

*Date: April 28, 2022*

**Subject:** Racial Equity Updates

**Reporting Period:** September 2021 – April 2022

**Staff Lead:** Kirin Kumar, Deputy Director of Equity and Government Transformation

---

## Summary

The California Strategic Growth Council (SGC) has made important strides to eradicate structural racism so that all Californians can live in healthy, thriving, and resilient communities regardless of race. In service of that vision, SGC is the State host to the [Capitol Collaborative on Race & Equity](#) (CCORE), a racial equity capacity building program for California State employees, administered by the Public Health Institute's (PHI) Health in All Policies Initiative. Through its participation in CCORE, SGC has developed a [Racial Equity Action Plan](#) which highlights Council leadership. In August 2020 the Council unanimously adopted a [nationally recognized Racial Equity Resolution](#). In November 2021, the Council further built on this leadership by directing staff to develop a California Racial Equity Resource Hub to centralize resources and facilitate more collective action on advancing racial equity. Since 2020, SGC has convened the Racial Equity Working Group (REWG) with staff from each Council agency to implement the Council's resolution and further coordination inter- and intra-agency work on racial equity. The REWG reports to the Council on racial equity actions, milestones, and best practices a minimum of twice a year. Finally, SGC's Health and Equity Program (HEP) reconvened the Health in All Policies Taskforce to address barriers across State government that hinder action toward health and racial equity. This report focuses on racial equity activities from September 2021 – April 2022. The attachments included provide updates from each of the participating Council Agencies.

## Background

### ***Racial Equity Resource Hub***

At the November 2021 SGC Council meeting, the Council adopted an update to the Racial Equity Resolution calling for the development of a Racial Equity Resource Hub. The Council identified a need for a single hub to consolidate and promote resources, templates, curricula, and other information that can be utilized to hasten and improve the implementation of racial equity strategies. Following the Council's adoption of the amended resolution, staff met with Council champions including California Department of Public Health Deputy Secretary Mark Starr and Public Member Juan Sanchez Munoz to further develop the resource hub.

The resource hub is now live on SGC's website and includes over 100 resources from nearly 40 different State entities organized across eight different categories. The Racial Equity Workgroup played a critical role in shaping the development of the Resource Hub and curating these resources. Categories include:

1. Racial Equity Plans and Statements
2. Reports
3. Presentations and Trainings
4. Initiatives
5. Data Tools
6. Public Information
7. Grant Programs and other Opportunities
8. Other Miscellaneous Resources

The Resource hub also includes a blog post feature where members of the Council and their staff will provide regular updates on their agency's racial equity actions as well as other commentary, updates, and timely information related to new resources on the Hub. The first update from the California Health and Human Services Agency is currently live on the blog. Finally, SGC is working to integrate a feature to highlight resources from outside of State government, including work occurring across communities throughout the State. As that feature is developed, staff are requesting that members of the public share information about these efforts with SGC staff using the email link on the website: [Racial.equity@sgc.ca.gov](mailto:Racial.equity@sgc.ca.gov).

### ***Capitol Collaborative on Race & Equity (CCORE)***

SGC, in partnership with the Public Health Institute's (PHI) Health in All Policies Program, convenes the [Capitol Collaborative on Race & Equity \(CCORE\)](#). CCORE supports California State government to embed racial equity approaches into institutional culture, policies, and practices. CCORE provides: 1) an intensive capacity building program for State government entities, 2) a community of practice for State employees, and 3) ongoing technical assistance and support to the CCORE community. CCORE implements a 2018 commitment by the Health in All Policies (HiAP) Task Force to increase the capacity of State government to advance health and racial equity.

PHI, a non-profit, nongovernmental organization, has significant capacity and expertise convening and training governmental partners, advancing equity and facilitating cross-sectoral initiatives. Organizations supporting CCORE include Race Forward and the Government Alliance for Race and Equity, O&G Racial Equity Collaborative, California Department of Public Health (CDPH), The California Endowment, The Blue Shield of California Foundation, and The California Wellness Foundation.

To read detailed highlights from the seven State agencies represented on the Council, please refer to the attachments to this document. Agencies are approaching racial equity in a wide variety of ways, and many of the actions fall into the following three "buckets":

- **Creating Racial Equity Structures:** All participating organizations in CCORE have established racial equity action teams with staff leads and executive sponsors.
- **Establishing Institutional Commitments:** All REWG member agencies have established commitments to racial equity, ranging from racial equity action plans, budget allocations, and new staffing structures.
- **Public Communications:** Several entities have released public resolutions, strategic plans, or guidelines

### **Homage to Local Leadership**

Both the SGC REWG and CCORE acknowledge and follow in the footsteps of the racial equity leadership of local communities – more than 40 California city and county jurisdictions – that are normalizing, organizing, and operationalizing racial equity as part of the Government Alliance on Race and Equity.

### **CCORE 2020-2021 Highlights:**

As the COVID-19 pandemic unfolded in 2020, CCORE also launched a new Learning Cohort.

- The cohort had over 150 participants from 12 state entities. See <https://sgc.ca.gov/programs/healthandequity/racial-equity/> for a full list of participants in the 2020-2021 cohort as well as previous years.

- The Government Alliance on Race and Equity celebrated the CCORE 2020-2021 cohort by highlighting details from the commencement event in this blog post: <https://www.racialequityalliance.org/2021/11/17/california-state-government-teams-complete-racial-equity-learning-program/>
- PHI conducted pre- and post-program surveys of 2020-2021 CCORE participants to better understand the impact of CCORE participation both on individual participants and on their organizations and leadership. This includes success factors, challenges, program improvements that will be taken in response to feedback, and participant testimonials.

