



CALIFORNIA

# STRATEGIC GROWTH COUNCIL

## Updated Racial Equity Action Plan (2019-2022)

### October 2022



CALIFORNIA STRATEGIC  
GROWTH COUNCIL

## INTRODUCTION

The California Strategic Growth Council (SGC) is committed to achieving racial equity in its operations, investments, and policy initiatives and to achieve its Vision for Racial Equity: **All people in California live in healthy, thriving, and resilient communities regardless of race.** This Racial Equity Action Plan (REAP) outlines concrete actions that the Council and staff will take to achieve racial equity in our organization, operations, programs, and policies. It is a three-year plan beginning in 2019 and ending in 2022. Since SGC is housed within the Office of Planning and Research (OPR) and shares administrative support functions with OPR, many of these actions – marked with an asterisk – necessitate collaboration across both offices.

SGC is committed to monitoring progress of the REAP, reporting to the Council on results on an annual basis, and adjusting as needed, as well as to integrate new strategies, programs, and policies as appropriate. This update includes the month and year SGC started an Action (in the “Timeline” column) and the status of the Action (in the “Progress Update” column) as of October 2022.

**Legend – Progress Update Column** (status of and action):

- *Complete*: An item has been carried out and is fully complete.
- *In Progress*: An item has started but remains to be fully implemented in 2023-2025, under development, or subject to Council approval.
- *Ongoing*: An item began implementation and was completed in 2019-2022, but represents a process that will remain part of SGC’s ongoing programmatic or operational processes to advance racial equity.

## COUNCIL LEADERSHIP

Action	Description	Lead	Timeline	Progress Update
<b>RACIAL EQUITY ACTION PLAN</b> <i>Adopt the SGC Racial Equity Action Plan</i>	Approve the SGC Racial Equity Action Plan presented at the April 2019 Council meeting	Council	April 2019	Complete
<b>RACIAL EQUITY VISION</b> <i>Adopt a Racial Equity Vision Statement for SGC</i>	Approve the SGC Racial Equity Vision Statement for SGC presented at the April 2019 Council meeting	Council	April 2019	Complete
<b>RACIAL EQUITY RESOLUTION</b>	1. Integrate racial equity into leadership, operations, programs, policies, and practices	Council	August 2020	Ongoing



Action	Description	Lead	Timeline	Progress Update
<i>Approve Resolution with racial equity commitments</i>	<ol style="list-style-type: none"> <li>2. Identify and implement concrete and measurable actions to achieve racial equity and to report on the Council, as well as each member agency</li> <li>3. Work with State Boards, Departments, and Offices to align and advance the Council’s commitment to racial equity</li> <li>4. Use a minimum of two public Council meetings annually as a forum to share racial equity actions, milestones, and best practices, and to actively engage communities and stakeholders to gather public input on the topics</li> </ol>		Start	
<b>COUNCIL MEETING AGENDAS</b> <i>Establish REAP as an ongoing, Council meeting agenda item</i>	Present on the SGC REAP and CCORE on an annual and as-needed basis	Council and SGC Executive Team	April 2019 Start	Ongoing
<b>RACIAL EQUITY LEADERSHIP</b> <i>Enroll all SGC Agencies in the Capitol Cohort on Race and Equity (CCORE)</i>	CCORE currently includes departments representing nearly all of SGC’s member agencies. By 2020, secure resources to sustain CCORE and expand it to new state departments and agencies.	Council and SGC Executive Team	August 2020	Complete
<b>DISCUSSION FORUM</b> <i>Use SGC Council, key staff meetings, and other events to provide a forum to share and discuss racial equity milestones and best practices</i>	Schedule ongoing opportunities for discussion regarding racial equity milestones and best practices, with a goal of one or two per year.	Council and SGC Executive Team	August 2020 Start	Ongoing

