August 26, 2020

Subject: Racial Equity Action Plan Update and Resolution

Reporting Period: April 2019 – June 2020

Staff Lead: Jessica Buendia, SGC Deputy Director

Recommended Action

Adopt the California Strategic Growth Council Racial Equity Resolution.

Summary

As stated in the California Strategic Growth Council Racial Equity Action Plan (REAP or Plan) approved by the Council in April 2019, SGC is committed to taking bold steps to address and eradicate racism so that all Californians live in healthy, thriving, and resilient communities regardless of race. In service of that vision, SGC implements the actions within the Plan and provides annual updates the Council on implementation progress. SGC integrates racial equity best practices into its operations including hiring, contracting, and communications. SGC also prioritizes investments and capacity-building in under-served or disadvantaged communities, including California's historically marginalized communities of color. In addition, SGC strives for its programs to achieve racially equitable outcomes, and to amplify the voices of Black and Brown communities. Finally, SGC helps build the capacity of other State agencies to take similar actions through the Capitol Collaborative on Race & Equity (CCORE).

Given the Newsom Administration's commitment to a California for All agenda and its position that the State has a unique and critical responsibility to reduce barriers and create equitable opportunities for all Californians, Staff recommend that the Council approve the attached Racial Equity Resolution. The Resolution commits to four key actions:

1. The Council and each member agency commit to integrating racial equity into Council leadership, operations, programs, policies, and practices;
2. The Council and each member agency commit to identifying and implementing concrete and measurable actions to achieve racial equity, and to report on the progress of the Council as a whole, as well as that of each member agency;

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3. The Council and each member agency commit to working with State Boards, Departments, and Offices to align and advance the Council's commitment to racial equity;

4. The Council commits to using public Council meetings 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.

Background

Achieving SGC's vision requires directly addressing stark inequities that persist in California, where people of color and other historically marginalized communities shoulder the largest health burdens and face the greatest economic barriers. SGC's community investment programs, policy initiatives, and organizational and inter-agency activities prioritize actions that advance equity.

In 2018, SGC partnered with the Public Health Institute and Race Forward to launch the Government Alliance on Race and Equity (GARE) Capitol Cohort Pilot (now Capitol Collaborative on Race & Equity, or CCORE), which builds the capacity of California's State Government agencies and departments to advance racial equity. During the pilot, 12 teams representing 19 State entities received 100 hours of racial equity training and worked together to create and begin implementing Racial Equity Action Plans for their respective organizations.

SGC staff participated in the training program and worked with administrative staff to the Office of Planning and Research (OPR) to create a comprehensive Racial Equity Action Plan identifying concrete actions for SGC to take in the following areas: 1) Leadership; 2) Operations; 3) Grant Programs; 4) Technical Assistance and Capacity Building; and 5) Interagency Collaboration. This staff report reflects accomplishments in each of these areas for 2019-20, the first year of the plan.

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2019-2020 Progress on REAP Implementation

Table 1: At-a-Glance 2019-2020 REAP Accomplishments

REAP Category	REAP Progress at-a-Glance	Lead
Leadership	- Council Approves the SGC Racial Equity Action Plan. - Council Approves the SGC Racial Equity Vision Statement. - Council establishes REAP as an ongoing, Council meeting agenda item. - CCORE enrolls all SGC Agencies in the Capitol Cohort on Race and Equity (renamed Capitol Collaborative on Race and Equity).	SGC Leadership
Operations	- SGC leadership establishes workforce goal. - SGC leadership establishes baseline for SGC staff demographics. - SGC leadership establishes baseline for SGC language-proficiency demographics. - SGC leadership implements equitable hiring best practices including: developing equity and inclusion language on job postings, advertising to diverse networks, requiring hiring managers to be trained in implicit bias, removing personal identifying information from application, requiring gender/racial representation on hiring panels, and including equity and inclusion language in interviews. - SGC HEP staff offers periodic training to staff on individual, institutional, and structural racism. - SGC External Affairs Officer develops story-driven content that highlights equity and amplifies diverse voices through SGC's Annual Report and website. - CACE staff performs proactive outreach to minority-owned businesses to understand barriers to applying to SGC contracts.	SGC Leadership, HR, and HEP
Program	- SGC leadership and staff partner with California Energy Commission on the Tribal Government Challenge Planning Grants. - SGC contracts with a consultant to conduct a statewide gap analysis of tribal lands. - Council approves a tribal set-aside for AHSC and awards first AHSC tribal project. - AHSC staff deepens TA and outreach to Tribes. - AHSC guidelines include expanded eligible program costs for workforce development programming.	AHSC, CCR, and TCC Programs

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REAP Category	REAP Progress at-a-Glance	Lead
	• ASHC guidelines include displacement avoidance criteria with more eligible strategies. • TCC guidelines include eligible program costs to include displacement avoidance strategies. • All TCC Round 3 implementation and planning awards serve communities primarily composed of people of color. • Round 3 TCC applicants choose their own TA providers. • CCR guidelines add a threshold requirement to fund a non-academic partner. • SGC hosts CCR symposium focused on meaningful engagement, equity, and advancing community priorities in research. • CCR conducts intentional outreach to Tribes • Council approves two CCR awards that incorporate Tribal partners.	
Technical Assistance and Capacity Building	• SGC establishes the Community Assistance for Climate Equity Program. • CACE staff integrate race and equity best practices into the Technical Assistance Guidelines. • CACE staff expand TA contracting opportunities to diverse communities through the CCI TA program. • CACE staff prioritize racial equity competencies among TA providers and integrate contracting selection criteria to promote applications from TA providers that reflect the populations and geographies they intend to serve.	CACE
Interagency Collaboration	• SGC establishes the Health and Equity Program. • HEP staff host a Health in All Policies Taskforce Meeting on 'Equity in the COVID-19 Era.' • CCORE staff compile recommendations for the Governor's California Leads as an Employer Task Force on Race and Equity. • CCORE staff train 18 State agencies and departments on racial equity through the Capitol Cohort on Race and Equity pilot. • CCORE staff enlist 10-15 more departments in the Capitol Collaborative on Race and Equity.	HEP

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Leadership

In April 2019, SGC made history when it became the first state-level multi-agency body in the country to adopt a Racial Equity Vision Statement and a Racial Equity Action Plan. The Council committed to providing annual updates on REAP implementation and using the public Council meetings as a forum to share and discuss racial equity milestones and best practices; the proposed Resolution further memorializes this commitment.