### **CCORE 2022-2023 Next Steps**

In partnership with SGC, PHI has launched a new 2022-2023 CCORE Intensive Learning Cohort. Due to limited capacity and to ensure an intimate learning environment, this program is restricted to 8-10 state entities. Orientation began in April with training sessions scheduled to launch in May. PHI is planning the launch of a second CCORE community in 2022 to support ongoing work of entities that have previously participated in a CCORE Learning Cohort – more information on this is coming soon.

### **HiAP Task Force**

Given the changing landscape of health, racial equity, and sustainability, and building on key concepts that undergird CCORE, SGC's Health Equity Program (HEP) has relaunched the Health in All Policies (HiAP) Task Force with a renewed membership and emphasis on advancing racial equity.

- Through a [multi-phase stakeholder engagement process](#) hosted by SGC, in partnership with the UC Berkeley Othering & Belonging Institute in 2021, stakeholders across California identified various structural barriers to advancing health and racial equity. This approach closely aligns with and complements the Council's priority on advancing capacity building and removing barriers to accessing State resources.
- In September 2021, the HiAP Task Force convened nearly 200 State government staff to explore connections, opportunities, and challenges for California state government to further its racial equity approach through a HiAP lens.
- On February 17, 2022, the HiAP Task Force reconvened nearly 50 staff from California State agencies and departments to build on recent input from stakeholders urging State government to redirect its cross-sectoral convening capacity to address the structural barriers that many Californians face to access healthy, racially just, and resilient communities.

### **Next Steps**

SGC will continue to utilize the Racial Equity Work Group (REWG) structure to support further implementation of the Council's Racial Equity Resolution and the development/implementation of individual agency racial equity action plans. SGC staff will work through the REWG, Health in All Policies Taskforce, and other coordinating entities to collect resources and maintain the Racial Equity Resource Hub as an effective space within State government to access critical tools, promote best practices, and support ongoing action. SGC will continue to support the Public Health Institute in building racial equity competencies across State government via the Capitol Collaborative on Race and Equity. Together, these efforts will ensure continued action to incorporate racial equity into operating guidelines, structures, and operations across State government with a focus on creating a California for All.

**Attachments**

Attachment 1: Governor’s Office of Planning and Research Update

Attachment 2: California State Transportation Agency Update

Attachment 3: California Business, Consumer Services, and Housing Update

Attachment 4: California Environmental Protection Agency

Attachment 5: California Natural Resources Agency

Attachment 6: California Health and Human Services Agency

Attachment 7: California Department of Food and Agriculture

## ***Attachment 1: Office of Planning & Research (OPR)***

**To:** California Strategic Growth Council and Members of the Public  
**From:** Office of Planning & Research (OPR)  
**Reporting Period:** October 2021 – April 2022

### **Background**

The California Governor's Office of Planning and Research's includes the Office of Planning and Research (OPR), California Strategic Growth Council (SGC), and California Volunteers (CV).

- OPR leads future research and planning policy, fosters goal-driven collaboration, and delivers guidance to state partners and local communities, with a focus on land use and community development, climate risk and resilience, and high road economic development. Equity is integrated in our efforts to:
  - Equity is integrated in all of OPR's work, through the advancement of equity considerations in the Integrated Climate Adaptation and Resiliency Program (ICARP); closing equity gaps and increasing learning outcomes through the CA Education Learning Lab; funding community-driven biomedical research that addresses health disparities via the California Initiative to Advance Precision Medicine; developing and implementing General Plan Guidelines, including the 2017 update that included a broad framework for addressing health, equity, and resilience in vulnerable and disadvantaged communities.
- SGC's mission is to coordinate and work collaboratively with public agencies, communities, and stakeholders to achieve sustainability, equity, economic prosperity, and quality of life for all Californians.
  - Equity is integrated into all of our programs include the Affordable Housing and Sustainable Communities Program (AHSC), Sustainable Agriculture and Lands Conservation Program (SALC), Transformative Climate Communities Program (TCC), Community Assistance for Climate Equity Program (CACE), Climate Change Research Program (CCR), and Health and Equity Program/Health in All Policies (HEP/HiAP).
- CV is tasked with engaging Californians in service, volunteering and civic action to tackle our State's most pressing challenges while mobilizing all Californians to volunteer and serve in their communities.

### **Update on Racial Equity Resolution Implementation**

- OPR launched the Community Economic Resilience Fund (CERF), designed to reduce barriers for historically disadvantaged communities in regions across California, particularly communities of color, in participating in economic development decision making processes. Collaboratives within each region, reflecting the area's diversity, will be required to develop a plan to meaningfully engage communities including immigrant workers, non-native speakers, elderly, youth, people with disabilities, communities of color, California Native American Tribes and other communities not traditionally involved in economic development or regional planning efforts.
  - Planning grants are available for collaboratives to reduce barriers that prevent communities from participating in planning efforts and increasing capacity building. Collaboratives are encouraged to compensate stakeholders for their engagement.



