and Policy Department (SPPD)

- **Racial Equity Action Plan (REAP):** SPPD is developing its inaugural Racial Equity Action Plan for 2023-2025. Due to be released later this year, the plan coordinates internal administrative processes and external policy programs to think critically about our office's ability to undo legacies of racist policies at all levels of government.
- **CERF:** In Fall 2023, CERF will award a tribal intermediary \$25 million to subcontract grants to tribes to meet their economic development planning and implementation needs. This process will avoid the need to waive sovereign immunity and provide more administrative flexibility. Also, each of the 13 regions will be eligible to apply for up to \$14m to continue CERF social infrastructure and create a pipeline of projects in disinvested communities in order to catalyze investment from federal, state, and private sectors.
- **SPPD Strategic Plan:** Through various workgroups that target grant making, research and innovation, policy and guidance development, and tools and resource hubs, SPPD is developing a strategic plan that centralizes equity into OPR's mission and functions.
- A **Tribal Research Grant Program** will award \$3.625 million in grant awards to tribal communities and organizations to support climate change research and related efforts. Round 1 Application Period will commence in September 2023.
- **Planning and Community Development:** Through the General Plan Guidelines Update, the teams plan to embed equity in all aspects.

Office of Community Partnerships and Strategic Communications

- **Heat Ready CA:** In July 2023, Governor Gavin Newsom announced the Heat Ready CA campaign led by OCPSC and is one of the first statewide multi-ethnic campaigns for extreme heat awareness. OCPSC disseminates information through ethnic media and a trusted messenger network of 121+ CBOs to reach disproportionately affected populations using data and research.

California Volunteers

- **California Climate Action Corps:** California Volunteers will continue to prioritize supporting and engaging disadvantaged and tribal communities through climate volunteerism, action, and education as they support the California Climate Action Corps. They are currently preparing to launch their 2023-2024 cohort and planning additional outreach to expand tribal community engagement for future terms.
- **CaliforniansForAll College Corps:** College Corps will continue to recruit eligible undocumented students and students who demonstrate financial need. The second cohort of College Corps Fellows will begin service in their communities in the coming weeks. California Volunteers will continue to support partner campuses as they train,



support, and manage their Fellows and community host organizations to ensure a successful and meaningful Fellowship experience.

- **AmeriCorps:** California Volunteers will continue to build on the progress achieved to date and work on ensuring funding stability for service programs so that these efforts can be sustained beyond the current three-year grant period.
- **CaliforniansForAll Youth Jobs Corps:** California Volunteers is currently working on a process to expand service opportunities for tribal communities and for undocumented individuals. California Volunteers will administer the CaliforniansForAll Youth Jobs Corps program and will work with local grantees and partners to provide resources to support participant engagement across the state.

Racial Equity Commission

- The Commission will develop tools and methods for advancing racial equity. By April 1, 2026, it will summarize public feedback and data on racial disparities in an inaugural annual report, offering recommendations for promoting racial equity. Additionally, the Commission will create a Racial Equity Framework, outlining data collection, budget analysis, and tools for racial equity, to be posted by April 1, 2025. Both initiatives will be shared on the Commission's website and submitted to the Governor and Legislature.



B: California State Transportation Agency Update

To: California Strategic Growth Council and Members of the Public
From: California State Transportation Agency Update
Reporting Period: April 2022 – August 2023

Background

Updates from California State Transportation Agency (CalSTA) and its departments, including the Department of Transportation (Caltrans), New Vehicle Motor Board (NVMB), California Highway Patrol (CHP), Office of Traffic Safety (OTS), Department of Motor Vehicles (DMV), High Speed Rail (HSR), Board of Pilot Commissioners (BOPC) and the California Transportation Commission (CTC).

Update on Racial Equity Resolution Implementation

Under the leadership of Secretary Toks Omishakin, racial equity in transportation remains a focus of CalSTA and our departments.

Resolutions, strategic plans, and/or racial equity action plans that support agencies in operationalizing racial equity

- In 2022, the CHP developed a departmental Equity Plan, as part of its ongoing efforts to strengthen our public service to all Californians, while ensuring equity is embedded in its actions, policies, programs, and procedures (draft plan provided to CalSTA in October 2022).
- In May 2023, the OTS Working Group developed and released the OTS Equity Action Plan, which establishes the OTS equity goal of achieving equitable outcomes in California's Highway Safety Program.

Efforts to implement the Governor's executive order on equity with a focus on racial equity

- This year, Caltrans has invested \$1.25 million in a grassroots engagement strategy to find and certify over 300 new and limited contracting firms as SB/DVBE/DBE firms using small, grassroots firms. It is expected that these contracts will be out to bid by summer 2023.
- In June 2023, the CTC adopted the new Senate Bill 1 competitive funding programs. Members of the interagency Equity Advisory Committee participated in the evaluation of projects, helping to ensure that funding decisions provided more equitable outcomes.
- This fall, Caltrans and the CTC are integrating equity into long-range planning document updates. The updated California Transportation Plan (CTP) is to include an equity analysis and will prioritize targeted investments in underserved areas that will address environmental justice and health disparities. Caltrans is updating and revising the Regional Transportation Plan (RTP) guidelines to be adopted by the California Transportation Commission in 2024. The revisions will promote implementation of statewide approaches to equitable transportation planning processes.



- To be an inclusive workplace Caltrans is embracing an important change, actively removing the word “Chief” from employee leadership working titles.
- The Racial Equity Tool (RET) is under development at the DMV and will support connecting with community services. It is designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.

The establishment of new offices and/or programmatic initiatives that foster equity and support the well-being of communities of color

- Caltrans has identified \$50m in IJIA formula funding to establish the California Workforce Development Equity Fund (CWDEF) in partnership with the California Workforce Development Board (CWDB). The purpose of the CWDEF is to support the training and hiring of persons who are underrepresented in the construction trades through participation in nationally certified curriculum and training program, the High Road to Construction Careers Program, hosted by CWDB. The CWDEF was approved in the FY23-24 state budget and staff from Caltrans and CWDB are working on implementing the project this fall.
- Caltrans is currently developing the public participation plan for the California Transportation Plan (CTP) and Federal Statewide Transportation Improvement Program (FSTIP), which will emphasize promoting racial equity.

New grant programs, policy initiatives, directives, guidance, etc., that foster equity and support the well-being of communities of color

- Caltrans is finalizing version 1.0 of its [Equity Index](#), aiming for a September release date. The Equity Index, or EQI, identifies communities of concern in a way that is like CalEnviroScreen and other such mapping tools, but at a more granular, neighborhood level and focusing on transportation-related attributes: traffic impacts (volumes and crashes) and access to destination by multiple modes. The EQI will be available for use by partners and the public. After publication of the tool, Caltrans will incorporate it into decision-making areas such as project development, project selection, environmental reviews, safety, and asset management.
- Caltrans is funding two scientific research studies and one preliminary investigation, the outcomes of which are to inform an approach to advancing racial equity. Studies are: 1) *The Implications of Freeway Siting in California, Phase 2*; 2) *Equity in Payments for Transit and Congestion Pricing*; the preliminary investigation is [Transportation-Related Equity Indicators to Improve Mobility and Transportation System Access For Low Income and Disadvantaged Communities](#).
- This year, DMV applied for and was approved for a new grant from the Office of Traffic Safety, Visualizing Associations Between Community Characteristics and Safety Outcomes. The project will develop a method for combining across indicators of diversity, equity, and traffic safety rise in a way that identifies areas with intersecting needs. The goal is to facilitate objective and equitable approaches to allocating traffic safety funding in a way that addresses individual community needs. The project will run from October 1, 2023, to September 30, 2024.



- The High Speed Rail Authority is currently working on designing and implementing a Title VI Complaint Portal for the submission of Title VI, Limited English Proficiency, and Environmental Justice complaints or issues. The anticipated implementation timeframe is Fall 2023.