SGC Operations

External Affairs and Communications

In 2019-2020, SGC began to implement a more story-driven external communications strategy to amplify the voices and work of people who represent the diverse communities SGC serves through its investment programs and collaborative policy initiatives. SGC's 2019-2020 Annual Report to the Legislature[1] featuring 20 stories and people-profiles accompanied by original photography offers the most robust example of this approach. In addition, the report features a dedicated section highlighting how SGC worked to advance health and equity during the 2019-20 fiscal year, and spotlights equity initiatives throughout the document.

Staff also launched a new "Stories of Transformation" page on the SGC website to highlight projects and programs resulting from the Transformative Climate Communities investments and the people driving or benefitting from those projects and programs. Communications staff plans to continue to build out content on this page and use it as a model for story-driven communications about all SGC programs.

Finally, on June 5, 2020, SGC staff posted a statement[2] reiterating its commitment to racial equity in light of the violent deaths of Black people across the country and the uprisings against the structural racism that underpins that violence.

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[1] 2020 SGC Annual Report, https://sgc.ca.gov/about/docs/20200730-SGC-2020_Annual_Report.pdf
[2] SGC's Commitment to Racial Equity, Press Release, June 5, 2020 https://sgc.ca.gov/news/2020/06-05.html
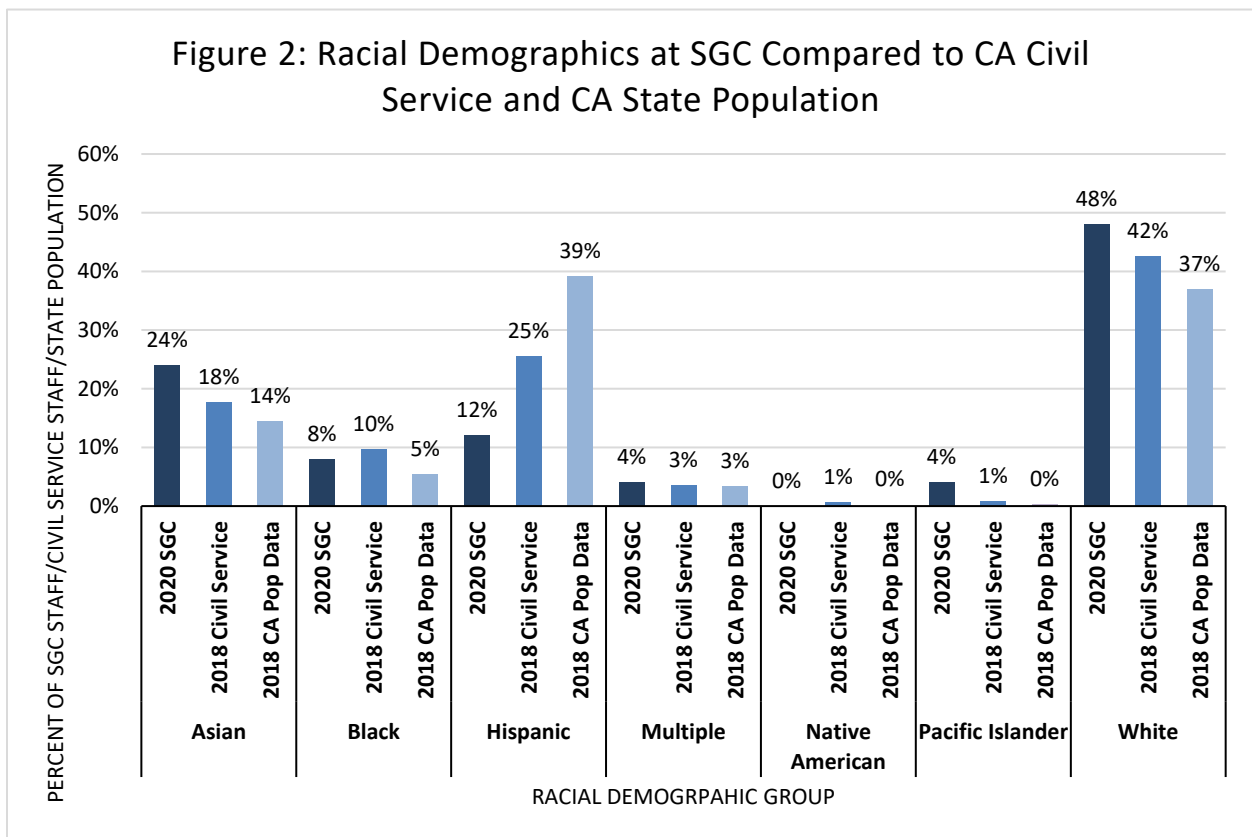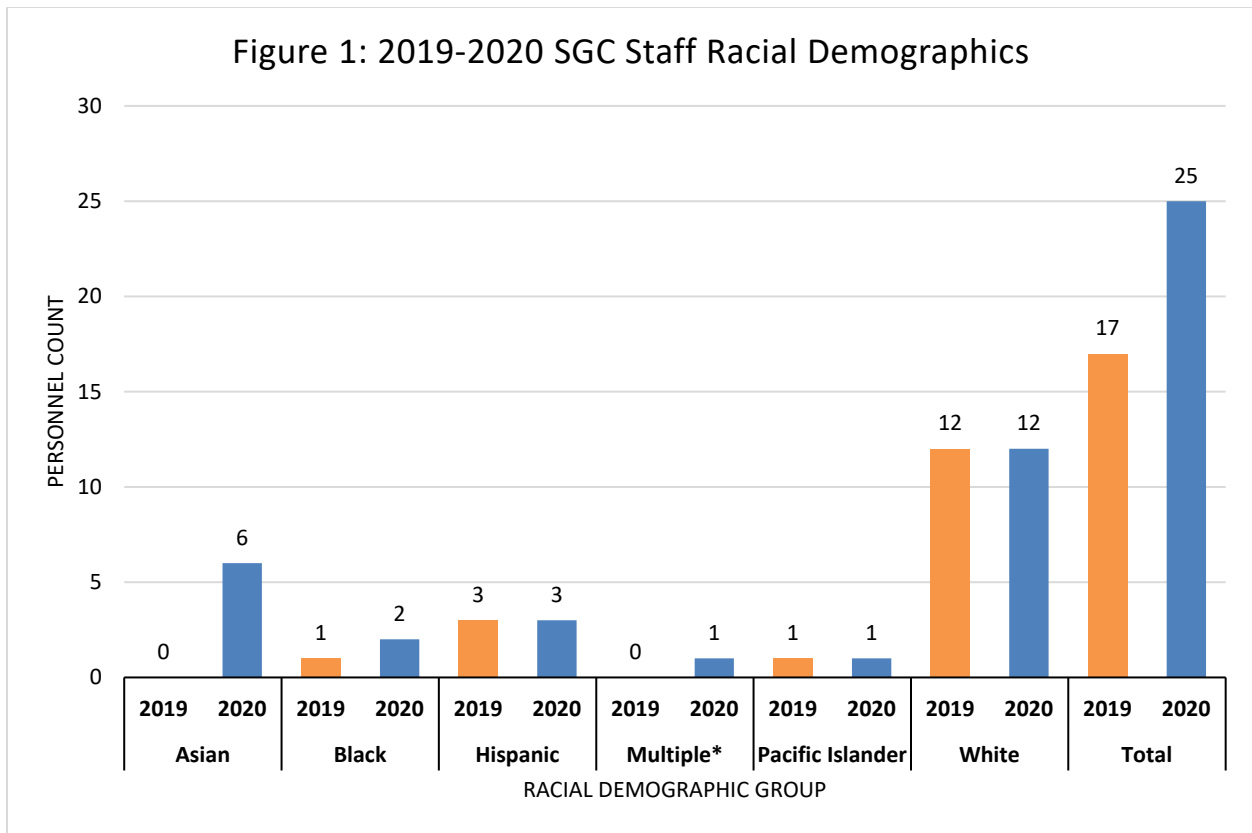
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Equitable Training, Hiring and Recruiting Practices