## OPERATIONS

Action	Description	Lead	Timeline	Progress Update
<b>STAFF DIVERSITY</b> <i>Build and maintain staff and leadership that reflect the diversity of the communities we serve*</i>	<ol style="list-style-type: none"> <li>1. Develop an organizational workforce strategy and goals</li> <li>2. Administer a racial equity-focused workforce survey</li> <li>3. Track and report the demographic diversity of our staff annually</li> <li>4. Track and report the language abilities of our staff every two years</li> <li>5. Integrate internships and professional development opportunities into our workforce diversity goals and employment pipeline</li> </ol>	SGC Executive Team, Human Resources, and HEP Program Analyst	April 2019 Start	Ongoing, Item 1 In Progress
<b>EQUITABLE HIRING PRACTICES</b> <i>Establish equitable hiring best practices</i>	<ol style="list-style-type: none"> <li>1. Develop language about equity and inclusion to incorporate in job postings and duty statements</li> <li>2. Advertise job postings to diverse networks (e.g., community organizations, community colleges, etc.)</li> <li>3. Train leadership and hiring managers on issues of diversity and implicit bias in hiring</li> <li>4. Remove personally identifying information from applications</li> <li>5. Include equity and inclusion questions in interviews</li> </ol>	Human Resources and Hiring Managers	May 2019 Start	Ongoing
<b>ORGANIZATIONAL CULTURE</b> <i>Build and maintain a culture of competency around issues of race and equity*</i>	<ol style="list-style-type: none"> <li>1. Complete the Capitol Collaborative on Race and Equity Learning Year</li> <li>2. Offer periodic training on individual, institutional, and structural racism</li> </ol>	HEP Program Analyst	December 2019 Start	Ongoing; Item 1 Complete

Action	Description	Lead	Timeline	Progress Update
	3. Build a network of committed racial-equity professionals			
<b>CONTRACTING</b> <i>Increase opportunities to expand access to SGC contracts by smaller, community-based, and minority-owned contractors*</i>	<ol style="list-style-type: none"> <li>1. Perform proactive outreach to minority-owned businesses to understand barriers to applying to SGC contracts</li> <li>2. Track demographic information for contractors and establish data-based goals for increased diversity</li> <li>3. Investigate alternatives to reimbursement-basis funding, including advance payment and other contract equity practices</li> </ol>	SGC Senior Administrator and CACE Program Manager	May 2019 Start	In Progress
<b>COMMUNICATIONS</b> <i>Explore ways to increase the accessibility of our programs to all California residents through equity focused content, improved language accessibility, and outreach to minority owned media outlets*</i>	<ol style="list-style-type: none"> <li>1. Develop story-driven content that highlights equity, including emphasizing SGC’s approach and accomplishments in its Annual Report to the Legislature</li> <li>2. Strengthen relationships with key media outlets to capture new audiences</li> <li>3. Increase the representation and reach of SGC’s listservs through targeted outreach and engagement</li> <li>4. Translate materials on website</li> </ol>	SGC External Affairs	June 2019 Start	Ongoing, Item 4 In Progress
<b>EQUITY FOCUSED PROGRAMS</b> <i>Establish new programs with an explicit focus on equity</i>	<ol style="list-style-type: none"> <li>1. Establish the Community Assistance for Climate Equity Program and onboard new staff</li> <li>2. Establish the Health and Equity Program and onboard new staff</li> </ol>	SGC Executive Team	October 2019	Complete



### GRANT PROGRAMS

Affordable Housing and Sustainable Communities (AHSC), Transformative Climate Communities (TCC), Climate Change Research Program (CCR), and Sustainable Agricultural Lands Conservation (SALC)

Action	Description	Lead	Timeline	Progress Update
<b>GRANT APPLICATION AND GUIDELINES</b> <i>Introduce applicants to the SGC Racial Equity Action Plan during each funding cycle</i>	<ol style="list-style-type: none"> <li>1. Include SGC’s racial equity vision in guidelines</li> <li>2. Provide a link to the SGC Racial Equity Action Plan in the administrative section of the guidance documents</li> </ol>	AHSC	Oct. 2022 Tentative Start	In Progress
		TCC	Spring 2022 Tentative Start	Ongoing
		CCR	August 2019	Ongoing
		SALC	April 2021	Ongoing
<b>GRANT APPLICATION AND GUIDELINES</b> <i>Develop minimum requirements for racial equity priority topics</i>	Describe and include minimum requirements for racial equity priority topics (e.g., anti-displacement, community engagement and outreach, and economic inclusion) in applicants’ scope of work and budgets	AHSC	January 2015 Start	In Progress
		TCC	July 2017 Start	Ongoing
		CCR	December 2017 Start	Ongoing
		SALC	Spring 2019 Start	In Progress
<b>GRANT APPLICATION AND GUIDELINES</b>	Describe and include requirements for measuring, tracking, and scoring racial equity priority topics (e.g.,	AHSC	October 2018 Start	In Progress