New California State Budget Investments to advance racial equity

- In June 2023, in coordination with CalSTA, Caltrans organized and executed a project evaluation process for the Port and Freight Infrastructure Program (PFIP). Promoting transportation equity and environmental justice were key criteria in this evaluation. The PFIP program included approximately \$450 million for zero-emission infrastructure, locomotives, vessels and vehicles. These projects are intended to promote equity benefits to the surrounding community, including increased safety, reduced congestion on roadway transportation systems, and reduced emissions of greenhouse gases.

Task forces, boards and commissions focused on racial equity

- Caltrans, CTC and CalSTA convened the first Interagency Equity Advisory Committee (EAC) meeting in March 2023. The EAC is intended to elevate diverse and historically marginalized voices to advise our agencies on how to achieve meaningful outcomes in transportation equity, environmental justice, and equitable economic opportunities, especially as related to transportation planning and programming. On June 5, 2023 the Committee held its first Committee-only meeting. The meeting provided the Committee an opportunity to learn about and discuss potential Committee governance and leadership structures; plans for integrating ex officio members into the Committee and previous and upcoming opportunities for member engagement in agency policy development. The next Committee-only meeting is planned for September 26, 2023. The next Executive meeting of the Committee will be held on December 8, 2023.
- The Board of Pilot Commissioners has convened additional ad hoc Committee on Diversity meetings, and it has been recommended a permanent Committee on Diversity be created to further support a diverse pilot trainee applicant pool. This work will be enabled in-part by the revisions to the pilot trainee minimum qualifications, submitted and approved through the rule making process with the intention to better accommodate a diverse trainee applicant pool.
- The Ad Hoc Committee on Equity, Justice, and Inclusion (EJI) of the New Motor Vehicle Board (NMVB) met in May 2023. Discussion focused on presenting two policy change recommendations to the Board; one seeking the Board's direction that all new policy creation and any future policy amendments receive first review by EJI before being taken up by the Board, and the second that the Board set forth a goal of filling at least 44% of NMVB public contact positions with bilingual employees. These EJI recommendations will be heard by the Board in September 2023.
- The CHP Commissioner remains actively engaged as a voting member of the Racial and Identify Profiling Advisory (RIPA) Board, which actively works to eliminate racial and identify profiling, and improve diversity and racial and identity sensitivity in law enforcement. In an ongoing effort to maintain transparency, and as previously



recommended by the RIPA Board, the CHP is currently evaluating the feasibility of contracting with an academic institution to conduct an external analysis of departmental demographic data, to identify any trends and disparities.

Internal and external workgroups or roundtables to support staff and/or better engage with communities around racial equity issues

- In May, Caltrans, along with CalSTA and CTC, released the final Equity Listening Sessions [actionable report](#). Featuring findings and recommendations from the sessions, this report guide each agency in its efforts to further enhance organizational structures around equity, as well as build relationships that will inform how transportation agencies can improve engagement with communities statewide.
- To work toward an equitable Highway Safety Program that addresses the traffic safety needs of all Californians, and to put the [OTS Equity Statement](#) into action, OTS Director Barbara Rooney directed the formation of the OTS Equity Working Group to consist of volunteer members at all levels within the organization.
- The New Motor Vehicle Board (NMVB) held a virtual industry and public workshop in September 2022, titled Workshops on Equity, Justice, and Inclusion in the Motor Vehicle Industry. The workshops brought together speakers from various governmental agencies, major automobile manufacturers, new car dealer groups, and community-based organizations and advocacy groups to discuss diversity in the new motor vehicle industry and equity in electric vehicle policy.
- As outlined in a report published by the Bureau of Indian Affairs (BIA), those who identify as American Indian or Alaska native are killed and injured at a rate 2 or 3 times that of other ethnic groups and that of the national average (BIA 2022 Annual Report). In response, the CHP has instituted the Native-Tribal Traffic Education Program to ensure appropriate engagement with tribal communities. With funding from the Office of Traffic Safety, the CHP conducts outreach and traffic safety presentations for tribal members to reduce traffic fatalities on tribal lands.
- The High Speed Rail Authority's DEI Taskforce and larger DEI working group were formed to address matters pertaining to diversity, equity, and inclusion across all functional areas of the High-Speed Rail Authority. In Fall 2022, a charter was established clearly identifying roles and responsibilities of the taskforce. Training efforts are being planned for Authority staff, along with continued meetings of the two groups.

New staff positions that have racial equity elements within job duty statements

- Caltrans has created a new position in the Directors office to enable its construction program to be more inclusive of small and minority-owned businesses - *The Construction Disadvantaged Business Enterprise (DBE)/Small Business Enterprise (SBE) Support Manager*.

Racial equity training provided to staff

- Caltrans funded a training: [Equity in Adapting Transportation Infrastructure to Climate Change](#)



- Caltrans is currently developing training about racism and on how to promote inclusivity and create a more equitable workplace and community. Through extensive research and staff collaboration, the training will confront historical and systemic racial disparities while fostering a respectful and understanding environment.
- Allied with one of the Commission's 2021-2026 Workforce and Succession Plan initiatives, throughout 2022, Commissioners and key staff participated in consultant-developed racial equity trainings. In 2023, the Commission plans to offer a similar series of trainings to all staff.
- The CHP's Office of Equal Employment Opportunity is currently evaluating existing bias and cultural diversity training curriculum, which includes a review of the associated Commission on Peace Officer Standards and Training (POST) requirements. By enhancing the Department's cultural competencies through specialized training, the Department will be able to provide a higher level of service by providing fair and equitable services to our communities and promoting public safety.



C: California Business, Consumer Services, and Housing Update

To: California Strategic Growth Council and Members of the Public
From: Lourdes Castro Ramírez, Secretary, California Business, Consumer Services, and Housing Update
Reporting Period: April 2022 – August 2023

Background

With more than 7,800 employees and a \$7.6 billion department-wide operating budget, the California Business, Consumer Services and Housing Agency (BCSH) is responsible for fostering a thriving, equitable and inclusive California. Through our oversight and support of twelve entities and over 36 boards and bureaus, BCSH funds and facilitates the preservation and expansion of safe, affordable housing; advances statewide collaborative efforts to prevent and end homelessness; licenses and regulates over four million professionals, businesses, and financial services and safeguards and enforces California's civil rights laws.

Policy and Programs

- The California Civil Rights Department (CRD) launched [CA vs Hate](#), a non-emergency, multilingual hate crime and incident reporting hotline and online portal. The goals of CA vs Hate are to help individuals and communities targeted for hate, identify options for next steps after an act of hate, connect people with culturally competent resources and care coordination services, and improve hate incident and crime reporting data to enhance prevention and response.
- The CRD launched the [Commission on the State of Hate](#) to strengthen California's efforts to stop hate and promote mutual respect among California's diverse population. The Commission is charged with publishing rigorous, comprehensive accounting of hate activity in California, engage in fact finding and research on hate activity, host community forums and provide resources and guidance to communities and government officials on how to effectively reduce and respond to hate activity.
- The Department of Housing and Community Development (HCD) announced the availability of approximately \$75 million in [Homekey Tribal Program funding](#), tailored to meet the specific affordable housing needs of California tribes. This significant investment in tribal housing opportunities continues a statewide effort to sustain and rapidly expand the inventory of housing for at-risk or people experiencing homelessness.
- The HCD completed 577 housing element reviews that enforce and incorporate affirmatively furthering fair housing and AB 686 in local general plans that are the fundamental document guiding land use and investment decisions.
- The HCD successfully advocated to the U.S. Department of Housing and Urban Development (HUD) to create a waiver for the one-time special congressional allocation of Coronavirus funds (ESG-CV and CDBG-CV), so that tribes could be eligible applicants for this unique funding opportunity, whereas they are not typically eligible applicants for

ESG or CDBG. With this flexibility, HCD prioritized reaching tribes with this unique one-time funding, and made 27 tribal awards under the CV programs.