SGC's workforce equity goal is for its staff to reflect California's racial diversity. This year, SGC established the following new organizational practices in support of this goal:

- Including an equity statement in all job postings
- Integrating equity measures into job duty statements and preferred qualifications
- Sending job postings directly to contacts at more than 50 organizations that serve and reflect California's diverse communities
- Introducing all SGC staff to the concepts and implications of implicit bias, and sending hiring managers to implicit bias training provided by CalEPA
- Anonymizing all job applications to help eliminate bias
- Ensuring race and gender diversity on all hiring panels
- Integrating equity questions into the interview process

As a result of these actions, position openings have seen an increase in diverse, qualified candidates; people of color fill 83% of SGC's new positions. "Figure 1: 2019-20 SGC Staff Racial Demographics," below demonstrates SGC's progress over the past year. As of 2020, SGC's staff demographics reflect a balance between people of color and white people. Please note, the demographic analysis does not include OPR administrative staff who provide critical support to SGC or SGC's fellows and interns who are not state employees.
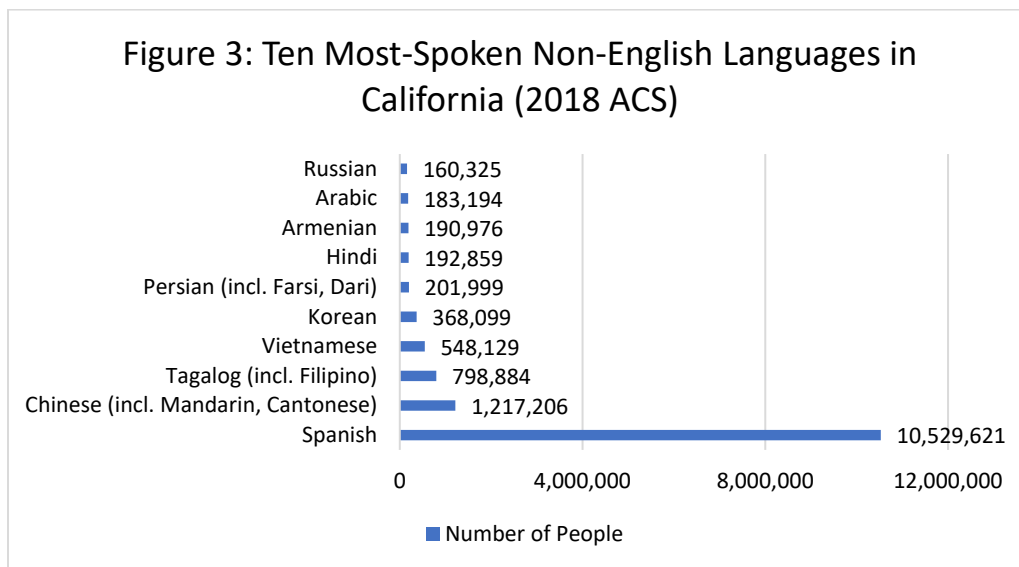
By analyzing these staff demographics, SGC identified a need to verify demographic data to enable accurate benchmarking and reporting. For the purposes of benchmarking, SGC chose to use the same demographic categories as CalHR. Staff will explore ways to better reflect employees with multiple racial identities, use more up-to-date categories such as Latinx vs Hispanic, and disaggregate Asian categories in the future.

Figure 1: 2019-2020 SGC Staff Racial Demographics

Figure 2: Racial Demographics at SGC Compared to CA Civil Service and CA State Population

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"Figure 2: Racial Demographics at SGC Compared to CA Civil Service and CA State Population," above, demonstrates that SGC represents the California's diversity but can improve its hiring practices by attracting and recruiting more Latinx candidates.

Language Access Survey and Benchmarking

Given California's diverse population, SGC leadership has identified increased language accessibility to its programs and resources as a priority in implementing the REAP. According to the 2018 ACS[3], Spanish, Chinese (Mandarin, and Cantonese), Tagalog, Vietnamese, Korean, Persian (Farsi and Dari), Hindi, Armenian, Arabic, and Russian are the 10 most-spoken, non-English languages spoken in California.

