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**Subject:** Strategic Growth Council Interagency Racial Equity Updates

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**Staff Lead:** Jazmine Garcia Delgadillo, Health and Equity Program Manager,  
California Strategic Growth Council

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## Summary

The California Strategic Growth Council (SGC) is making important strides to eradicate structural racism so that all Californians can live in healthy, thriving, and resilient communities, regardless of race. In August 2020, the Council unanimously adopted a nationally recognized [Racial Equity Resolution](#) committing to do more to address racial equity. One commitment within the 2020 Resolution was to bring forward a discussion on racial equity at least two times a year to highlight racial equity actions, milestones, and best practices. This staff report comprises updates from SGC as well as each Council agency on work to further racial equity.

Key initiatives and efforts across SGC include:

- Supporting the Capitol Collaborative on Race and Equity (CCORE)
- Convening the Health in All Policies (HiAP) Task Force
- Centering race within SGC's Strategic Plan and Racial Equity Action Plan
- Maintaining the statewide Racial Equity Resource Hub

Included as attachments to this staff report are summaries of actions, milestones, outcomes, and forthcoming work to further racial equity within each Council agency.

## Background

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

SGC partners with the Public Health Institute's (PHI) State of Equity to convene the Capitol Collaborative on Race & Equity (CCORE). CCORE supports California State government entities embed racial equity approaches into institutional culture, policies, and practices. CCORE provides: 1) intensive capacity building 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. CCORE consists of two cohorts, the Learning Cohort and the new pilot CCORE Transformative Leadership Cohort (TLC) that centers Indigenous, Black and People of Color government workers.

The CCORE Learning Cohort is supported by public-private partnerships from organizations including the Government Alliance for Race and Equity (GARE), 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. Organizations supporting CCORE TLC include over ten California state government departments and the Public Health Institute.

Over 40 California State entities have participated in the Learning Cohort, and 14 different State entities, alongside two non-state partners are enrolled in the Transformative Leadership Cohort. Cohort participants and organizations are approaching racial equity in a variety of ways, including:

- Creating racial equity structures: Participating organizations have established racial equity action teams with staff leads and executive sponsors.
- Establishing institutional commitments: All participating organizations have established commitments to racial equity, ranging from racial equity action plans, budget allocations, and new staffing structures.
- Disseminating public communications: Several participating entities have released public resolutions, strategic plans, or guidelines to advance racial equity.
- Sustaining racial equity leadership: Participants are building relationships, communities and networks of racial equity practitioners and engaging in structured and unstructured support opportunities.

You can read more about CCORE Learning Cohort [outcomes and impacts here](#).

#### **CCORE 2022-2023 Highlights**

- Completion of the **2022-2023 CCORE Learning Cohort**, an 18-month training and capacity building program for California State government entities looking to build their racial equity competency. The 2022-2023 Learning Cohort included seven teams, each with up to 12 people from the following state entities: California Conservation Corps, Department of Finance, Department of Health Care Access and Information, Department of Motor Vehicles, Department of Parks and Recreation, Department of Social Services, and California Health and Human Services Agency (including Departments of Public Health, Aging, Developmental Services, Healthcare Services, Rehabilitation, and State Hospitals, the Office of the Surgeon General, Center for Insights and Innovation, and the Medical Emergency Services Agency). The cohort celebrated commencement on August 23, 2023. Read more about the [Learning cohort here](#).
- Recruitment and launch of the **pilot CCORE Transformative Leadership Cohort (TLC)**, a seven-month initiative centering Black, Indigenous, and People of Color (BIPOC) employees and community members in their growth and capacity to advance racial equity in their own lives and institutions. The cohort includes in-person gatherings as well as virtual learning and peer-exchange. This cohort is particularly timely to help sustain a workforce that centers the experiences of BIPOC staff and communities, which is essential as the State of California seeks to better serve those most negatively impacted. Learn more about [CCORE TLC here](#).
- CCORE participants featured at **Governing for All: California Statewide Meeting to Advance Racial Equity**. This 500-person convening was hosted in Oakland, California by



the Government Alliance on Race & Equity (GARE), State of Equity, and PolicyLink in June 2023. The opening plenary State of State: California's Past, Present, and Future, featured leaders from the California Environmental Protection Agency, California Transportation Commission, California Department of Corrections and Rehabilitation, and California Natural Resources Agency. Panelists spoke to the value of CCORE for their racial equity leadership and shared examples of their organizations' racial equity journeys and outcomes stemming from their participation. Read more about [state government highlights at this event here](#).