- Regional conveners are required to collaborate with partners and community members in developing a balanced and equitable participatory budget that reflects the needs of each region.
- CERF has allocated \$20 million dollars of funding to California Native American tribes out of the \$600 million dollars available for economic planning and implementation projects. CERF staff will host tailored webinars and workshops for Tribal Communities to solicit public feedback and create program awareness.
- Since April 2021, the Integrated Climate Adaptation and Resiliency Program (ICARP) has been developing the Vulnerable Communities Platform to create an open, accessible, and community-grounded platform to holistically identify the communities most vulnerable to climate change. Staff are advancing procedures aligned with racial equity including integrating lived experiences into research and serving as a State Liaison to the Community Resilience Working Group, a network of equity and environmental justice organizations, co-chaired by the Asian Pacific Environmental Network and the Greenlining Institute.
- ICARP updated the Adaptation Clearinghouse *Climate Equity* page. The page content helps visitors understand [climate-vulnerable communities](#), [foundational climate equity concepts and background](#), and how to conduct [equitable climate adaptation efforts](#). The page facilitates easy, consolidated access to the critical tips and resources for practitioners interested in embedding equity in their climate adaptation and resilience efforts.
- OPR is collaborating with the Department of Housing and Community Development to implement Affirmatively Furthering Fair Housing (AFFH) through Regional Housing Needs Assessment (RHNA) reform. AFFH seeks to combat housing discrimination, eliminate racial bias, undo historic patterns of segregation, and lift barriers that restrict opportunity access in order to foster inclusive communities and achieve racial equity, fair housing choice, and opportunity for all Californians.
- OPR continues to support local agencies and other stakeholders with Environmental Justice (EJ) guidance for general plans based on SB 1000 (Leyva, 2018). The team provides technical assistance when requested on an ongoing basis, using OPR's updated EJ guidance and case studies published in July 2020.
- OPR Human Resources (HR) team continues the practice of redacting identifying information on job applications received for across OPR, SGC, and CV. In addition, the HR team hired a professional trainer to embed Diversity and Equity training into all manager-level trainings and plans to offer similar classes to staff in the new Fiscal Year.
- OPR Contracts team developed procurement resources to support OPR and SGC program staff in seeking contracts and partnerships with small businesses (SB) and Disabled Veteran Business Enterprises (DVBE). Some program teams require that a minimum of either 25% SBs or 3% DVBEs are involved with contracts.
- OPR and SGC's Communications team secured language access dollars to translate written program documents and interpret webinars and workshops. Communications staff are also participating in the statewide Language Access Policy Taskforce. They have developed a curated list of 400 ethnic media organizations statewide to engage with organizations as a part of all media advisories and engagement going forward.

### Next Steps

- OPR is developing a Racial Equity Action Plan (REAP) in 2022 to guide our interagency, policy, and internal administrative action. OPR and SGC share an administrative unit. This shared team



is already implementing some of the items that they together contributed to the 2019 SGC REAP and these will also be reflected and updated in OPR's REAP.

- OPR and SGC are co-hosting a series of racial equity trainings for staff in 2022.
  - OPR and SGC Legal are hosting a Diversity & Equity in State Contracting and Grant Administration training in May.
  - OPR is hosting a racial equity 101 training in May to provide staff who were unable to participate in the Capitol Collaborative on Race and Equity a common vocabulary, toolset, and understanding of government's role in undoing racist policies.
- OPR is addressing the needs of vulnerable and disadvantaged communities, including disproportionately impacted communities of color, in its upcoming Evacuation Routes Technical Advisory (TA) that will address new evacuation requirements for general plans pursuant to AB 747 (2019) and SB 99 (2019). A draft of the new Evacuation Routes TA will be release for public review in Summer 2022.
- OPR will soon publish a Wildland-Urban Interface (WUI) Planning Guide and Best Practices Inventory, consistent with OPR's updated Fire Hazard Planning TA, which considers the needs of vulnerable and disadvantaged communities, including disproportionately impacted communities of color.



## ***Attachment 2: California State Transportation Agency (CalSTA)***

**To:** California Strategic Growth Council and Members of the Public

**From:** California State Transportation Agency (CalSTA)

**Reporting Period:** October 2021 – April 2022

### **Background**

California State Transportation Agency includes the California Transportation Commission, Board of Pilot Commissioners, California Highway Patrol, Department of Motor Vehicles, Department of Transportation, High Speed Rail Authority, Office of Traffic Safety, and New Motor Vehicle Board.

### **Update on Racial Equity Resolution Implementation**

- Under the new leadership of Secretary Toks Omishakin, racial equity in transportation remains a focus of CalSTA and our departments.
- In October 2021, CalSTA’s team of 16 participants completed the Capital Collaborative on Race and Equity training, which provided a foundation that Agency is using to develop a Racial Equity Action Plan.
- All CalSTA staff continue to take part in quarterly justice, equity, diversity, and inclusion workshops. These workshops have been hosted by external professional facilitators as well as by internal staff who focus on equity in their work portfolios.
- In March 2022, CalSTA, the Department of Transportation (Caltrans), and the California Transportation Commission (CTC) held the first of six virtual equity listening sessions to hear from California public stakeholders on their experiences with the transportation system in their communities.
  - The first session, focused on the communities of Arvin, Lamont, and Shafter in Kern County, was held in conjunction with The Center on Race, Poverty & The Environment’s regular monthly meeting. The listening session was conducted in Spanish with English translation in order to best serve the needs of the community participants.
  - Findings from all of the listening sessions will guide executive staff on a pathway to implement administrative changes with an equity-oriented focus.
- The Ad Hoc Committee on Equity, Justice and Inclusion of the New Motor Vehicle Board (NMVB) met in March 2022. Discussion focused on planning a future workshop on equity, justice and inclusion in the motor vehicle industry. In addition, an update was provided that NMVB executive staff had participated in implicit bias training.
- The Board of Pilot Commissioners convened an Ad Hoc Committee on Pilot Diversity, which recommended revisions to the pilot trainee minimum qualifications to better accommodate a diverse applicant pool, as well as modify the exam process by adding an interview. A rulemaking package with these changes that was submitted to the California Office of Administrative Law was approved in March 2022 and subsequently filed with the Secretary of State. These changes will take effect for the 2022 pilot exam.
- Also in March 2022, the California High Speed Rail Authority was recognized by the Sacramento Chapter of WTS (Women’s Transportation Seminar) as Employer of the Year for their dedication to outstanding leadership in mentoring women in the transportation field, providing opportunities for upward mobility for women, and having women at the highest levels of leadership.