- The California Interagency Council on Homelessness (Cal ICH) is currently reviewing applications for a share of the \$20 million available in the second round of the [Tribal Homeless Housing, Assistance and Prevention \(HHAP\) program](#), which closed on June 30, 2023.
- The Department of Financial Protection (DFPI) is the consumer watchdog for Californians with student loans and launched the [Back on Track](#) campaign to help borrowers know their loan, know their rights, and know their options. Nearly 6,500 people participated in webinars about student loan borrower information and the recordings were viewed over 10,532 times.
- The DFPI provided \$200,000 grants to 12 nonprofit organizations through the program to provide free financial education and financial empowerment programs and services for unbanked and underbanked Californians, many of whom are low-income and Californians of color.
- The Department of Cannabis Control (DCC) published the first round of [equity promising practices](#) to help local jurisdictions develop equity resources that fit the needs of their local cannabis businesses, service business owners looking for equity programs, and can be used for regulators looking for ideas on how to achieve equity goals.
- The DCC is supporting equity business owners through [waivers and/or deferrals](#) of state license fees and technical support with navigating the state licensing process.
- HCD's permanent Prohousing Regulations made considerable changes to the program, with a specific focus on affirmatively furthering fair housing.
- HCD released a new map layer in the interactive [affirmatively furthering fair housing data viewer](#) that shows Racially Concentrated Areas of Affluence (RCAs). The concept of RCAs was originally developed by scholars at the University of Minnesota to illustrate the flip side of the Racially and Ethnically Concentrated Areas of Poverty metric used by HUD in the 2015 AFFH rule and to tell the story of segregation more fully. HCD is now releasing a version of the RCA metric that better reflects California's relative diversity and regional conditions.

Strategic Planning and Language Access

- BCSH launched the Agency's first [Strategic Plan](#) showcasing our vision, values, priorities, for the next three years. BCSH's vision is to create a thriving and equitable California where people have access to safe and affordable housing, consumers are protected, and civil rights are safeguarded.
- Cannabis Control Appeals Panel, the California Housing Finance Agency (CalHFA) and the Department of Consumer Affairs (DCA) developed strategic plans with equity embedded throughout their objectives. To further expand public input and access, a centralized [DCA Strategic Plans webpage](#) was created on the DCA website.
- The Department of Alcoholic Beverage Control (ABC), the Cannabis Control Appeals Panel, and the Alcoholic Beverage Control Appeals Board, have focused on language access and translated key documents to expand access to services.



- Cal ICH will incorporate tribal feedback as it updates the Statewide Action Plan to Prevent and End Homelessness. Cal ICH held multiple tribal listening sessions as part of the partner engagement process related to the Action Plan update.

Creating an Inclusive Workforce and Workplace

- Cal ICH is creating a Racial Equity Working Group. Cal ICH and State Council member agencies are committed to deepening their knowledge and understanding of racial injustice and inequities in housing and homelessness, and to taking action through the implementation of the Action Plan for Preventing and Ending Homelessness in California.
- BCSH launched an internal Community of Practice that meets monthly to coordinate activities included in each department's Equity Action Plan, build a peer network, and drive continuous learning around embedding equity in policies and program.
- BCSH hosted the first Agency-sponsored virtual training for leadership teams from all departments titled "The Hidden Biases of Good People: Implications for Individuals and Organizations" led by Dr. Bryant T. Marks, Sr., Founder of [The National Training Institute on Race and Equity \(NTIRE\)](#).
- DCA created a Diversity Equity and Inclusion (DEI) Steering Committee and developed its first DEI fact sheet. The department knows that training plays a vital role in creating a culture of inclusion where all individuals feel recognized, understood, and valued. DCA leadership (executives, executive officers, and bureau chiefs) received DEI leadership training and SOLID trainers completed a DEI certification program.
- CalHFA published its [Racial Equity Action Plan](#) outlining CalHFA's objectives for cultivating a culture of diversity and inclusion, strengthening hiring, recruitment and retention processes, and furthering housing fairness through community partnerships.
- The Department of Real Estate established a DEI Steering Committee, a DEI newsletter and DEI annual report to help build and maintain a diverse, inclusive, and equitable workforce throughout all levels of the organization. The department also created a training series to promote a more inclusive working environment, including topics related to diversity, equity, inclusion, and belonging.
- HCD's DEI unit has expanded to include divisional specific DEI trainings, a Meyers DEI assessment to gauge each division's readiness to embed DEI into their business practices and embed DEI into operation planning by requiring each division to set workforce, inclusion, and equity goals.
- The California Horse Racing Board is committed to diverse recruitment and hiring strategies and added a diversity commitment statement to job postings.
- ABC is focused on ensuring that the demographic makeup of ABC's sworn workforce reflects the population of California as a whole. As such, ABC participates in "Links to Law Enforcement" a recruitment program hosted by minority-based community organizations.
- ABC is partnering with the Government Alliance on Race and Equity (GARE) to provide racial equity training to all staff.



- DFPI developed an unconscious bias strategic plan and is implementing training to ensure all staff are equipped with tools to acknowledge and mitigate their internal biases.

Next Steps

- BCSH will continue to strengthen place-based investments with a focus on housing, climate, and equity.
- BCSH is committed to strengthening our government-to-government relationship with California tribes through meaningful engagement and consultation.
- BCSH will continue to lead the Agency-wide Community of Practice and identify training opportunities to build knowledge about racial equity and embedding equity in policies.

D: California Environmental Protection Agency

To: California Strategic Growth Council and Members of the Public
From: California Environmental Protection Agency
Reporting Period: April 2022 – August 2023

Background

The California Environmental Protection Agency (CalEPA) seeks to ensure public health, improve and maintain environmental quality, and vitalize the green economy for all Californians. CalEPA develops policies and practices that result in safer and cleaner air, soil, and drinking water, and protect residents and workers from harmful exposure to contaminants. The Office of the Secretary heads CalEPA, overseeing and coordinating the activities of one office, two boards, and three departments dedicated to improving California's environment. The goal is to achieve a higher quality of life for all.

Racial equity will be realized when:

- Race is not a determinant of exposure or proximity to hazardous chemicals, and exposure to hazardous chemicals is minimized across all racial and ethnic groups.
- All Californians have access to safe, clean, affordable, and accessible drinking water, and can breathe clean air in and around their homes, schools, workplaces, and community spaces.
- Communities identified as “disadvantaged” experience a transition into the green economy through equitable and just development; and when they can realize full access to healthy and sustainable green jobs, affordable housing, and transportation.
- All California communities have access to the information needed to meaningfully participate in the decision-making processes that impact their lives.

California Environmental Protection Agency Updates

- [CalEPA's Environmental Justice Task Force](#) is focusing on community-centered enforcement engagement to ensure environmental enforcement is equity centered, solution oriented, and transparent. CalEPA is working with overburdened communities in Fresno, Kern, Los Angeles, and San Francisco Counties to understand residents' concerns, pursue enforcement solutions, and enhance communication.
- CalEPA is implementing a new Memorandum of Understanding with U.S. EPA Region 9 focused on collaborative efforts on enforcement and compliance assurance in overburdened communities. The joint [2023 Action Plan](#) focuses on enhanced engagement with residents in overburdened communities, rapid multi-agency enforcement responses, and creating new collaboration tools to improve enforcement and reduce pollution burdens in California's environmental justice communities.
- CalEPA announced the establishment of the new [Environmental Justice Action Grants](#) in 2023.
 - The Program is structured to provide grant funding to a wide variety of projects intended to lift the burden of pollution from those most vulnerable to its effects.



In California, we know that some communities face disproportionate impacts from climate change, particularly low-income and rural communities, communities of color, and California Native American tribes.