- **State Government Racial Equity Policy & Budget Framework.** CCORE staff hosted a student researcher to gather and develop recommendations for 1) key components of a racial equity policy and budgetary framework to be applied at a state government institutional level, and 2) strategies and approaches to build the capacity of state government leaders and organizations to apply racial equity principles to their organizational practices. The research project concept was informed by partners at SGC, Department of Finance, and the Governor's Office of Planning and Research, among others. Over 40 key informants from across the nation were interviewed to inform the findings, which were presented in May 2023. Access the [full report and summary here](#).
- **CCORE highlighted for other states.** State of Equity and the Government Alliance on Race and Equity (GARE) have launched a new effort to help state governments nationally strengthen and reinforce their racial equity efforts as part of a whole-of-government approach, alongside local jurisdictions and the federal government. This partnership is exploring opportunities to host a multi-state peer learning and exchange space for state government racial equity leaders to surface and discuss challenges, triumphs, and learnings in order to build an organizing structure and tools to advance racial equity in state governments. Learn more about the [National States Strategy here](#).

#### **CCORE Next Steps**

State of Equity launched CCORE TLC in August 2023 and is exploring feasibility of launching additional Learning Cohorts in 2024 – more information on this is coming soon. You can contact the team at [CCORE@phi.org](mailto:CCORE@phi.org).

#### **Health in All Policies (HiAP) Task Force**

The Health in All Policies (HiAP) Task Force is convened by SGC HEP in partnership with Public Health Institute, State of Equity and the California Department of Public Health. Following its relaunch in 2022, the HiAP Task Force has continued to convene nearly 50 staff from California State agencies and departments to address the structural barriers that many Californians face in accessing healthy, racially just, and resilient communities.

- The HiAP Task Force has formed two monthly workgroups focused on removing barriers for priority communities to access State resources, including State funding opportunities and data and information. Workgroups have developed action plans with goals, objectives, and actions to pursue over the next few years. Additionally, workgroups have identified best practices for community outreach and engagement for State grant



programs, and for enabling eligible expenses in grant programs for community engagement, such as food, childcare, and transportation, among others.

- The HiAP Task Force is planning an Outreach and Engagement Best Practices for Grant Programs Convening in September. The convening will include a presentation of best practices identified by Task Force members and will highlight an interagency panel of experts. Participants will have an opportunity to ask questions and participate in breakout sessions to discuss their approach to community outreach and engagement, as well as opportunities and challenges, to support mutual learning.
- HEP will be joining the [Global Health Network for Health in All Policies \(GNHiAP\), Towards Sustainable Societies – Health in All Policies and Social Determinants of Health as Building Blocks Convening](#) in Tampere, Finland on September 5-6. Health and Equity Program Manager, Jazmine Garcia Delgado has been invited to participate in a panel titled, “Country Case Studies – The Four HiAP Pillars Delivering Impact.” This panel will be focused on sustaining multi-sectoral action to support health and equity, and the ways in which different countries and entities approach this work. This event will also provide SGC with the opportunity to join other government representatives and organizations to highlight how SGC has contributed to addressing the social determinants of health and advancing racial equity via the California HiAP Task Force and other initiatives. This work is critical as the world emerges from the COVID-19 pandemic and looks to rebuild systems and practices with a focus on health equity, and advancing greater individual and community-wide health and prosperity.
- In January the HiAP Task Force hosted a briefing with the Department of Water Resources (DWR) to amplify DWR’s Policy Paper, [Disadvantaged Communities Nomenclature Within the State of California: Findings and Conclusions, A Recommendation Document](#). Following a presentation on the policy paper, Task Force members discussed opportunities to develop alignment more intentionally and equitably around language used to describe communities.
- The HiAP Task Force held two Safe and Equitable Communities Roundtable Convenings. Spearheaded by PHI, State of Equity, and [Communities United for Restorative Youth Justice \(CURYJ\)](#), members heard highlights from [Everyday Peace Indicators](#) (a project of the CA 100 platform) on their work with California communities to identify metrics on community safety, hosted a panel of community justice advocates describing how State policies have impacted their lives and communities, and heard a presentation on the [Beyond Violence Prevention](#) report.
- Representatives from various State agencies have joined Task Force convenings to share about initiatives aimed to advancing health and racial equity, including from State agencies or departments within and external to the Task Force. Highlights have included: California Environmental Protection Agency’s [Climate Dashboard](#), California Health and Human Services, Center for Data Insights and Innovations’ Equity Dashboard, California Department of Public Health’s work on the [Asian and Pacific Islander Data Disaggregation Highlights based on AB 1726](#) and the [Federal Register’s Proposals for Updating the Office of Management and Budget \(OMB\)’s Race and Ethnicity Statistical Standards](#), Caltrans’ [Reconnecting Communities Initiative](#) and [Equity Index](#), Department



of General Services [California Small Business and Disabled Veteran Business Enterprise Atlas Tool](#) (CaISAT) and more.

- The HiAP Task Force serves as a forum to share best practices and provide feedback on racial equity advancement initiatives led by diverse State agencies and departments. Task Force members have provided feedback to help inform the update of the [SGC Technical Assistance Guidelines](#), supported the Office of Planning and Research's Integrated Climate Adaptation and Resiliency Program in their update to the [Resilience Funding and Financing Program Timelines for tribes](#), helped inform the Office of Data and Innovation's draft race and ethnicity recommendations in alignment with Executive Order [N-16-22](#), and the Office of Community Partnerships and Strategic Communications (OCPSC) Community Outreach and Education Master Service Agreement, contributing to the over 800 organizations that OCPSC engaged in their Request for Information, among other initiatives.