- Staff from the California Highway Patrol, the Department of Motor Vehicles, and the CTC have joined the Transportation Subcommittee of the Department of Aging’s Disability and Aging Community Living Advisory Committee (DACLAC). The purpose of the DACLAC is to help ensure older adults and individuals with disabilities can live independently and fully participate in their communities.
- CalSTA, Caltrans, and the CTC continue to make progress in developing the framework for the Climate Action Plan for Transportation Infrastructure (CAPTI) Transportation Equity and Environmental Justice Advisory Committee, and aim to kick off the Advisory Committee in Summer 2022.
  - This Advisory Committee will build off of CTC’s Equity Advisory Roundtable and the joint Caltrans-CalSTA-CTC listening sessions to continue the dialogue among state agencies and partners.
  - Advisory Committee membership is intended to focus on marginalized voices reflecting different geographies and areas of the state who will provide meaningful input into transportation planning and programming for relevant state transportation agencies.



### ***Attachment 3: California Business, Consumer Services and Housing Agency (BCSH)***

**To:** California Strategic Growth Council and Members of the Public  
**From:** California Business, Consumer Services and Housing Agency (BCSH)  
**Reporting Period:** October 2021 – April 2022

#### **Background**

The California Business, Consumer Services and Housing Agency (BCSH) oversees 12 entities and is committed to equitable public policy that protects consumers, promotes and preserves affordable housing, prevents and ends homelessness and guards the civil rights of California. Collectively, we work towards a thriving and equitable California where safe housing, consumer protection, and civil rights are assured.

#### **Update on Racial Equity Resolution Implementation**

- BCSH hired a Deputy Secretary of Equity and Strategic Initiatives with responsibility for ensuring that equity is embedded in Agency policy and across our departments. The Deputy Secretary is launching an interdepartmental diversity, equity and inclusion working group to share best practices, identify opportunities for growth and collaboration, and build a network of colleagues to advance our collective efforts. The agency is also launching a Tribal Liaison interdepartmental working group to focus on strengthening our government-to-government relationship and to foster effective consultation and collaboration with California Native American Tribes.
- The California Housing Finance Agency (CalHFA) launched the [Building Black Wealth](#) campaign to increase Black homeownership in California in last spring. Looking at homeownership through a lens of equity, Black Homeownership is far behind. The campaign includes an educational video series that details America's history of housing discrimination that has given white families a better opportunity to build wealth through homeownership than Black people, and connections to resources such as free housing counseling and down payment assistance to help close the gap.
- The California Interagency Council on Homeless (Cal ICH), formerly known as the Homeless Coordinating and Financing Council, issued [a guide](#) for strategic uses of new and recent state and federal funds to prevent and end homelessness. The guide is designed to align investments and drive significant progress in five actions areas of the [Action Plan](#) for Preventing and Ending Homelessness in California, including expanding and ensuring equitable access to permanent housing in our communities.
- The Department of Cannabis Control (DCC) is committed to creating additional opportunities for individuals and communities that have been negatively impacted by the criminalization of cannabis. This includes hiring a Deputy Director for Equity and Inclusion, directly assisting equity business owners and raising awareness around additional state opportunities for support. DCC also shares best practices with local jurisdictions implementing equity programs to support opportunities to improve outcomes for individuals impacted by the criminalization of cannabis. These efforts include grants and loans, local fee waivers, targeted technical assistance and departmental advocacy.
- The Department of Consumer Affairs (DCA) established a new executive-level Compliance and Equity Officer that will develop and lead a diversity, equity, and inclusion committee with DCA and its 36 boards and bureaus



- The Department of Fair Employment and Housing (DFEH) released the first results from data submitted to the department by private employers with 100 or more employees. The [data](#) show that Hispanics/Latinos, Blacks/African Americans, and certain other racial/ethnic groups are overrepresented among low-wage workers and/or in certain job categories. The report reinforces the need for employers to review their compensation and other employment practices to correct pay disparities and ensure equal opportunity in their workplaces.
- DFEH issued [regulations](#) and guidance related to housing discrimination and equal access. Specifically,
  - regulations that specify that housing providers are prohibited from discriminating against a tenant or applicant based on their “source of income,” including the use of Section 8 housing choice vouchers, California’s COVID-19 Rent Relief Program, or other government assistance
  - guidance regarding reasonable modifications to ensure equal access to individuals with disabilities
  - guidance addressing discriminatory advertisements that include unlawful statements include those that not only express a preference based on a protected characteristic
  - DFEH launched a fair housing testing program aimed at detecting discrimination based on race and source of income.
- The Department of Financial Protection and Innovation (DFPI) awarded nearly \$2 million in CalMoneySmart grants to nonprofit organizations throughout California to support new and existing financial education and empowerment programs for unbanked and underbanked consumers.
- The Department of Housing and Community Development Department (HCD) continues implementation of equity-focused work, and created a DEI Unit that has launched a series of initiatives including:
  - Developing the Housing Advance Planning Equity Evaluation Tool into strategic planning projects to help guide equity considerations for housing policy and program development
  - Hosting *Can We Chat* sessions to normalize race discussions that cultivate a collective understanding of implicit bias and equity and foster a peer-to-peer support and collaborative problem-solving methodology to enrich the attributes of an inclusive workplace culture
  - Established employee-led resources groups: the Disability Advisory Committee, LGBTQ+ Committee, and Cultural Diversity Committee which included a virtual month-long cultural celebration in April known as Celebrate Diversity Month
- HCD is implementing state law in support of Affirmatively Furthering Fair Housing (AFFH) and supporting local government in doing the same. The creation of the [AFFH data viewer](#) and [guidance](#) will assist jurisdictions in addressing significant disparities in housing needs and in access to opportunities, replacing segregated living patterns with truly integrated and balanced living patterns, transforming racially and ethnically concentrated areas of poverty into areas of opportunity and fostering and maintaining compliance with civil rights and fair housing laws.