- Grant applications are open August 29 – October 13, 2023.
- CalEPA announced three new additions to its [Tribal Advisory Committee \(TAC\)](#), which now has a total of eight members. The TAC’s mission is to educate CalEPA and its boards, departments, and offices and advocate concerning the tribal beliefs and perspectives of cultural resources protection, environmental protection, and historical and current day tribal lands stewardship of the environment.
 - The new members include Hoopa Valley Tribe Board Secretary/Treasurer and Native American Environmental Protection Coalition (NAEPC) Executive Director Jill Sherman-Warne; Big Pine Paiute Tribe Water Program Coordinator Noah Williams; and Mona Olivas Tucker, Tribal Chair for the yak tityu tityu yak tiłhini Northern Chumash Tribe in San Luis Obispo County and the region.
 - Since May 2023, the CalEPA headquarters lobby hosts the flags of the Tribes that are represented in its Tribal Advisory Committee. The presence of the tribal flags recognizes the critical role that Tribes have played and continue to play in stewarding our land, since time immemorial. It is also a reminder of the progress we still need to make as a state and as an agency to strengthen and sustain our tribal partnerships.
- CalEPA and California Natural Resources Agency celebrated Pride Month jointly for the second time, celebrations included a panel, “Centering Support for Our Transgender Communities,” and walking alongside each other in the Sacramento Pride Parade March.

Department of Resources Recycling and Recovery (CalRecycle)

- **Advancing Language Access:** CalRecycle now provides live interpretation in Spanish, meeting materials in Spanish (PPT, videos), Spanish language guidance during meetings, and YouTube recordings posted in English and Spanish.
 - Translation and interpretation contract: CalRecycle enhanced its language access services contract to include live/remote interpretation, over-the-phone interpretation, and translation services in 10 languages and others upon request.

Next Steps

- Hiring an executive-level Deputy Director position for Environmental Justice and Tribal Affairs.

Department of Pesticide Regulation (DPR)

- **Sustainable Pest Management:** DPR released the Sustainable Pest Management Roadmap (SPM) in January 2023, a plan to replace high-risk pesticides with safer, sustainable alternatives. SPM is a holistic, whole-system approach to managing pests in agricultural and other managed ecosystems and urban and rural communities that

builds on the concepts of Integrated Pest Management (IPM) with broader consideration of human health and social equity, environmental, and economic challenges.

- **Hiring:** In January 2023, DPR hired its first executive-level Assistant Director for Environmental Justice and Equity. The Assistant Director leads the newly established Office of Environmental Justice and Equity, tasked with developing, coordinating, and supporting DPR's environmental justice and racial equity programs and activities.
 - In July 2022, DPR hired a 100% full-time Human Resources Branch position dedicated to internal Diversity, Equity, and Inclusion (DEI) Initiatives and Coordination.
- **Trainings:** All DPR managers and supervisors have taken "Advancing Racial Equity at DPR" training and training was rolled out to all other staff in Spring 2023. DPR's DEI Team has trained 95%+ of rank-and-file staff as of July 2023.
- **DEI Workgroup:** DPR's DEI Workgroup developed a racial equity mission and vision statement and is currently working to advance DEI awareness and internal implementation through a variety of initiatives, including a master calendar of events and observances, an equity resource library, and a brown-bag series for DPR staff to explore and discuss equity concepts.

Next Steps

- DPR is updating the department's Strategic Plan, which will include a DEI statement and will embed equity throughout the department's goals and actions for the next five years.

Department of Toxic Substances Control (DTSC)

- **Racial Equity Framework:** DTSC published a Racial Equity Framework in April 2023. The framework is being implemented with the guidance of a Diverse, Equity, Inclusion and Belonging (DEIB) Executive Sponsorship Team. DTSC established a DEIB Advisory Council consisting of 12 (employee) members from Core and Support programs that are located at different DTSC offices throughout the state.
 - DTSC is compiling data from the recent Employee Experience Survey, and preparing for a enterprise-wide Listening Tours with the DTSC leadership discussing highlights and opportunities of the data results with all staff.
 - A Management Organizational Assessment is planned for the end of 2023.
- **Equity in Enforcement:** DTSC has made it a 2023 priority to enhance DTSC's enforcement across all programs to provide a robust, equitable, and forward leaning enforcement and compliance program. DTSC is prioritizing resources to address historic inequity in the distribution of environmental burdens by maximizing DTSC's authorities to pursue enforcement in disadvantaged communities in a robust, timely, and uniform manner. In 2022/2023, more than 50% of the facilities inspected were in disadvantaged communities.
- **Equitable Community Revitalization Grant (ECRG):** These grants enable site investigation, site clean-up and community assessment leading to reuse of parcels in



some of the most vulnerable California communities. The grants work to address historic environmental injustices by creating clean parcels with opportunities for new use such as commercial enterprise or housing.

- The first 53 Equitable Community Revitalization Grants were allocated in June 2022 for \$75.4 million worth of proposals in 35 cities and 15 counties. DTSC will award \$85 million in second grant cycle.

Office of Environmental Health Hazards Assessment (OEHHA)

- The Office of Environmental Health Hazard and Assessment (OEHHA), an office within CalEPA, works to promote racial equity and environmental justice through our work products such as CalEnviroScreen, recruitment, science communication, and internal change. In 2020, OEHHA formed the volunteer group known as the Racial Equity and Environmental Justice Committee to identify ways that OEHHA can address racial inequity and environmental justice, with a focus on change within OEHHA. Since then, the committee has helped to integrate principles of racial equity and environmental justice into OEHHA by working to foster a culture of inclusivity.
- **Hiring:** In June, 2023, OEHHA hired their first executive-level Racial Equity and Environmental Justice Coordinator to coordinate, develop, evaluate, and recommend strategies for advancing racial equity and environmental justice in OEHHA's programs.
- **Racial Equity and Environmental Justice committee:** OEHHA utilizes an internal Racial Equity and Environmental Justice committee, to advance the racial equity goals of the Office and build staff capacity.
- **[Indicators of Climate Change in California report](#):** OEHHA released the fourth edition of the Indicators of Climate Change in California report, which documents observed changes in the state's climate and its impacts. This report includes a new section where 8 Tribes provided accounts of their unique experiences with climate change. In addition, listening sessions with over 40 participating Tribes informed the entire report.

Next Steps

- The Racial Equity and Environmental Justice Coordinator is developing a landscape and Office assessment to map out racial equity and environmental justice efforts, identify opportunities for growth, and develop a strategic plan.
- OEHHA is hiring 3 positions to further support their overall racial equity and environmental justice efforts.

California Air Resources Board (CARB)

- **Office of Racial Equity (ORE):** CARB is hiring to launch its new [Office of Racial Equity \(ORE\)](#), which will coordinate the implementation of racial equity policies across CARB, including efforts to incorporate racial equity into all its external facing policies, programs, and regulations. The ORE will include 4 new staff members and \$1M in contract funds to support enhanced external engagement.

- **CARB’s Diversity and Racial Equity (DaRE) Task Force** examines CARB with a critical eye to identify ways to improve workplace culture, promote an inclusive work environment, and reduce workplace barriers to equity.
 - In Fall 2022, DaRE released a baseline assessment of CARB’s workplace culture based on the Equity in the Center and Government Alliance on Race and Equity (GARE) models of organizational change.
 - In June 2023, DaRE kicked off the third annual 90 Day Challenge to promote racial equity awareness and education in daily life.
 - DaRE is working on a recommendation for a department-wide redaction policy, a guidance for a set of diversity, equity, and inclusion related interview questions for hiring managers, and a three-part training on microaggressions in the workplace.
- **Community Engagement:** CARB’s cross-divisional Community Engagement Capacity Building team has drafted a Community Engagement Model that will be ground-truthed with community experts.
- **Trainings:** To date, CARB has trained 33 percent of its total workforce and 63 percent of managers in the *Advancing Racial Equity Training at CalEPA* curriculum. As of Fall 2022, the training became mandatory for all supervisors and managers. CARB Board Members participated in the training in July and August of 2023.