Action	Description	Lead	Timeline	Progress Update
<i>Provide guidance on measuring, tracking, and scoring for racial equity priority topics</i>	anti-displacement, community engagement and outreach, and economic inclusion) into grant guidance documents and grant applications	TCC	July 2017 Start	Ongoing
		CCR	August 2018 Start	Ongoing
		SALC	Spring 2019 Start	In Progress
<b>GRANT REVIEW</b> <i>Diversify grant review panels</i>	<ol style="list-style-type: none"> <li>1. Ensure diverse representation for multi-agency grant application reviews</li> <li>2. Prioritize including participants trained by the Capitol Collaborative on Race and Equity</li> </ol>	AHSC	August 2020 Start	In Progress
		TCC	November 2017 Start	Ongoing
		CCR	January 2018 Start	Ongoing
		SALC	Spring 2020 Start	In Progress
<b>GRANT RECIPIENTS</b> <i>Track relevant demographic data of target communities</i>	<ol style="list-style-type: none"> <li>1. Track demographic data in communities that receive SGC grants – both at the time of award and over time</li> <li>2. Consider publicly accessible data such as demographics, property values, and health outcomes</li> <li>3. Explore strategies to collect this data from subcontractors and end users of grant projects</li> </ol>	AHSC	January 2015 Start	In Progress
		TCC	September 2018 Start	Ongoing
		CCR	June 2018 Start	Ongoing
		SALC	Spring 2021	Ongoing

Action	Description	Lead	Timeline	Progress Update
<b>GRANT APPLICANTS</b> <i>Investigate and remove barriers to apply for or to spend grant funding</i>	1. Identify and remove barriers for diverse applicants – specifically disadvantaged communities, low-income communities, Tribal communities, and communities of color	AHSC	October 2015 Start	In Progress
	2. Work within State Government to find possible resources and solutions	TCC	October 2019 Start	Ongoing
		CCR	January 2019 Start	Ongoing
		SALC	Spring 2021	In Progress
<b>GRANT IMPLEMENTATION</b> <i>Introduce racial equity action plan to grant recipients</i>	1. Introduce SGC’s Racial Equity Action Plan to grant recipients at mandatory orientation meeting	AHSC	N/A	N/A
	2. Validate/confirm all metrics that will be used to measure progress towards SGC’s Racial Equity Action Plan objectives	TCC	October 2020 Start	Ongoing
	3. Evaluate progress of grantees and priority metrics	CCR	February 2019 Start	In Progress
		SALC	February 2022 Start	In Progress
<b>NEW GRANT PARTNERSHIPS</b> <i>Establish Partnerships to Administer Grant Programs that Promote Racial Equity</i>	Establish new partnerships to administer grant programs that target special populations such as Tribes or communities of color	All	January 2020 Start	In Progress