### Next Steps

- Continue knowledge building, implementation and advancing racial equity across our departments, including expanding communications with staff agency-wide
- This summer BCSH will release a comprehensive strategic plan that will help ensure that equity is embedded across operations, programs, policies, and practices across our departments.



### **Attachment 4: California Environmental Protection Agency (CalEPA)**

**To:** California Strategic Growth Council and Members of the Public  
**From:** California Environmental Protection Agency (CalEPA)  
**Reporting Period:** October 2021 – April 2022

#### **Background**

The California Environmental Protection Agency includes 2 boards, the Air Resources Board and the State Water Resources Control Board; 3 departments, the Department of Resources and Recovery and Recycling (CalRecycle), the Department of Toxic Substances Control, and the Department of Pesticide Regulation; and one scientific office to support the agency's regulatory work and other programs, the Office of Environmental Health Hazards Assessment

#### **Update on Racial Equity Resolution Implementation**

- Racial equity remains a focus of CalEPA and its constituent boards, departments, and offices (BDOs). The six BDOs of CalEPA are Water Boards, Air Resources Board (CARB), Office of Environmental Health Hazard and Assessment (OEHHA), Department of Toxic Substances Control (DTSC), Department of Pesticide Regulation (DPR), and CalRecycle
- CalEPA began an affinity groups program which are voluntary, employee-driven groups that promote a diverse, inclusive workplace aligned with CalEPA's missions, values, goals, and objectives. CalEPA has created an Affinity Groups Program webpage for CalEPA employees to obtain more information and apply for an affinity group. There are currently two established workgroups: Women in the Workplace and LGBTQIA+. Some other potential groups that staff expressed an interest in via a survey are
  - African American / Black
  - Asian American Pacific Islander
  - Employees with Disabilities
  - Latinx / Latino
  - Native American
  - South and Southeast Asian
- CalEPA's Racial Equity Team continues to be active and consists of five subteams: Workforce Equity, Communications, Data, Workforce Capacity, and Language Access
  - The Workforce Capacity subteam has trained twenty staff members from across the CalEPA family. Trained staff members are providing racial equity training to their respective BDOs starting April 2022.
  - The Workforce Equity Work Group completed its *Practices to Advance Racial Equity in Workforce Planning* and posted it on the internet in November 2021
  - The Data team continues to provide interactive and open-source platforms, such as the [workforce demographics app](#) and the [linguistic isolation tool](#).
- The Undersecretary has created a Diversity Council to consist of the executive officers of each of the boards, departments, and offices. The Council would be staffed by a Chief Diversity, Equity, and Inclusion (DEI) Officer and would be responsible for the agency's entire DEI program. The Chief Diversity Officer position is currently being created.
- Each of the six CalEPA boards, departments, and office have a team reflecting on, discussing racial equity issues, and/or preparing their own racial equity implementation plan.



- Office of Environmental Health Hazard and Assessment (OEHHA)
  - OEHHA has a Racial Equity and Environmental Justice workgroup that is working on community book reads, trainings, and other activities to advance these principles internally and through OEHHA work products.
- Water Boards
  - In November 2021, Water Boards adopted Resolution No 2021-0050 *Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism*.
  - Water Boards staff is implementing this resolution and has developed a budget change proposal to ensure successful implementation of the Resolution.
- Air Resources Board (CARB)
  - In the fall of 2021, CARB submitted a budget change proposal (BCP), *Operationalizing Racial Equity*, which is currently working its way through the budget process. CARB's BCP will establish and maintain the new CARB Office of Racial Equity, which will implement racial equity policies and actions board-wide and enhance CARB's current efforts to incorporate racial equity into all its policies, programs, and regulations. This BCP includes funding for 4 new staff members to design and implement agency-wide racial equity policies—and increase coordination with internal staff and external stakeholders—as well as \$1M in contract funds to secure resources to evaluate, inform, and train staff on racial equity.
  - In October 2021, CARB's Diversity and Racial Equity (DaRE) Task Force hosted a Latinx Heritage month speaker series. In January 2022, the DaRE Task Force released a glossary of terms for racial equity, diversity, and belonging. This glossary includes basic working definitions of over 100 terms that staff can use as a reference. DaRE also released guidance for racial equity conversations to prepare staff for conversations around racial equity. In January 2022, DaRE kicked off the 90 Day Challenge to promote racial equity awareness and education in daily life. And from February – March 2022 DaRE has hosted monthly speaker series that brings in racial equity experts such as Michael Eric Dyson (Black History Month), and a series of female board members for Women's History Month.
  - In March 2022, CARB Office of Environmental Justice (OEJ) kicked off a Community Engagement and Capacity Building workgroup to design community engagement curriculum to assist CARB staff. This workgroup will be engaged in a year long process to design the curriculum, ground truth the curriculum with external stakeholders, and then finalize the curriculum to train CARB staff on community engagement.
  - In March 2022 CARB officially launched the Advancing Racial Equity Training at CalEPA. With six certified CARB trainers, CARB has started to train each division through the Advancing Racial Equity Training. Training has started for Transportation and Toxics Division and Sustainable Transportation and Communities Division. CARB is also planning to offer this training to all staff in April and June.
  - CARB continues to host a monthly Equity Principles Workgroup as a space for CARB staff to coordinate on division and program equity efforts and address