Next Steps

- Since Fall of 2021, CARB has been developing and piloting an agency-wide racial equity lens—a series of questions—to assess the racial equity impacts of key policies, programs, and procedures, including rulemaking. A summary report of the pilot phase will be shared in Winter 2023.
- CARB is planning to update its 2016 Civil Rights Policy and Discrimination Complaints Process.

State Water Resources Control Board (SWRCB)

- **Resolutions and action plans:** In January 2022, Water Boards staff presented the Racial Equity Action Plan to the State Water Board. The plan outlines goals, actions, and metrics to create a future where we equitably preserve, enhance, and restore California’s water resources and drinking water for all Californians, regardless of race, and where Water Board employees reflect the racial and ethnic diversity of California.
 - The North Coast, Central Coast, and Central Valley Regional Water Boards have adopted Racial Equity Resolutions for their respective regions.
 - Multiple regional water boards are currently developing or have completed their own racial equity resolutions and action plans.
- **Workforce:** Supervisors across the Water Boards have been implementing and exploring new approaches to recruit, hire, retain, and support a workforce that reflects the demographic diversity of California. Many duty statements now incorporate language addressing our commitment to racial equity and environmental justice.



- Three positions were redirected specifically to focus on racial equity, and one has been filled.
- **Racial Equity Support Lunches:** On a monthly basis, Water Boards employees voluntarily gather for a lunch time discussion centered around racial equity-related topics.
- **Racial Equity Training, Delivered by the Train-the-Trainer Program:** The Water Boards have developed a Racial Equity Train-the-Trainer program to equip employees with the skills to deliver a three-part racial equity course to their colleagues within the agency.
 - Ten staff were certified as trainers as part of the first train-the-trainer cohort, and 270 Water Boards staff have taken the “Advancing Racial Equity at the Water Boards” training so far. The second cohort of staff will go through the train-the-trainer process this fall and once certified as trainers, will join the current trainers in delivering the training to approximately 800 staff over the next year.
- **Environmental Justice Roundtable:** On a quarterly basis, representatives from all Water Boards regions, divisions, and offices meet to coordinate on environmental justice and racial equity. The Environmental Justice Roundtable now serves as the convening place for the implementation of the Racial Equity Action Plan and other related racial equity and environmental justice efforts across the Water Boards.
- **Advancing equity in water quality projects:** In 2022, Assembly Bill 2108 added section 189.7 and 13149.2 to the Water Code, compelling Water Boards to undertake meaningful outreach when considering discharges of waste that may disproportionately impact water quality in disadvantaged or tribal communities.
 - Water Boards are now required to develop a concise summary of anticipated water quality impacts on these communities and identify measures to address such impacts within their authority. To ensure effective engagement, the agency has developed guidance for best practices in community and tribal outreach.
- **Clear Lake Hitch:** In late 2022, the State Water Board began actively working with the Pomo tribes of the Clear Lake area and other state and federal agencies to respond quickly to protect the Clear Lake hitch from extinction.
 - On March 7, the State Water Board held a board item on the hitch which included panel speakers from the Big Valley Band of Pomo Indians, Robinson Rancheria, as well as other state and local agency representatives. In August, the board will hold another item on the hitch.
- **The Safe and Affordable Funding for Equity and Resilience (SAFER):** is a drinking water program designed to ensure Californians who lack safe and affordable drinking water receive it as quickly as possible.
 - The SAFER program advances environmental justice by prioritizing communities disproportionately burdened by unsafe drinking water. Since the program began in 2019, the SAFER program has accomplished the following:
 - 300 projects accelerated in disadvantaged communities, including 94 completed consolidations



- \$50 million has been provided to repair 150 failing water systems serving 9,456 households
- \$700 million in grants to bring safe drinking water to California's small, disadvantaged communities
- 56,000 more people now have safer drinking water

Next Steps

- **Racial Equity Data Task Force:** The Water Boards are working to develop a Racial Equity Data Action Plan. The plan aims to consolidate best practices and effective tools to advance racial equity within Water Boards programs and projects.
- **New Maximum Containment Levels and emerging contaminants:** In August 2023, the board will consider adopting a new maximum contaminant level for hexavalent chromium, a contaminant that has the potential to cause liver toxicity, gastrointestinal tumors, and liver cancer.
- **[Site Cleanup Subaccount Program](#):** The Site Cleanup Subaccount Program is a non-competitive State Water Board funding program that funds projects investigating and remediating surface or groundwater contamination. A ranking methodology was developed to prioritize the limited funding and the methodology considers various factors, including human health risk, disadvantaged community status, and CalEnviroScreen score. Staff are currently engaging with stakeholders to gather feedback on the methodology, scoring criteria, and funding priorities.
- **[Tribal Beneficial Uses](#):** To recognize the unique ways that tribes and tribal communities utilize water, the State Water Board collaborated with tribal leaders to develop and adopt definitions for Tribal Beneficial Uses of water in 2017. Tribal Beneficial Uses provide a water quality safety measure that considers the specific uses of water by individuals, households, or communities of California tribes. Now that statewide definitions are established, each of the regional water boards can now incorporate those beneficial uses into their basin plans. The nine Regional Water Boards are all at different stages of working with tribes to protect water quality for tribal tradition, culture, and subsistence fishing. Four Regional Water Boards have adopted Tribal Beneficial Use definitions into their basin plans and the Lahontan Regional Water Board has begun the process of a developing a basin plan amendment to designate Mono Lake and its tributaries with Tribal Beneficial Uses.



E: California Natural Resources Agency

To: California Strategic Growth Council and Members of the Public
From: California Natural Resources Agency
Reporting Period: April 2022 – August 2023

Background

The California Natural Resources Agency consists of 26 departments, boards, commissions, and conservancies responsible for administering programs to conserve, restore, and enhance the natural, historical, and cultural resources of California. The Agency's departments help the state become more climate resilient, expand access to parks and wildlands, and conserve California's remarkable biodiversity.

Racial Equity Updates

The California Natural Resources Agency (CNRA) released a draft strategy for its Outdoors for All initiative, which aims to ensure that all Californians have access to the outdoors, regardless of their background or location. CNRA also released the first [Pathways to 30x30 Annual Progress Report](#), highlighting a variety of projects that advance justice, equity, diversity, and inclusion through 30x30, an effort to conserve 30% of California's lands and coastal waters by 2030. The progress report includes tribal land back projects, new conservation areas that will benefit communities with limited access to nature, career pathways for conservation, and creative partnerships to be more inclusive in decision making and stewardship of natural resources.

The Department of Fish and Wildlife established the Office of Equity, Environmental Justice, and Tribal affairs led by the department's first executive level position focused on ensuring policies and decisions do not continue to create disparate outcomes for low-income and BIPOC individuals. The Office established several internal affinity groups an equity action plan prioritizing workforce equity, the protection of California's natural resources, inclusive stewardship and decision-making, expanded grant funding for underrepresented communities, enhanced outreach, and internal training on racial equity and environmental justice.

The Conservation Corps established the Tribal Youth Nature-Based Solutions Conservation Corps grant program (Tribal Corps) in collaboration with CNRA. Assembly Bill 179 (Section 52) allocates \$10 million in grant funding exclusively available to California Native American tribes to establish tribal youth conservation corps programs. Corps leaders reached out to tribal leaders and hosted consultations in development of grant guidelines, offered technical assistance workshops, and facilitated the review of grant proposals, awarding the full \$10 million allocated by the legislature and announcing grant awards.