## TECHNICAL ASSISTANCE & CAPACITY BUILDING

Action	Description	Lead	Timeline	Progress Update
<b>TECHNICAL ASSISTANCE PROVIDERS</b> <i>Diversify the pool of technical assistance (TA) providers</i>	<ol style="list-style-type: none"> <li>1. Identify goals for diversifying TA providers</li> <li>2. Track demographic data for existing TA providers</li> <li>3. Create a database of racially diverse TA providers, such as minority chambers of commerce, National Association for the Advancement of Colored People chapters, and community-based organizations (CBOs) to reach out to about TA opportunities</li> <li>4. Implement robust outreach and engagement practices prior to and during Request for Proposal periods to engage with more diverse TA providers</li> <li>5. Include selection criteria that prioritizes TA providers who represent the geographies and/or communities they are serving</li> <li>6. Make TA contracts more accessible to CBOs</li> </ol>	Community Assistance for Climate Equity (CACE) Program Manager	October 2019 Start	Ongoing, Items 2 and 6 are In Progress
<b>TECHNICAL ASSISTANCE RECIPIENTS</b> <i>Increase TA to diverse communities</i>	<ol style="list-style-type: none"> <li>1. Set goals for reaching disadvantaged communities, low-income communities, Tribal communities, and communities of color</li> <li>2. Track the demographics of TA, grant recipients, and the location where workshops are held</li> <li>3. Utilize best practices for public meetings to encourage maximum participation that is representative of the local community (e.g., consider appropriate venue, time of day, local organization host, childcare, and translation, where appropriate)</li> </ol>	CACE Program Manager	October 2019 Start	In Progress

Action	Description	Lead	Timeline	Progress Update
<b>TECHNICAL ASSISTANCE GUIDANCE</b> <i>Integrate race and equity best practices into the implementation of SB 1072: Technical Assistance Guidelines</i>	<ol style="list-style-type: none"> <li>1. Integrate racial equity best practices into the development of the TA guidelines for State agencies</li> <li>2. Integrate considerations for Tribal governments into the TA guidelines</li> <li>3. Establish and work with TA working group to elevate best practices related to race equity and TA</li> </ol>	CACE Program Manager	August 2020	Ongoing
<b>UPSTREAM CAPACITY BUILDING</b> <i>Integrate race and equity best practices into the implementation of SB 1072: Regional Climate Collaboratives (RCC)</i>	<ol style="list-style-type: none"> <li>1. Integrate race and equity best practices into the RCC Guidelines</li> <li>2. Establish requirements for diverse representation on the Climate Collaborative governing bodies</li> </ol>	CACE Program Manager	N/A	Ongoing
<b>UPSTREAM CAPACITY BUILDING</b> <i>Integrate race and equity best practices into upstream capacity building efforts</i>	<ol style="list-style-type: none"> <li>1. Develop and implement the Partners Advancing Climate Equity (PACE) pilot program to build capacity with community leaders</li> <li>2. Develop and implement the BOOST pilot program to build capacity within local and regional governments to advance climate and equity goals</li> </ol>	CACE Program Manager	June 2018 Start	Complete

### INTER-AGENCY COORDINATION

Action	Description	Lead	Timeline	Progress Update
<p><b>HEALTH IN ALL POLICIES (HiAP) TASK FORCE</b>  <i>Apply racial equity lens to all major HiAP work areas, in partnership with the Public Health Institute (PHI) and California Department of Public Health</i></p>	<ol style="list-style-type: none"> <li>1. Ensure racial equity is prioritized in implementation of HiAP Task Force multi-agency activities including: recruitment of HiAP Task Force designees, identification and implementation of collaborative commitments (e.g., violence prevention, homelessness prevention), plenary convening agenda development, and external stakeholder engagement</li> <li>2. Include racial equity in 2020-2021 HiAP Task Force planning processes</li> <li>3. Provide a learning forum on racial equity to the HiAP Task Force</li> </ol>	<p>Health &amp; Equity Program (HEP) Program Manager</p>	<p>April 2020 Start</p>	<p>Ongoing</p>
<p><b>CAPITOL COLLABORATIVE ON RACE &amp; EQUITY (CCORE)</b>  <i>Co-sponsor CCORE, in partnership with the Public Health Institute</i></p>	<ol style="list-style-type: none"> <li>1. Partner with PHI to co-host a multi-agency CCORE strategy team to support long-term planning and to embed key equity strategies into ongoing operations and practices across State government at an enterprise-wide level, including the Government Operations Agency and others</li> <li>2. Support CCORE communications, including hosting a publicly-facing CCORE webpage and providing forums for public discussion and input</li> <li>3. Provide technical assistance and capacity building to participating CCORE departments as they implement their racial equity action plans</li> </ol>	<p>SGC Executive Team and HEP Analyst</p>	<p>August 2020 Start</p>	<p>Complete, Item 3 Ongoing</p>