Figure 3: Ten Most-Spoken Non-English Languages in California (2018 ACS)

Language	Number of People
Russian	160,325
Arabic	183,194
Armenian	190,976
Hindi	192,859
Persian (incl. Farsi, Dari)	201,999
Korean	368,099
Vietnamese	548,129
Tagalog (incl. Filipino)	798,884
Chinese (incl. Mandarin, Cantonese)	1,217,206
Spanish	10,529,621

To better serve all Californians through its policies, programs, and operations, in Spring 2020 SGC's Health and Equity Program assessed staff language capabilities through a language survey. With a 100% response rate out of 30 staff responses (the survey included OPR administrative staff), the survey results show:

- A total of 16 languages are spoken by SGC staff.
- Twenty-one out of 30 SGC staff members know at least one language in addition to English.

[3] 2018 American Community Survey, 5-year survey, Table B160001 https://data.census.gov/cedsci/?#

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- SGC employs staff with ability to communicate in six out of the top 10 languages spoken in California: Spanish, Chinese, Tagalog, Vietnamese, Farsi, and Arabic.
- The top three most-spoken non-English languages within SGC are, by number of speakers:
    - Spanish: 18
    - French: 7
    - Chinese (Mandarin and/or Cantonese): 4

SGC includes language proficiency as a preferred qualification in all job announcements. Since its inception in 2011, SGC has seen a steady increase in multilingual staff. One-hundred-percent of SGC's 2020 new hires are multilingual.

Table 2: Multi-lingual Ability by Year of Hire

Multi-Lingual Ability by Year of Hire	
2011-2015	67%
2016-2018	82%
2019	78%
2020	100%

Grant Programs

Tribal Government Challenge

In 2019, a review of SGC's grant programs revealed that SGC had not awarded a grant to a California Native American Tribe, although Tribes had been included as partners on grants through some programs. When an opportunity arose to partner with the California Energy Commission (CEC), leadership and staff from multiple SGC grant programs worked with CEC to launch the Tribal Government Challenge (TGC) Program. The TGC Program provides grants to California Native American Tribes (Tribes) to conduct climate and energy-related planning efforts. This program will identify solutions to reduce greenhouse gas emissions, improve clean energy access, and advance climate resiliency on Tribal lands and in Tribal communities, and is

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GROWTH COUNCIL

an important step in SGC's overall effort to learn from the CEC's experience and knowledge working with Tribes in California.

SGC is in the process of awarding TGC planning grants to geographically diverse Tribes. The awards will support a variety of climate and energy projects, including microgrid planning, renewable energy and small-scale biomass facility feasibility studies, and sustainable communities and resilience planning efforts. SGC staff are committed to building relationships and working with the grantees to ensure the planning projects meet Tribal priorities and advance Tribal goals.

The TGC Program also supports a contract to conduct a statewide gap analysis of Tribal lands, which will provide a snapshot of Tribes' current renewable energy, climate change, and other related needs and priorities. This gap analysis will facilitate SGC, CEC, and SGC's partner agencies understanding of Tribal needs that will feed into future funding opportunities and programs. Importantly, staff are planning to connect and leverage the various efforts SGC is involved in to build connections, relationships, and facilitate sharing of information and findings between Tribes and with State agencies.

California Climate Investments

Equity underpins all California Climate Investments (CCI) funding programs, including those led by SGC. In 2019-20, SGC's CCI programs deepened their commitment to racial equity in several ways:

Affordable Housing and Sustainable Communities Program
In 2019, the Affordable Housing and Sustainable Communities Program (AHSC) staff analyzed the communities that program serves and learned AHSC had not received an application from a Tribal entity in any of the program's first four rounds. To attract applications from Tribes, SGC staff conducted more intentional outreach to Tribes, supported specific technical assistance for potential Tribal applicants, and the Council on October 2019 approved a Tribal set-aside. The Yurok Housing Authority, in partnership with the City of Arcata, applied in AHSC's fifth funding round. On June 25, 2020, the Council approved $11,447,114 for the Arcata 30th St. Commons project.

In addition to creating the Tribal set-aside, SGC deepened its commitment to racial equity by enhancing the workforce development and anti-displacement components of the AHSC

CALIFORNIA STRATEGIC
GROWTH COUNCIL

Program. In order to encourage more equitable investment, AHSC expanded eligible program costs to include workforce development programming. As a result, half of AHSC Round 5 awards included workforce development programs, which accounted for more than $865,000 in funding. AHSC also updated workforce development scoring criteria to require greater documentation of demographic data on the population served, and a written agreement detailing the workforce partnership strategy included in the application.

In addition, SGC updated the AHSC Program's anti-displacement scoring criteria to expand eligible strategies and define desired strategies with greater specificity. To encourage jurisdictions to make significant commitments to policies promoting the conservation and improvement of housing for lower- and moderate-income households, the updated criteria include new language connecting several anti-displacement policies with ongoing funding programs of at least $1,000,000, which signifies a continued commitment by these localities to prevent displacement. These policies, like community land trusts, single-room occupancy preservation ordinances, and acquisition/rehabilitation, are especially important in communities of color facing gentrification. AHSC staff will continue to strengthen anti-displacement policies in its upcoming Round 6 Guidelines.

Transformative Climate Communities

The Transformative Climate Communities Program (TCC) empowers the communities most impacted by pollution to choose their own goals, strategies, and projects to reduce greenhouse gas emissions and local air pollutions. TCC is committed to serving the top 10 percent of the State's most disadvantaged communities (per CalEnviroScreen 3.0), which are largely composed of communities of color. In addition to investing in infrastructure, the program requires transformative plans focused on workforce development, anti-displacement, and community engagement – three of the priority areas identified in the REAP. SGC is proud that TCC was one of the first grant programs in the State to fund displacement avoidance efforts by expanding eligible costs in the programs third funding round to support activities that help existing residents stay in their communities and benefit from TCC investments there. SGC is building on TCC's work in its other programs, including AHSC, as discussed above.

In Round 3, TCC staff extended outreach efforts to under-subscribed regions including Imperial County, and the Cities of Palm Desert, Pomona, Stockton, and San Diego, resulting in an increase in applications from four of those five jurisdictions. The Council awarded three TCC

Implementation Grants and three TCC Planning Grants in June 2020. Each of these awards serves a community composed primarily people of color.