The Coastal Conservancy has made significant changes in almost every aspect of its hiring practices—expanding recruitment, using different job classifications, changing job descriptions, modifying interview questions, and updating rating criteria. Our workforce analysis for 2022 demonstrated a 20% increase in diversity over the past 5-6 years. Coastal Conservancy nurtures

retention and professional growth through ongoing staff development training, including equity and tribal trainings.

The Coastal Commission's EJ unit launched quarterly EJ partner calls with the Executive Director and senior management. The purpose of these calls is to enhance meaningful engagement and create an open line of communication between EJ partners and Commission's executive leadership and staff.

The Department of Water Resources publicly released two important efforts: a Racial Equity Vision that "All people in California are healthy, financially stable, and safe" and a Racial Equity Action Plan with 23 strategies that focus on workforce diversity, community engagement, and embedding racial equity into our work. For more information on the plan: https://water.ca.gov/-/media/DWR-Website/Web-Pages/About/Files/DWR-REAP-06142022-FINAL_ay11.pdf.

California is significantly expanding its efforts to prepare for, prevent, and mitigate the wildfire threat. The state is making substantial investments in numerous projects across its regions, with a particular focus on safeguarding underserved communities and proactively combating wildfires to prevent their rapid spread. A \$113 million in new funding will support 96 wildfire prevention projects across the state, with most grants directed towards vulnerable communities. Cal Fire's goal is for one-third of Wildfire Prevention and Forest Health grant funding to go to disadvantaged communities and this year over 80% of the Wildfire Prevention Grants were issued to disadvantaged communities.

The Wildlife Conservation Board created an Equity and Justice Subcommittee comprised of three board members, the executive director, and staff to address the barriers to funding for underserved communities, set goals and priorities for grant awards, and provide direction to staff for community engagement and outreach. The Subcommittee meets monthly between quarterly board meetings.

The Baldwin Hills Conservancy advanced two policies during the period including an Environmental Justice Policy and Tribal Policy. Both continue to be implemented primarily through community engagement in underserved and indigenous communities respectively. The board also held its leadership gathering to prioritize planning efforts for the new Urban Watershed territory, where equity, environmental justice and access were key themes in the conservancy's approach to grants, climate adaptation, conservation, stewardship, and strategic planning.

During the last year, the Coachella Valley Mountains Conservancy (CVMC) completed an 18-month long, interactive process of developing and adopting its Justice, Equity, Diversity, and Inclusion Policy. The policy expressed the board's strong commitment to working to protect, preserve and make accessible the Coachella Valley's diverse natural resources for all.

The Delta Council endorsed staff's annual work plan, which includes furthering the justice, equity, diversity, and inclusion work at the organization, both internally and externally. For 2023, Council staff will establish a JEDI Committee (and an accompanying charter), begin

development of the Committee's workplan, and continue to explore short-term implementation opportunities to advance equity within the Council's work.

The Tahoe Conservancy amended its five-year strategic plan to add a new goal that promotes racial equity and commits to making the basin safe and welcoming to all. The strategic plan amendment included four strategies for implementing this racial equity goal.

The California Water Commission adopted a California Native American Tribal Leadership Comment Policy and began implementing it. The final policy is available here: [CWC California Native American Tribal Leadership Comment Policy](#).

Next Steps

The Natural Resources Agency is continuing to work to embed equity across the agency, including adding language to employee duty statements to ensure that progress continues on environmental justice, tribal, and equity efforts. CNRA also continues to host and expand monthly cultural heritage month celebrations for all 26 entities. Later this year, the agency will host an environmental justice summit that will bring together environmental justice advocates, government leaders and EJ department leads to discuss the state of environmental justice in natural resource management.

The Coastal Commission's EJ unit and sea level rise team started developing guidance for staff and local governments to better address environmental justice and equity in the Commission's sea level rise work with funding from NOAA. Staff selected EJ and sea level rise advisors from across the state to provide input on the development of this new policy guidance and public engagement strategies.

This year, the Department of Fish and Wildlife will focus on the implementation of an equity assessment for regulatory actions and programmatic policies to better understand the potential impacts of proposed decisions on pollution burdened communities, a majority of who are low-income and communities of color.

Conservation Corps leaders committed to a second learning cohort with the Capitol Collaborative for Race and Equity (CCORE). The cohort finishes their 15-month training intensive this summer, but will continue its efforts in collaboration with the Corp's previous CCORE cohort and newly established JEDI Coordinator to expand upon existing racial equity action plan and implement equity practices among all executive leadership program areas.

The Coastal Conservancy's 2023-2027 Strategic Plan targets spending 40% of the agency's funding to benefit systemically excluded communities and California tribes.

Department of Water Resources is in the process of launching a Racial Equity Office and hiring a Racial Equity Officer later this year. This office and position will be a part of the DWR executive team and responsible for leading the implementation of the Racial Equity Action Plan.

The Wildlife Conservation Board hired a Public Information Officer and will develop and implement an outreach plan to meaningfully engage with underserved communities and

California Native American tribes. The Board also plans to update its Strategic Plan this winter to include its 2023 Equity Action Plan initiatives.

Delta Council staff are currently developing an environmental justice issue paper to advance and embed equity in the Council's work. The three primary components of the paper will include building a network of community leaders and organizations to inform and support the Council's EJ work; identifying issues within the Sacramento-San Joaquin Delta, the Delta watershed, and areas that use Delta water; and identifying options to address those issues.

With the help of a contractor, the Tahoe Conservancy is building internal capacity through racial equity training for its staff and board, building and improving relationships in the Lake Tahoe Basin through community engagement and community-based participatory research, and will be developing a Racial Equity Action Plan.

At the August California Water Commission meeting, Commissioners will hear from Bianca Sievers, Deputy Director of Special Projects at the Department of Water Resources, about equity and environmental justice, what those terms mean, and how to apply them to the Commission's work. Commissioners will advise staff on whether to pursue adoption of an environmental justice policy.

CALFIRE is actively working on its updated 2024 Strategic Plan. In preparation for the upcoming year, the department has engaged with diverse stakeholders across the state, including more than 100 tribal groups. Participants are invited to take part in a short survey, which aims to gauge views on the department's direction and seeks to explore ways in which CALFIRE can strengthen its partnership through meaningful engagement.

F: California Health and Human Services Agency

To: California Strategic Growth Council and Members of the Public
From: California Health and Human Services Agency
Reporting Period: April 2022 – August 2023

Background

At the California Health & Human Services Agency (CalHHS), our mission is to work together with counties, cities, and communities, as well as our public, private, faith, and educational partners to make California a healthy, vibrant, inclusive place to live, play, work, and learn. CalHHS envisions a Healthy California for all where every individual belongs to a strong and thriving community and equity is not just a word or concept but the core value. CalHHS is a leader in the fight for equity and strives to create programs that address persistent and systemic inequities. The following highlights represent a few examples of many existing equity initiatives led by CalHHS departments and offices.

Agency and Department Updates

Children and Youth Behavioral Health Initiative

- **Equity Toolkit for Youth Behavioral Health:** CalHHS and its departments are implementing the Children and Youth Behavioral Health Initiative (CYBHI), a 5-year, \$4.7 billion effort to reimagine and build an ecosystem of services and supports that is coordinated, youth-centered, equitable and prevention and early intervention oriented, to improve the behavioral health and wellbeing of the state's children and youth ages 0-26. CYBHI is comprised of 20 workstreams that 5 CalHHS departments and offices are implementing, all with a focus on embedding and advancing equity in their work, including racial equity. To provide an overarching framework and support for those efforts, CalHHS formed a CYBHI Equity Working Group comprised of community members with lived and professional expertise and state staff to develop a [CYBHI Equity Framework and Toolkit](#).

Office of Youth and Community Restoration

- OYCR is committed to hearing the voices and participation of youth leaders who have lived experience through the co-creation of the OYCR statewide Youth Advisory Board that will be integral in building internal and external strategies for youth justice. OYCR is also working in partnership with California Tribal Families Coalition to develop a series of trainings for probation and tribal partners around serving Native American youth who are in contact with the juvenile justice system. OYCR also announced a Request for Proposal for Community-Based Organization (CBO) Capacity Building Consulting Services to provide technical assistance to CBOs to build their capacity to serve young people in the juvenile justice system.