ongoing challenges as it relates to equity. Since fall of 2021, CARB has also been developing an agency-wide racial equity lens tool to ensure that racial equity is built into all regulations from the start.

- Department of Toxic Substances Control (DTSC)
  - As of February 2022, DTSC currently has six certified Racial Equity Trainers.
  - DTSC conducted a racial equity pilot training that was utilized to certify its trainers.
  - The DTSC Racial Equity Training Team is rolling out the revised racial equity curriculum and launching mandatory racial equity training for DTSC staff – expected May 2022.
  - Implementation of the new curriculum and training will include a recruitment and training for new racial equity trainers.
  - The draft version of the *DTSC Racial Equity and Inclusion Framework and Call to Action* is currently under review by our Racial Equity Trainer Team.
  - DTSC HR has created and filled a Diversity, Equity and Inclusion position.
  - DTSC’s Safer Consumer Products program has established a Diversity, Inclusion and Anti-Racism Team within their program.
- Department of Pesticide Regulation (DPR)
  - DPR created a racial equity workgroup that, among other efforts, developed a mission statement and charter, provided training to all managers and supervisors on strategies for diverse and inclusive hiring, and has begun providing Advancing Racial Equity training to staff. The department is in the process of recruiting/hiring a Diversity, Equity and Inclusion Coordinator, and is expanding its recruiting outreach through partnerships with community colleges in disadvantaged communities and collaboration with its sister CalEPA BDOs.
- CalRecycle
  - CalRecycle created a racial equity workgroup and enjoys a leadership role in CalEPA’s Racial Equity Team.



**Attachment 5: California Natural Resources Agency (CNRA)**

**To:** California Strategic Growth Council and Members of the Public  
**From:** California Natural Resources Agency (CNRA)  
**Reporting Period:** October 2021 – April 2022

**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.

**Update on Racial Equity Resolution Implementation**

- In February 2022, CNRA established two internal roundtables to bring agencywide program alignment in their equity initiatives: 1. Justice, Equity, Diversity, and Inclusion (JEDI) Roundtable and 2. Environmental Justice (EJ) Roundtable. The roundtables will facilitate the exchange information, identify best practices and work to make them standard practices, and develop recommendations for improving and implementing Agency equity activities. Goals include, ensuring meaningful outreach, engagement, and involvement; expand training opportunities to build understanding and support for equity and environmental justice.
- In March 2022, CNRA and California Conservation Corps, co-sponsored an Organizational Equity Leadership course with Dr. Lori Watson, for the agencywide JEDI and EJ roundtable members and executive leadership.
- Three CNRA entities will participate in the 2022-2023 CCORE Learning Cohort: CA Conservation Corps, Delta Stewardship Council, and the Department of Parks & Recreation.
- CNRA, thanks to its agencywide Recruiter's workgroup, will be opening a Career Center at its headquarters in Sacramento to expand its in-person services and opportunities in the summer of 2022. This is part of a broader agencywide initiative to expand on and improve access and awareness of state careers.

**CNRA Departments, Commissions, and Conservancies**

- The CA Coastal Commission announced its launch of the [Peter Douglas Environmental Justice and Tribal Affairs Coastal Planning Internship Program](#), offering paid internships for college students, including those attending Community College. Named in honor of the Commission's late Executive Director who championed a similar program in the 1980's, this program will provide enhanced career opportunities for interns from non-traditional backgrounds, with the intent of building a more diverse workplace that includes the perspectives and experiences of a wide variety of qualified applicants.
- The CA Conservation Corps executive leadership approved Racial Equity Action Plan and internal/external facing statements.
- The California Energy Commission, in 2021, continued creating a culture of belonging and kindness through its Inclusion, Diversity, Equity, and Access (IDEA) Initiative, by expanding to five employee resource groups, including the most recent Neurodiversity Employee Resources Group and Asian Americans and Friends.