Technical assistance is embedded into the TCC program design; in Round 3, TCC designated a portion of its technical assistance funds to allow TCC applicants the flexibility to select their own third-party local technical assistance provider to support coordination, stakeholder engagement for project prioritization, and other applicant-specific needs. This model diversifies the pool of technical assistance providers and strengthens community trust by harnessing the expertise of a local community representative to support application development.

Climate Change Research Program

The California Climate Change Research Program (CCR) has advanced an innovative model for community-engaged climate research. To fully integrate communities and end-users into research, CCR added a threshold requirement in Round 3 that all proposals must include at least one funded non-academic partner, such as a community organization. Staff also prioritized engagement of a diverse group of stakeholders around California to shape the Round 3 priorities and requirements for funding, and staff conducted specific outreach and relationship-building activities with California Native American Tribes at Tribal conferences and meetings.

SGC hosted its first CCR event in 2019: Climate Change Research Symposium: Meaningful Engagement in Research. Given the challenges of implementing partnership-driven research, as well as the diversity of communities and potential research partners, staff centered the 2019 Symposium around equity and advancing community priorities through research. Staff planned the event through an inclusive process driven by non-academic partner organizations; provided stipends to participants from community-based organizations and others; worked with partners to provide food for all participants; and structured workshops and dialogue to center and lift up the knowledge and voices of communities. Staff produced a [report](#) that summarizes the Symposium, including learnings from participants and principles to advance meaningful engagement in research. SGC hopes to build on this event in the future, to continue to create connections between diverse groups, and to foster an environment for inclusive and actionable research partnerships to be developed.

In funding Round 3, CCR received three research proposals driven by Tribal priorities and that fully integrated Tribal governments and organizations as research partners. This is an unusual model in research because "academic knowledge" has been largely restricted to Western

CALIFORNIA STRATEGIC
GROWTH COUNCIL

scientific approaches, where traditional Tribal knowledge is not often incorporated or is viewed as counter to Western data gathering and analysis techniques. Two of the CCR grants the Council awarded in June 2020 incorporated Tribal partners. One project by the University of California Riverside addresses a research priority shared by 18 California Native American Tribes in Southern California. Another, led by Humboldt State University, fully funds the Blue Lake Rancheria and the Karuk Tribe as Research Leads. Finally, another Round 3 project is co-led by three community organizations – Physicians, Scientists, & Engineers for Healthy Energy with the Asian Pacific Environmental Network and Communities for a Better Environment – representing a similar acknowledgment of the role and value of community knowledge in the research process.

Technical Assistance and Capacity Building

The 2019-20 State budget included funding for three new positions at SGC to implement Senate Bill 1072.[4] Combining these three positions with SGC's California Climate Investments Technical Assistance lead, SGC established the Communities Advancing Climate Equity (CACE) team. CACE supports technical assistance and capacity building efforts across State agencies and departments as well as at the local government and community levels. CACE's work is guided by an understanding that in order to ensure equitable outcomes across California communities, the most under-resourced communities require greater upstream support. In providing technical assistance, CACE works across communities and State government to equip partners with the tools, resources, partnerships, and competencies necessary to address local climate and environmental issues while centering equity.

This year, CACE developed Technical Assistance Guidelines for State Agencies to support all State agencies in designing and implementing robust TA programs. Principles of racial and social equity shape this guidance and inform the development of technical assistance (TA) programs that most effectively meet the needs of the state's most under-resourced communities. Through TA, SGC and the State can engage with marginalized communities to work toward addressing and overcoming disparities. The Technical Assistance Guidelines will function as an ongoing resource to help agencies continue to prioritize practices and outcomes that support racial equity in TA programs.

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[4] Leyva, 2018, Public Resources Code Sec. 71130-71132.

CALIFORNIA STRATEGIC
GROWTH COUNCIL

Through its CCI TA Program, CACE is dedicated to expanding TA contracting opportunities to new organizations and agencies that have deep-rooted relationships in communities of color in order to ensure the most effective TA possible. Through ongoing listening tours and public engagement, CACE seeks to continually build relationships with community-based organizations and encourage their participation in the TA program as either providers or recipients. The listening tour also helped SGC meet its operational goals to better understand the barriers faced by minority-led businesses with regard to contracting with the State.

Finally, CACE prioritizes racial equity competencies among TA providers and works to integrate contracting selection criteria to promote applications from TA providers that reflect the populations and geographies they intend to serve. For example, CACE contracted with a team of respected non-profit and community-based organizations to develop and implement a climate equity learning collaborative – Partners Advancing Climate Equity (PACE) – to launch in the fall. PACE aims to expand community-driven leadership to advance sustainability, health, and equity priorities and support emerging and established leaders across California to catalyze community-led change. PACE will support this local leadership by linking State resources with local capacity needs.

Interagency Collaboration

The 2019-20 State budget provided funding for three new positions to establish the Health and Equity Program (HEP) at SGC. The new staff, who joined SGC in April, support the Health in All Policies Task Force, integrate health and equity across State departments and programs, coordinate the implementation of the SGC Racial Equity Action Plan, and support the Capitol Collaborative on Race & Equity (CCORE).

In May, the Health in All Policies Task Force (a collaboration between SGC, the California Department of Public Health, and the non-profit Public Health Institute) organized a special topics Task Force meeting on "Equity in the COVID-19 Era" to understand how departments are infusing equity into pandemic response and to identify opportunities for collaborative support and strategic action. Over 20 State agencies attended this meeting and voiced the need for continuous collaboration and sharing of equity resources and action steps to help coordinate efforts and further connect all departments.

CALIFORNIA STRATEGIC
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Through CCORE, SGC supported the Governor's California Leads as an Employer Task Force on race and gender equity this year, compiling recommendations that can advance equity outcomes for California. In response to a request from the CalHR Director, SGC, along with the 11 other teams that have participated in CCORE since 2018, submitted 160 recommendations in the following categories: Diversity and Inclusion; Employee Resources; Enterprise-Wide Personnel Policies and Practices; Hiring, Promotion, and Retention; Race, Gender, and Pay Equity; Sexual Harassment and Discrimination; and Workforce Data. Most recommendations came directly from CCORE participants' Racial Equity Action Plans.