California Department of Social Services



- **Disaster Response and Recovery Services for Immigrants:** The CDSS Office of Equity (OOE) Division is working with nonprofit organizations and counties in California to provide [state-funded storm recovery services](#) that include disaster relief case management and direct assistance to individuals who experienced hardship from this year's storms and cannot access federal assistance due to their immigration status.
- **Creating More Housing Options:** In February, the CDSS announced [another \\$106.5 million](#) in Community Care Expansion Capital Expansion grants to create more residential care options for seniors and adults with disabilities, including people at risk of or experiencing homelessness and Cash Assistance Program for Immigrants (CAPI) applicants and recipients.
- **CRISES Grant Pilot Program for Emergency Response:** In March 2023, the CDSS announced the availability of \$9.5 million to fund selected eligible entities (cities, counties, or Tribes) who propose to partner with community-based organizations to implement emergency response pilots to lessen the reliance on law enforcement in crisis situations. The [CRISES Grant Pilot Program Request for Applications](#) was developed in partnership with a Stakeholder Work Group comprised of individuals with professional and lived experience related to emergency response, including victims and surviving family members of those impacted by police brutality.
- **Tribal Nutrition Assistance Program (TNAP):** The CDSS executed 26 grants with Tribes in California to help address food insecurity. This is the first year for the TNAP [program](#), which is, subject to appropriation, anticipated to receive funding of \$5 million each year, and more Tribes are expected to join the program in subsequent years.
- **Housing and Homelessness Division (HHD) Tribal Engagement:** Through [HHD's](#) Tribal Set-Aside from July 2022, the Department has made \$35 million in awards to a total of 25 Tribes and Tribal entities for Bringing Families, Home Safe, and the Housing and Disability Advocacy Program.

Department of Rehabilitation

The California Department of Rehabilitation (DOR) works in partnership with consumers and other stakeholders to provide services and advocacy resulting in employment, independent living, and equality for individuals with disabilities. Today only 44% of DOR consumers who have a behavioral health disability exit its program with a job, and non-Caucasian consumers exit with earnings that are considerably lower than Caucasian consumers. Through targeted interventions, DOR's goal is to address this racial disparity and universally increase the rate of job placements to 55%, and to increase earnings to \$7,000 per quarter for each participant.

Department of Managed Health Care

In 2022, the Department of Managed Health Care (DMHC) convened a Health Equity and Quality Committee to make recommendations to the DMHC for standard health equity and quality measures, including annual benchmark standards for assessing equity and quality in health care delivery, as required by Assembly Bill (AB) 133 (Committee on Budget, 2021). The health equity and quality measures and benchmark standards apply to all DMHC-licensed full-service and behavioral health plans with the goal of addressing long-standing health inequities.

The Committee recommended 13 quality measures for inclusion in the initial set of measures, which were adopted by the DMHC at the end of 2022. The health plans will collect data on the 13 measures in 2023 and will report them to the DMHC in 2024.

Department of Health Care Services

- **Health Equity Roadmap:** The Health Equity Roadmap is a key component within the broader DHCS Comprehensive Quality Strategy. The Health Equity Roadmap contains a framework that outlines activities for data collection/stratification, reducing healthcare disparities, workforce diversity, and cultural responsiveness. These activities will cross managed care/fee-for-service, dental health, behavioral health, school-based and home/community services, the CalAIM initiative, and efforts to align with the California Department of Public Health. The foundation of the Health Equity roadmap is a statewide listening tour to understand, incorporate and co-design solutions to health disparities with those Medi-Cal members and communities that are most impacted.
- **Bold Goals Initiative to Reduce Racial and Ethnic Disparities:** The Bold Goals 50X2025 Initiative focuses on children’s preventative care, behavioral health integration, and maternity care. Specifically, DHCS aims to report on and close certain racial and ethnic health disparities by 50% for select measures: well-child visits and immunizations; maternity care for Black and Native American persons. DHCS has completed measure selection and is in the process of validating 2022 race-ethnicity stratified quality measure rates. The team is also in the process of developing a health equity improvement framework for targeted interventions.
- **Equity and Practice Transformation Payments Program:** To align with the goals of the DHCS Comprehensive Quality Strategy and Equity Roadmap, and to advance the Bold Goals 50 X 2025 Initiative, DHCS is implementing a one-time \$700 million primary care provider practice transformation program to advance health equity and reduce COVID-19-driven care disparities by investing in up-stream care models and partnerships to address health and wellness and funding practice transformation. These funds will pay for delivery system transformation payments to primary care practices and behavioral health providers in primary care settings.
- **CalAIM:** DHCS designed CalAIM with a view toward the future and what will be necessary to more effectively and positively impact Medi-Cal beneficiaries’ quality of life. CalAIM reflects a long-term commitment to addressing California’s homelessness crisis through strategic use of Medi-Cal and other resources. The program addresses housing needs in innovative ways, such as offering housing related services, including transition and navigation services and tenancy sustaining supports, and integrating those services with members’ other needed health and social services. These investments put California at the forefront of addressing the factors outside the four walls of the hospital—such as homelessness or unstable housing—that contribute to an individual’s health and wellbeing.
- **Justice-Involved Initiative:** This Initiative takes significant steps to improve poor health outcomes in the justice-involved population as they prepare to re-enter their community. In 2023, California became the first state in the nation approved to offer a

targeted set of Medicaid services to youth and adults in state prisons, county jails, and youth correctional facilities for up to 90 days prior to release.

California Department of Public Health

- **Racial and Health Equity in Transportation Planning:** California Department of Public Health (CDPH) Climate Change & Health Equity staff participated in multiple workshops led by Caltrans and the California Transportation Commission to engage and provide input to the 2023 Regional Transportation Plan Guidelines Update. Staff provided recommendations on the draft guidelines, such as updates to ensure that Regional Transportation Plans acknowledge and work to redress the current and historic federal, state, and local land use, housing and transportation planning policies and practices that have caused disinvestment and marginalization of communities of color, specifically Black, Indigenous, Latinx, Asian, Hawaiian and Pacific Islander, and other communities of color as well as low-income communities.
- **Tribal Health and Climate Change:** In September 2022, the CDPH Climate Change & Health Equity Section hosted the [California Climate Action Team's Public Health Workgroup](#) meeting on the topic of [Tribal Health & Climate Planning](#). The meeting highlighted the impact climate change has on Tribal health, and actions Tribes, State and local partners are taking to prevent, plan for and reduce the Tribal health impacts of a changing climate.
- **Advancing Mental Health Equity:** The California Reducing Disparities Project (CRDP) funds 35 Community Based Organizations (Implementation Project Pilots), five Technical Assistance Providers, and an evaluation team with the overall goal of reducing mental health disparities for five priority populations: Latinx, LGBTQ, Native American, African American, and Asian Pacific Islander. The original \$60 million funding for CRDP ended April 30, 2023. Assembly Bill 128 and AB 164 appropriated \$63.1M to continue the program through June 2026.

Department of Child Support Services

- **Foster Care Arrears Policy:** Pursuant to Family Code 17400(a)(2)(B), and in alignment with AB 1686, this policy will provide a targeted approach to address racial and income-based disparities within the child welfare and child support systems. This policy seeks to eliminate foster care arrears owed by parents whose children were previously in care. This policy will have a significant racial equity impact as 61% of known foster care arrears owed to the state are held by BIPOC parents. This new policy will allow foster care arrears of parents whose children were previously in out-of-home care be deemed uncollectable due the change in DCSS policy, and foster care child support cases closed. This policy benefits low-income Black and Brown communities, paving the way for a more equitable child support system. The system change is going into place at the end of August 2023.