- The Delta Stewardship Council started developing an EJ Issue Paper, exploring the historical context of exclusion in the Delta and identifying recommendations to take to the Council for approval and implementation. The EJ Issue Paper is expected to be completed in late 2022/early 2023.
- The CA Department of Conservation (DOC) is currently developing of the PIC ('Plan, Implement, Close') Racial Equity Focused Public Engagement Model designed to support staff in planning and executing thoughtful equity-focused engagement efforts through a 20-step process. The model was beta-tested in January with 44 individuals from 10 CNRA departments, boards, councils. The model is a foundational component of DOC's Racial Equity Action Plan which is focused on community engagement more broadly.
- The CA Department of Parks and Recreation (State Parks), in 2021, launched a 3-year pilot [Adventure Park Pass](#) allowing free access to 19 state parks for 4<sup>th</sup> graders and their families.
- The CA Department of Parks and Recreation (State Parks), in December 2021, announced \$548.3 million in grants – 112 grant projects, through its [Statewide Park Development and Community Revitalization Program](#), the competitive grant program creates new parks and new recreation opportunities in underserved communities across California.
- State Parks is critically reexamining its past, looking specifically at contested place names, monuments, and interpretation in the California State Park system as part of a [Reexamining Our Past Initiative](#). The California State Park and Recreation Commission voted to rename Patrick's Point State Park to [Sue-meg State Park](#) to honor the place name used by the Yurok people since time immemorial. This is the first park name change as part of the state's Reexamining Our Past Initiative and is a momentous step to heal relationships with Native Americans and working together in recognition and honor of indigenous cultural and linguistic relationships.
- In partnership with the First Partner's Office and the California State Library, State Parks is providing free vehicle day-use entry to over 200 participating state park units operated by State Parks to library-card holders. California public library-card holders can check out the [State Library Parks Pass](#) via their local public library. This effort helps advance the Newsom's administration's "California for Outdoors for All" initiative to enable all Californians, regardless of zip code or income, to access parks and open spaces.
- The CA Fish and Game Commission, in 2022, adopted a Justice, Equity, Diversity, and Inclusion [Policy Statement](#) and [Definitions](#).
- The Tahoe Conservancy presented a racial equity action planning update and discussion at its March 2022 Board meeting and introduced a racial equity strategic plan amendment that staff will bring for consideration to a future Board meeting.

### Next Steps

- CNRA will continue to align its agencywide equity initiatives via its roundtables to institutionalize its commitment to environmental justice, equity, diversity, and inclusion through its programs, policies, and operations.
- CNRA will continue to ensure the inclusion of tribal governments and communities within the work of the Agency and advance opportunities for co-management of natural resources between tribal and state governments.
- Public listening sessions are planned for later this year to engage communities across California as CNRA crafts a roadmap for the Outdoors for All initiative.





## **Attachment 6: California Health and Human Services Agency (CHHS)**

**To:** California Strategic Growth Council and Members of the Public

**From:** California Health and Human Services Agency (CHSS)

**Reporting Period:** October 2021 – April 2022

### **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 COVID-19 pandemic showed us how so many people are far behind and that the distance to make up to achieve equity is driven by historical, deep seated structural factors of racism, sexism, and other forms of discrimination.

Our recently updated [Guiding Principles and North Star](#) “envision a Healthy California for All where every individual belongs to a strong and thriving community...Where we constantly pursue social and racial justice by not only lifting all boats but especially those boats that need to be lifted more...Where we prioritize prevention and the upstream factors that impact an individual’s health and well-being...Where we see the whole person and where programs and services address the social, cultural and linguistic needs of the individuals they serve”.

### **Recent Investments to Advance Racial and Health Equity**

CalHHS oversees departments and offices that support California’s most vulnerable, including the health and human services that support the well-being of the State’s black, indigenous, and other communities of color.

*Some organizational and budget investments of the Agency’s role in advancing racial equity include:*

- The recently established **Office of Youth and Community Restoration (OYCR)** which supports the transition of justice involved youth being served in local communities. The OYCR will promote a youth continuum of services that are trauma responsive and culturally informed, using public health approaches that support positive youth development, build the capacity of community-based approaches, and reduce the justice involvement of youth. The OYCR will improve youth and public safety outcomes by reducing the transfer of youth into the adult criminal justice system, reducing racial and ethnic disparities, and increasing community-based responses and interventions.
- **Proposed California State Budget investments for 2022-2023: Expansion Of Medi-Cal To All Income-Eligible Californians.** Over the last decade, the Medi-Cal program has significantly expanded and changed, due in large part to the implementation of the federal Patient Protection and Affordable Care Act and California’s expansions of Medi-Cal coverage to children, young adults, and older adults age 50 and over regardless of immigration status. The Budget builds on those expansions and includes \$819.3 million (\$613.5 million General Fund) in 2023-24 and \$2.7 billion

(\$2.2 billion General Fund) annually at full implementation, inclusive of In-Home Supportive Services (IHSS) costs, to expand full-scope eligibility to all income-eligible adults aged 26 through 49 regardless of immigration status. Beginning no sooner than January 1, 2024, Medi-Cal will be available to all income-eligible Californians.

- **Proposed California State Budget investments for 2022-2023: Medi-Cal Provider Equity Payments.** During the COVID-19 Public Health Emergency, there has been a significant decline in utilization of preventive care and routine care for chronic conditions. In addition, the disparate impacts of COVID-19 on communities of color and other disadvantaged Californians underscore the existing disparities in our health care system. To promote patient-centered models of care, the Budget includes one-time \$400 million (\$200 million General Fund) for provider payments focused on advancing equity and improving quality in children’s preventive, maternity, and integrated behavioral health care.
- **Proposed California State Budget investments for 2022-2023: Expanding Home Visiting Services.** Voluntary home visiting services for children aged 0-3 provide a range of supportive services to pregnant and newly parenting families in California. These services improve health outcomes in key areas ranging from low-birth weight and infant mortality to immunizations and language development. The Budget provides \$50 million ongoing General Fund for the Department of Public Health (CDPH) to expand the California Home Visiting Program and the California Black Infant Health Program, serving approximately 6,000 additional families over five years on top of 3,700 currently served by the Home Visiting Program and 1,650 served by the Black Infant Health Program.