Lastly, the 2020-21 CCORE new Learning Cohort season launched August 2020 and runs through October 2021. Ten to 15 new department teams will receive racial equity training, tailored technical assistance/coaching, strategic peer-to-peer learning, and coordination support across teams. CCORE will also continue to convene team leads from the 12 Advanced Implementation Cohort teams that participated in the 2019-2020 pilot, supporting them to implement their Racial Equity Action Plans and contributing to broad strategy to inform enterprise-wide solutions to racial equity challenges. Table A in the appendix lists the CCORE 2018-2019 and 2020-21 participants.

Next Steps

Over the next Racial Equity Action Plan reporting period from September 2020-August 2021, Staff look forward to embarking on a variety of initiatives and reporting on SGC's progress in August 2021.

Table 3: At-a-Glance 2020-21 REAP Initiatives

REAP Category	2020-21 REAP initiatives	Lead
Leadership	- Council-led Racial Equity Resolution - Council-Led Discussion of Racial Equity Milestones and Best Practices - Develop Equity in Grants Toolkit in collaboration with Council partners - Partner with BCSH in Equity in Housing Tool	SGC Leadership
Operations	- Administer Workforce Survey in partnership with Race Forward/GARE - Develop language access objective to align with California for All agenda and learn from existing best practices of Council agencies	SGC Leadership Team, HR, and HEP

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REAP Category	2020-21 REAP initiatives	Lead
	• Promote organizational affinity groups and staff-led trainings • Identify way to verify and refresh records for racial and ethnic backgrounds • Continue developing a list of minority-owned media outlets and strengthening relationship with key media outlets to capture new audiences • Increase the representation and reach of SGC's listservs through targeted outreach and engagement • Continue to develop and expand story-driven content that highlights equity and amplifies diverse voices, including in SGC's Annual Report • Engage staff as experts on topics related to equity in webinar series co-hosted with the Office of Planning and Research • Translate materials on website	
Program	• Explore the role of high opportunity areas in AHSC guidelines • Investigate ways to further support homeownership as a vehicle of economic mobility and asset building, through the AHSC goals and framework • Move to a year-round model for AHSC technical assistance • Administer a CCR partnership survey to deepen understanding of the roles of community partners on CCR grants • Explore the topic of investment in Disadvantaged Unincorporated Communities (DUCs) in conjunction with key stakeholders • Continue working with SGC Grantees to ensure equitable virtual community engagement for project implementation in light of COVID-19	AHSC, CCR, and TCC Programs
Technical Assistance and Capacity Building	• Launch the Partners Advancing Climate Equity (PACE) cohort • Launch evaluation contract to assess the degree to which TA has supported race equity • Implement TA Guidelines with partnering agencies, including Tribal TA • Interface with DGS and DOF on advance payment and other contract equity considerations • Host engagement activities to build relationships with potential TA providers	CACE
Interagency Collaboration	• In partnership with UC Berkeley's Othering and Belonging, develop a strategic action plan for the HiAP	HEP

CALIFORNIA STRATEGIC GROWTH COUNCIL

REAP Category	2020-21 REAP initiatives	Lead
	Task Force that will engage state and local stakeholders and non-state actors • Develop racial equity best practices and case studies from the CCORE learning year to share with the GO, the Council, and the HiAP Task Force • Work with the TA Guidelines Working Group, which represents 13 State agencies, to identify opportunities to collaborate on TA efforts, expand the reach of TA, and elevate contract equity practices.	CACE

Council Recommendation

Adopt the California Strategic Growth Council Racial Equity Resolution.

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Appendix A:

Table 4: Capitol Collaborative on Race and Equity 2019-20 and 2020-21 Participants

2019-20	2020-21
- California Arts Council - California Coastal Commission - California Department of Public Health - California Department of Housing and Community Development - California Department of Transportation - California Department of Education - California Department of Corrections and Rehabilitation - California State Lands Commission - California Strategic Growth Council - California Department of Community Services and Development - California Environmental Protection Agency (includes Department of Pesticide Regulation, CalRecycle, Office of Environmental Health Hazard Assessment, State Water Resources Control Board, and Department of Toxic Substances Control, California Air Resources Board	Enrolled Participants as of 7/23/2020: - California Department of Aging - California Department of Conservation - California Housing Finance Agency - California Department of Forestry and Fire Protection - California Department of Water Resources - California Department of Food and Agriculture - Fi$Cal - California Transportation Commission - California Department of Fish and Wildlife - Governor's Office of Planning and Research - Mental Health Services Oversight & Accountability Commission

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Attachment A: California Strategic Growth Council's Racial Equity Resolution

WHEREAS, the Newsom Administration is committed to a California for All agenda and believes the State plays a critical role and holds unique responsibility to reduce barriers and create equitable opportunities for all Californians;

WHEREAS, the country has entered into a national conversation on historical, institutional, and structural racism, calling for valuing Black Lives, and spurred by national protests against the killing of George Floyd, Breonna Taylor and so many before and after them by police;

WHEREAS, the California Strategic Growth Council (the Council) has a vision for healthy, thriving, and resilient communities for all and a deep commitment to equity;

WHEREAS, the Council hosts the Capitol Collaborative on Race and Equity, a State-level racial equity capacity building program, and is a member of the national Government Alliance on Race and Equity;

WHEREAS, the Council includes member agencies that have participated in the Capitol Collaborative on Race and Equity since 2018;

WHEREAS, the Capitol Collaborative on Race and Equity members lead with race because racial inequities across all indicators for success are deep and pervasive;

WHEREAS, the Capitol Collaborative on Race and Equity members define "racial equity" as "when race can no longer be used to predict life outcomes and outcomes for all groups are improved;"

WHEREAS, over 50 city and county jurisdictions across California are part of the national Government Alliance on Race and Equity;

WHEREAS, the Council unanimously approved an SGC Racial Equity Vision and Action Plan in 2019, identifying concrete actions that the Council and its staff will take to achieve racial equity through leadership, operations, programs, policies and practices; and

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WHEREAS, the Council comprises Cabinet members from seven State agencies and three public members who have called for deeper commitments and actions regarding racial equity both through the Council and their own organizations;

NOW, THEREFORE, BE IT RESOLVED, the Council and each member agency commit to integrate racial equity into Council leadership, operations, programs, policies, and practices;

BE IT FURTHER RESOLVED, the Council and each member agency commit to identifying and implementing concrete and measurable actions to achieve racial equity, and to report on the progress of the Council as a whole, as well as that of each member agency;

BE IT FURTHER RESOLVED, the Council and each member agency commit to working with State Boards, Departments, and Offices to align and advance the Council's commitment to racial equity;

BE IT FURTHER RESOLVED, the Council commits to use public Council meetings 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.