### SGC Strategic Plan

During the June 29, 2023, SGC Council Meeting, SGC adopted its [Fiscal Year 2024-2027 Strategic Plan](#). This plan includes goals and strategies to continue to ideate, incubate, and scale solutions that advance climate and racial equity, implement infrastructure projects, and build capacity and resilience in California's under-resourced communities.

To this end, the Strategic Plan has the following five key goals:

1. Accelerate sustainable development through community investments, conservation, and planning;
2. Build capacity for climate action;
3. Ideate, incubate, and scale transformative approaches to climate equity;
4. Improve government systems and structures to achieve a California for all; and
5. Center equity in advancing healthy, thriving, and resilient communities for all.

Although Goal 5 has a strong focus on advancing equity, the Strategic Plan holistically centers equity, and was informed by and developed in alignment with SGC's 2023-2025 Racial Equity Action Plan. The Strategic Plan also draws on information and input gathered from historically disadvantaged and underserved communities, the 2023 SGC Catalyst Conference, and more.

### Racial Equity Action Plan

On October 27, 2022, the SGC Health and Equity Program led a conversation on [SGC's racial equity work](#) at a public Strategic Growth Council meeting, marking the close-out of the 2019-2022 REAP. SGC's updated 2023-2025 REAP introduces a variety of new topics, ranging from high-level, organizational priorities, to program-specific, measurable, and actionable goals and actions across each SGC program. A comprehensive report of program updates from 2019 to 2022 can be accessed by [here](#). Highlights across programs for April 2022 to August 2023 include:

- Alignment of select SGC programs with **advance payment** legislation;
- Increased **cross-programmatic collaboration and assistance** to SGC teams in tracking and implementing REAP goals, facilitated by HEP;



- New elements to program guidelines, grant application prompts, and scoring processes related to advancing **health, equity, and community transformation**;
- Outreach and funding goals for **Native Americans and California tribes** increased;
- **Workforce Equity Survey** administered to SGC staff, including a bi-annual survey with questions related to staff experiences of equity administered in 2022;
- **Trainings administered for SGC and OPR staff** (including SGC, Office of Planning and Research, California Volunteers, and Office of Community Partnerships and Strategic Communications) to embed equity in legal analyses, communications and external affairs, and more.

The 2019-2022 REAP helped normalize and embed racial equity across every facet of SGC. The updated 2023-2025 REAP aims to further operationalize racial equity within and across SGC's policies, programs, and operations, and continue to promote racially just, equitable, healthy, and resilient communities. As SGC continues to learn and receive feedback on its racial equity-focused initiatives, existing actions and metrics will continue to evolve.

### **Racial Equity Resource Hub**

The Racial Equity Resource Hub (Resource Hub) was developed during the November 2021 Council Meeting as an amendment to the [SGC Racial Equity Resolution](#). The Resource Hub aims to consolidate and promote resources to support State government and other entities in advancing racial equity. The Resource Hub has continued to be updated with new resources from across State government, with staffing from SGC HEP. The Resource Hub has also featured important racial equity updates from the California Health and Human Services Agency, California State Transportation Agency, California Business, Consumer Services and Housing Agency, California Natural Resources Agency, and SGC Councilmember Frank Cardenas, among others. Since its launch in April 2022, we have heard from both State and non-State government users that the Resource Hub has supported their work in various ways:

- The Resource Hub has helped an external health organization to conduct a statewide equity landscape project meant to support uptake of racial equity initiatives within California and across the country.
- HiAP Task Force members have shared that the Resource Hub has created a mechanism for amplifying interagency racial equity advancement initiatives with the public, while bringing further transparency and accountability to this work.
- State agencies and departments shared that the Resource Hub has further informed the development of their Racial Equity Action Plans, and has provided staff resources to reference, learn from, and inspire their agency's or department's racial equity commitments and goals.

### **Next Steps**

In alignment with the SGC Racial Equity Action Plan and Strategic Plan, SGC will continue to embed principles of racial equity across its programs and initiatives and identify opportunities to further implement the Council's Racial Equity Resolution. SGC will also continue to utilize its interagency convening capacity to support the advancement of racial equity initiatives across

the State via the interagency Council, Health in All Policies Task Force, the Racial Equity Resource Hub, and in support of the Capitol Collaborative on Race and Equity. Together, these efforts will ensure continued action to center racial equity as a guiding principle across State government efforts with a focus on creating a more equitable California for All.

### **Discussion Question**

- A central charge of Executive Order N-16-22 is to ensure that agencies and departments explicitly consider equity and adoption of inclusive practices when developing strategic plans. How has this taken shape at your agency?

### **Attachments**

Attachment A: Strategic Growth Council Agency Updates