### **Increasing Representation in Leadership and Agency Collaboration**

CalHHS is operationalizing its health, racial, and social equity agenda with strategic leadership and intra-agency coordination including:

- Established an internal Agency level Justice, Equity, Diversity and Inclusion (JEDI) Subcommittee as part of the internal CalHHS Agency’s Inter-Departmental Advisory Council. The purpose of the internal JEDI subcommittee is to support efforts to strengthen internal agency culture, the experiences of staff, and address inequities in CalHHS programs that serve Californians. It will leverage, and accelerate existing state, Agency, department, and program efforts to address systemic injustice, racism, and disparities, advance racial and social equity, and create a community of practice.
- Issued a directive to all CalHHS Departments to appoint one senior leader within their organization to serve as the Equity Officer. This individual will be responsible for furthering the CalHHS equity agenda within each department.

The JEDI Subcommittee is co-chaired by Marcela Ruiz, JD, and Rohan Radhakrishna, MD. Marcela is the Director of the Office of Equity at the Department of Social Services and Rohan is the Director of the Office of Health Equity and Tribal Liaison at the California Department of Public Health.

*The leadership and coordination will leverage key investments that center racial equity including, but not limited to:*

- \$20 million to implement an Agency-wide language access policy with resources to expand our



Departments' ability to translate and adapt documents.

- \$4.2 million to develop an equity dashboard across major health and human services programs to identify data gaps by race, ethnicity, sexual orientation and gender identity.
- \$5 million to develop a training program for staff within CalHHS departments and offices to identify and eliminate the barriers to an inclusive, just society, including systemic racism.



## ***Attachment 7: Department of Food and Agriculture (CDFA)***

**To:** California Strategic Growth Council and Members of the Public  
**From:** Department of Food and Agriculture (CDFA)  
**Reporting Period:** October 2021 – April 2022

### **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.

### **Update on Racial Equity Resolution Implementation**

#### **CCORE**

- CDFA’s 16-member team completed year one of the CCORE training in September 2021.
- CDFA is finalizing REAP draft and will be vetting with CDFA staff and stakeholders throughout 2022 with publication of public plan by 2023.

#### **Bilingual Services Program**

- In early 2022, the Office of Civil Rights (OCR) revised the program to include a broader approach to providing language services.
- The program now requires that all outward facing public documents must be in at least Spanish. Other languages will be decided by each year’s Language survey.

#### **Upward Mobility Program**

- Expanded program beyond low Paying Classifications (LPCs) as defined by CalHR to include all non-supervisory classifications which would include seasonal employees which were not on CalHR’s list but represent the highest percentage of CDFA BIPOC individuals.
- Exploring the options of an apprenticeship program which will help interested individuals gain the skills and education to move up, where they may not have had the opportunities before.

#### **Diversity, Equity, and Inclusion Committee DEI Committee**

- CDFA’s DEI committee is actively working on spreading the principles of Diversity, Equity, and Inclusion throughout the department.
- A yearlong partnership with the Sacramento LGBT Community Center that includes career fairs, training, and advocacy.
- An internal BIPOC Media club that began in summer 2021 that meets monthly and discusses books, articles, films, and other media related to BIPOC communities and awareness.
- Coordination with the Disability Advisory Committee (DAC) to put on a speaker series that focuses on the intersection of mental health and BIPOC communities.
  - Sub-committees have formed to focus on different aspects of DEI. One sub-committee is focusing on “DEI in CDFA Grants and Programs”. This sub-committee conducted an internal survey of CDFA grant programs to understand which programs were collecting demographic data on grant applicants and recipients. The committee will be proposing alignment in data collection and ensuring that all grant programs are collecting baseline



demographic data to drive programmatic changes and alignment with California for All, the CDFA REAP and initiatives from the Farm Equity office.

### Implicit Bias Training

- CDFA is seeking a long-term partnership with an Implicit Bias training vendor to assess the needs of the Department, weigh in on Departmental policy, train executives on implicit bias, and take the message to the rest of the Department through personalized training plans for each of our divisions.
- Program will begin in 2022/23 FY with full partnership in 23/24 FY.

### Farm Equity Program:

The Office of the Farm Equity advisor continues to work across all CDFA's programs to ensure California's historically underserved and small-scale producers are prioritized and supported through programs, policies, and communications.

- Developed the [CA Underserved and Small Producer Grant Program](#) (CUSP) to ensure small-scale and historically underserved producers have direct relief payments and access to technical assistance related to COVID-19 and drought relief. CUSP program expanded in 2022 to include direct drought relief payments for historically underserved and small producers.
- Other grant programs in process that focus/prioritize or target historically underserved groups or disadvantaged communities
  - (2022): [Beginning Farmer/ Farmworker Training and Workforce Development Program](#).
  - Urban Agriculture Grant Program (coming in 2022)
- Tribal outreach & Engagement group formed in 2021 to ensure collaboration across CDFA programs to create strategy for outreach and engagement with California Tribes. This cross-program work group will also update CDFA's tribal consultation policy in 2022.
- CDFA is in process of completing a one-year USDA-NIFA grant focused on collaboration to [support mental health resources for farmers and farmworkers](#)

### CDFA BIPOC Farmer Advisory Committee and Small- Farm Advisory Committee

- In March 2022, the CA State Board formally recommended that CDFA formalize the two ad-hoc advisory groups that have operated for the past 1.5 years and provided critical input and guidance on issues pertaining to historically underserved groups. These two advisory groups (BIPOC Farmer Advisory Committee, Small-Farm Advisory Committee) will be formalized in 2022 and recognize an important step in implementing recommendations in the [Farm Equity Report](#), published in June 2022.