Passed and adopted this ___ day of month, year.

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Attachment B: Updated 2019-2022 California Strategic Growth Council Racial Equity Action Plan – August 2020

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Updated Racial Equity Action Plan (2019-2022)

August 2020

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

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 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 Racial Equity Action Plan, reporting to the Council on results on an annual basis, and adjusting as needed, as well as to integrating new strategies, programs, and policies as appropriate. The August 2020 Update includes the month and year an Action SGC started and action (in the "Timeline" column) and the status of the Action (in the "Progress Update" column). Status of the Action may include *Complete* for items that are completed, *In Progress* for items that have started but are not yet complete, *Ongoing* for items that describe a process that is part of SGC's ongoing responsibilities, and *Incomplete* for actions that have not begun, largely due to budgetary constraints.

COUNCIL LEADERSHIP

Action	Description	Lead	Timeline	Progress Update
RACIAL EQUITY ACTION PLAN *Adopt the SGC Racial Equity Action Plan*	Approve the SGC Racial Equity Action Plan presented at the April 2019 Council meeting	Council	April 2019	Complete
RACIAL EQUITY VISION *Adopt a Racial Equity Vision Statement for SGC*	Approve the SGC Racial Equity Vision Statement for SGC presented at the April 2019 Council meeting	Council	April 2019	Complete

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

Action	Description	Lead	Timeline	Progress Update
New! RACIAL EQUITY RESOLUTION *Approve Resolution with racial equity commitments*	1. Integrate racial equity into leadership, operations, programs, policies, and practices 2. Identify and implement concrete and measurable actions to achieve racial equity, and to report on the Council, as well as each member agency 3. Work with State Boards, Departments, and Offices to align and advance the Council's commitment to racial equity 4. Use public Council meetings 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	Council	August 2020 Start	In Progress
COUNCIL MEETING AGENDAS *Establish REAP as an ongoing, Council meeting agenda item*	Present on the SGC REAP and CCORE on an annual and as-needed basis	Council and SGC Executive Team	April 2019 Start	Ongoing
RACIAL EQUITY LEADERSHIP *Enroll all SGC Agencies in the Capitol Cohort on Race and Equity*	The Capitol Cohort currently includes departments representing nearly all of SGC's member agencies. By 2020, secure resources to sustain Capitol Cohort and expand it to new state departments and agencies.	Council and SGC Executive Team	August 2020	Complete
DISCUSSION FORUM *Use SGC Council, key staff meetings, and other events to provide a forum to share and discuss racial equity milestones and best practices*	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

CALIFORNIA STRATEGIC GROWTH COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

OPERATIONS

Action	Description	Lead	Timeline	Progress Update
STAFF DIVERSITY *Build and maintain staff and leadership that reflect the diversity of the communities we serve**	1. Develop an organizational workforce strategy and goals 2. Administer a racial equity-focused workforce survey 3. Track and monitor the demographic diversity of our staff 4. Track and monitor the language abilities of our staff 5. Develop a plan to integrate internships and professional development opportunities into our workforce diversity goals	SGC Executive Team, Human Resources, and HEP Program Analyst	April 2019 Start	Ongoing
New! EQUITABLE HIRING PRACTICES *Establish equitable hiring best practices*	1. Track and report voluntarily-reported, organization-wide demographics 2. Develop language about equity and inclusion and incorporate in job postings and duty statements 3. Advertise job postings to diverse networks (e.g., community organizations, community colleges, etc.) 4. Require leadership and hiring managers to be trained on issues of diversity and implicit bias in hiring 5. Remove personally identifying information from applications 6. Require diverse gender/racial representation on hiring panels 7. Include equity and inclusion questions in interviews	Human Resources and Hiring Managers	May 2019 Start	Complete

CALIFORNIA STRATEGIC GROWTH COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

Action	Description	Lead	Timeline	Progress Update
New! EQUITY FOCUSED PROGRAMS *Establish new programs with an explicit focus on equity*	1. Establish the Community Assistance for Climate Equity Program and onboard new staff 2. Establish the Health and Equity Program and onboard new staff	SGC Executive Team	October 2019	Complete
ORGANIZATIONAL CULTURE *Build and maintain a culture of competency around issues of race and equity**	1. Offer periodic training on individual, institutional, and structural racism 2. Build a network of committed racial-equity professionals	HEP Program Analyst	December 2019 Start	Ongoing
CONTRACTING *Increase opportunities to expand access to SGC contracts by smaller, community-based, and minority-owned contractors**	1. Perform proactive outreach to minority-owned businesses to understand barriers to applying to SGC contracts 2. Track demographic information for contractors and establish data-based goals for increased diversity 3. Investigate alternatives to reimbursement-basis funding, including advance payment and other contract equity practices	SGC Senior Contracts Liaison and CACE Program Manager	May 2019 Start	Ongoing
COMMUNICATIONS *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**	1. Develop story-driven content that highlights equity, including emphasizing SGC's approach and accomplishments in its Annual Report to the Legislature 2. Strengthen relationships with key media outlets to capture new audiences 3. Increase the representation and reach of SGC's listservs through targeted outreach and engagement 4. Translate materials on website	SGC External Affairs	June 2019 Start	Ongoing

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

GRANT PROGRAMS
Affordable Housing and Sustainable Communities, Transformative Climate Communities, Climate Change Research Program