Department of Health Care Access and Information



- **Hospital Equity Report Program:** Assembly Bill 1204 (Chapter 751, Statutes of 2021) requires the Department of Health Care Access and Information (HCAI) to develop and administer a hospital equity report program to collect and post hospital equity reports. These annual reports are required to include measures on patient access, quality, and outcomes by race, ethnicity, language, disability status, sexual orientation, gender identity, and payor as recommended by the recently formed Hospital Equity Measures Advisory Committee (Advisory Committee). The reports are also required to include a plan to prioritize and address disparities for vulnerable populations identified in the data. In acknowledging the lingering impact of historical discrimination, the Advisory Committee considered state and national trends related to hospital health equity and quality measures.

Department of Community Services and Development

- **Farmworker Resource Centers:** The Department of Community Services and Development (CSD) Farmworker Resource Center Grant Program is funding efforts in three counties to establish resource centers for California farmworkers and their families, to provide information and access to services that address the needs of the farmworker community. These resources can include help navigating public services, as well as providing referrals and information about labor and employment rights, immigration, housing, and other issues. Three counties were awarded grant funding in January 2023 to establish Farmworker Resource Centers in partnership with community-based organizations: Stanislaus, Monterey, and Santa Barbara. Grantees launched the Farmworker Resource Centers this Summer.

G: California Department of Food and Agriculture

To: California Strategic Growth Council and Members of the Public
From: California Department of Food and Agriculture
Reporting Period: April 2022 – August 2023

Background

The mission of the California Department of Food and Agriculture is to serve the citizens of California by promoting and protecting a safe, healthy food supply, and enhancing local and global agricultural trade, through efficient management, innovation and sound science, with a commitment to environmental stewardship.

The Farmer Equity Act (AB 1348) was passed in the fall of 2017. This legislation was created to increase support and access to resources and information for the growing number of socially disadvantaged farmers and ranchers throughout California. Socially disadvantaged groups have been subjected to racial, ethnic or gender prejudice because of their identity as members of a group without regard to their individual qualities. Socially disadvantaged groups, as defined in AB 1348, are African Americans, Native Indians, Alaskan Natives, Hispanic, Latino/a, Asian Americans and Native Hawaiians and Pacific Islander groups. Other historically underserved groups of farmers include urban farmers, veteran farmers, women farmers and LGBTQ farmers.

Since 2018, CDFA has worked with the farmer equity advisor to create new programs, policies, communications and strategies for addressing racial equity, both within the agency as well as with our agricultural stakeholders. In 2021 and 2022, CDFA participated in the Capital Cohort on Race and Equity (CCORE) and created a draft racial equity action plan as a result of that plan. Since that time, CDFA has worked to gather input internally on the plan in anticipation of a public release of the plan in 2023. CDFA also has updated its Ag Vision to include a focus on embedding equity and will update the Strategic Plan in 2023 to also include a focus on addressing equity.

CDFA Racial Equity Action Plan

CDFA staff have developed a draft Racial Equity Action Plan that is ready to be shared publicly starting in September 2023. For the last 6 months, CDFA has hosted staff work groups, listening sessions and events to incorporate feedback from CDFA staff on this plan. This is CDFA's first REAP. It was developed as a component of the Capital Cohort on Race & Equity (CCORE) training that CDFA participated in 2020-2021.

New CDFA BIPOC and Small-Scale Producer Advisory Committees

In June 2023, CDFA announced the open application period for the first BIPOC Producer Advisory Committee and Small-Scale Producer advisory committees, to inform and guide programs and policies related to implementation of AB 1348, the Farmer Equity Act, and ensuring small-scale producers and historically underserved producers have a voice in programs and policies affecting their businesses. The committee members were announced at the August

1st CDFA State Board meeting and will commence quarterly meetings in the fall 2023. These committees are the first of their kind at CDFA and represent the agencies' efforts to embed equity throughout programs and policies, while simultaneously creating a mechanism for BIPOC and historically underserved producers to have a voice in CDFA programs, policies and practices.

CDFA Internal Equity Initiatives

- **DEI Training for CDFA Leadership:** February 2023 and on-going monthly staff training facilitated by [InQuest Consulting](#).
- **The CDFA Disability Advisory Committee (DAC)** continues the following:
 - Awareness events and campaigns to fight the stigma associated with disabilities including Autism, mental illness, and invisible disabilities.
 - Hiring Taskforce charged with attending various career fairs specifically for people with disabilities and connecting with organizations for people with disabilities to provide education and information on the Limited Exam and Appointment Program (LEAP), Reasonable Accommodations, and the state hiring process.
 - ADA compliance taskforce tasked with auditing Department structures and documents for ADA compliance and developing an avenue for people with disabilities to grieve ADA concerns.
- **The CDFA Diversity, Equity, and Inclusion (DEI) Committee** continues to work in various subgroups intended to benefit the various marginalized identities in the Department and that engage with the Department. This will entail partnerships with organizations and groups to bridge gaps with marginalized communities. CDFA is currently fostering a partnership with the Sacramento LGBT Community Center.
- **Language Access Initiatives** – The Office of Civil Rights (OCR) has hired a Bilingual Services and Language Access Coordinator tasked with the duty of maintaining Language Access in accordance with the Dymally-Alatorre Bilingual Services Act. Upcoming initiatives include:
- Policy requirement that all external facing documents be available in at least Spanish, regardless of whether it meets the legal threshold. Enforcement begins 1/2024.
 - Policy requirement that all Public Contact Employees complete a Language Access training every 4 years, developed by the OCR, that gives direction on how to interact with limited English proficient individuals.
 - Increase number of bilingual certified employees:
 - Current Number: 145
 - End of 2024 Goal: 250
 - Encourage programs to incorporate more bilingual pay based on the needs with engaged stakeholders:
 - Current number of CDFA employees earning bilingual pay: 98
 - End of 2024 goal: 120



CDFA Grant Programs

CDFA continues to prioritize funding for socially disadvantaged producers and small-scale producers through a variety of programs:

- Climate Smart Ag Programs
- California Underserved and Small Producer Program
- Beginning Farmer and Farmworker Training and Workforce Development Grant
- Urban Agriculture Grant Program
- Farm to School Grant Program
- Organic Transitions Pilot Program

In all these programs, staff are finding innovative ways to embed equity and prioritize funding for those most underserved groups. Practices include: extended application periods or staggered application periods to allow additional time for underserved or low-capacity organizations or producers, set aside funding for SDFR groups, extended or additional listening sessions offered in advance of development of the RFP to allow ample time for input on the program, flexibility in program delivery to include advance payments, materials available in languages other than English and funding for technical assistance to ensure producers can successfully apply and have support throughout the duration of the funding. CDFA is building in racial equity concepts throughout the grantmaking process, ensuring more funding is allocated to those most historically underserved through grant programs.

Technical Assistance

- CDFA has continued to incorporate technical assistance into 70% of all grant programs in 2023, and 86% of grant programs in which producers are directly eligible to apply.
- CDFA signed a Memorandum of Agreement with State and Federal organizations to ensure streamlined delivery of climate-smart agriculture technical assistance between CA State and Federal conservation partners. Partners on this agreement include USDA Natural Resources Conservation Service (NRCS), University of California Ag and Natural Resources (UCANR) and California Association of Resource Conservation Districts (CARCD). On-going training will be provided to staff of these organizations, and CDFA's contribution will focus on equity in delivery of technical assistance.

Next Steps

- There will be a series of outreach events, listening sessions and opportunities for engagement on CDFA's draft REAP over the next six months. A webpage is forthcoming that will have information about the sessions as well as the REAP draft plan.
- Development of a series of DEI trainings to be provided both in person and virtually to the Department. Currently testing first series of the training with a focus group. Further roll out and development expected between 2024 and 2025.