Action	Description	Lead	Timeline	Progress Update
GRANT APPLICATION AND GUIDELINES *Introduce applicants to the SGC Racial Equity Action Plan during each funding cycle*	1. Include SGC's racial equity vision in guidelines 2. Provide a link to the SGC Racial Equity Action Plan in the administrative section of the guidance documents	AHSC	Oct. 2020 Tentative Start	In Progress
		TCC	N/A	Incomplete (Pending budget)
		CCR	August 2019	Complete
GRANT APPLICATION AND GUIDELINES *Develop minimum requirements for racial equity priority topics*	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	Ongoing
		TCC	July 2017 Start	Ongoing
		CCR	December 2017 Start	Ongoing
GRANT APPLICATION AND GUIDELINES *Provide guidance on measuring, tracking, and scoring for racial equity priority topics*	Describe and include requirements for measuring, tracking, and scoring racial equity priority topics (e.g. anti-displacement, community engagement and outreach, and economic inclusion) into grant guidance documents and grant applications	AHSC	October 2018 Start	Ongoing
		TCC	July 2017 Start	Ongoing
		CCR	August 2018 Start	Ongoing

CALIFORNIA
STRATEGIC
GROWTH
COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

Action	Description	Lead	Timeline	Progress Update
GRANT REVIEW *Diversify grant review panels*	1. Ensure diverse representation for multi-agency grant application reviews, 2. Prioritize bringing in participants trained by the Capitol Collaborative on Race and Equity to provide racial equity training to participants	AHSC TCC CCR	August 2020 Start November 2017 Start January 2018 Start	Ongoing Ongoing Ongoing
GRANT RECIPIENTS *Track relevant demographic data of target communities*	1. Track demographic data in communities that receive SGC grants invest – both at the time of award and over time 2. Consider publicly accessible data such as demographics, property values, and health outcomes 3. Explore strategies to collect this data from subcontractors and end users of grant projects	AHSC TCC CCR	January 2015 Start September 2018 Start June 2018 Start	Ongoing Ongoing Ongoing
GRANT APPLICANTS *Investigate and remove barriers to apply for or to spend grant funding*	1. Identify and remove barriers for diverse applicants – specifically disadvantaged communities (DAC), low-income communities, Tribal communities, and communities of color 2. Work within State Government to find possible resources and solutions	AHSC TCC CCR	October 2015 Start October 2019 Start January 2019 Start	Ongoing Ongoing Ongoing

CALIFORNIA STRATEGIC GROWTH COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

Action	Description	Lead	Timeline	Progress Update
GRANT IMPLEMENTATION *Introduce racial equity action plan to grant recipients*	1. Introduce SGC's Racial Equity Action Plan to grant recipients at mandatory orientation meeting	AHSC	N/A	Ongoing
	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	Ongoing
New! **New Grant Partnerships** *Establish Partnerships to Administer Grant Programs that Promote Racial Equity*	Establish new partnerships to administer grant programs that target special populations such as Tribes or communities of color	All	January 2020 Start	Ongoing

CALIFORNIA
STRATEGIC
GROWTH
COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

TECHNICAL ASSISTANCE & CAPACITY BUILDING

Action	Description	Lead	Timeline	Progress Update
TECHNICAL ASSISTANCE PROVIDERS *Diversify the pool of technical assistance (TA) providers*	1. Identify goals for diversifying TA providers 2. Track demographic data for existing TA providers 3. Create a database of racially diverse TA providers, such as minority chambers of commerce, NAACP chapters, and community-based organizations (CBOs) to reach out to about TA opportunities 4. Implement robust outreach and engagement practices prior to and during RFP periods to engage with more diverse TA providers 5. Include selection criteria that prioritizes TA providers that represent the geographies and/or communities they are serving 6. Make TA contracts more accessible to CBOs	CACE Program Manager	October 2019 Start	Ongoing
TECHNICAL ASSISTANCE RECIPIENTS *Increase TA to diverse communities*	1. Set goals for reaching disadvantaged communities (DACs), low-income communities, Tribal communities, and communities of color 2. Track the demographics of TA, grant recipients, and the location where workshops are held 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)	CACE Program Manager	October 2019 Start	Ongoing

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

Action	Description	Lead	Timeline	Progress Update
New! TECHNICAL ASSISTANCE GUIDANCE *Integrate race and equity best practices into the implementation of SB 1072: Technical Assistance Guidelines*	1. Integrate racial equity best practices into the development of the TA guidelines for state agencies 2. Integrate considerations for Tribal governments into the TA guidelines 3. Establish and work with TA working group to elevate best practices related to race equity and TA	Community Assistance Program Manager	August 2020	Complete
UPSTREAM CAPACITY BUILDING *Integrate race and equity best practices into the implementation of SB 1072: Regional Climate Collaboratives*	1. Integrate race and equity best practices into the RCC Guidelines 2. Establish requirements for diverse representation on the Climate Collaborative governing bodies	CACE Program Manager	N/A	Incomplete (Pending budget)
New! UPSTREAM CAPACITY BUILDING *Integrate race and equity best practices into upstream capacity building efforts*	1. Develop and implement the Partners Advancing Climate Equity (PACE) pilot program to build capacity with community leaders 2. Develop and implement the BOOST pilot program to build capacity within local and regional governments to advance climate and equity goals	CACE Program Manager	June 2018 Start	Ongoing

CALIFORNIA STRATEGIC GROWTH COUNCIL

Updated California Strategic Growth Council Racial Equity Action Plan (2019-22)
August 2020

INTER-AGENCY COORDINATION

Action	Description	Lead	Timeline	Progress Update
HEALTH IN ALL POLICIES (HiAP) TASK FORCE *Apply racial equity lens to all major HiAP work areas, in partnership with the Public Health Institute and California Department of Public Health*	1. Ensure racial equity is prioritized in implementation of HiAP Task Force multi-agency activities including: recruitment of HiAP TF designees, identification and implementation of collaborative commitments (i.e., violence prevention, homelessness prevention), plenary convening agenda development, and external stakeholder engagement 2. Include racial equity in 2020-2021 HiAP Task Force planning processes 3. Provide a learning forum on racial equity to the HiAP Task Force	HEP Program Manager	April 2020 Start	Ongoing
New! **CAPITOL COLLABORATIVE ON RACE & EQUITY (CCORE)** *Co-sponsor CCORE, in partnership with the Public Health Institute*	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 2. Support CCORE communications, including hosting a publicly-facing CCORE webpage and providing forums for public discussion and input 3. Provide technical assistance and capacity building to participating CCORE departments as they implement their racial equity action plans	SGC Executive Team and HEP Analyst	August 2020 Start	Ongoing