



CALIFORNIA

# STRATEGIC GROWTH COUNCIL

Racial Equity Action Plan (2019)

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## INTRODUCTION

The Strategic Growth Council 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 SGC leadership and staff will take to achieve racial equity in our organization, operation, programs, and policies. As the Strategic Growth Council is housed within the Office of Planning and Research and shares administrative support functions with OPR, many of these actions necessitate collaboration across both offices and are listed with an asterix. Moving forward, SGC will monitor progress of the Racial Equity Action Plan, report to the Council on results on an annual basis, and make adjustments as needed, as well as integrate new strategies, programs and policies as appropriate.

## SGC COUNCIL LEADERSHIP

Action	Description	Lead	Timeline
<b>RACIAL EQUITY ACTION PLAN</b> Adopt the SGC Racial Equity Action Plan	Approve the SGC Racial Equity Action Plan presented at the April 2019 Council meeting	Council	April 2019
<b>RACIAL EQUITY VISION</b> 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
<b>COUNCIL MEETING AGENDAS</b> Establish REAP as an ongoing, Council meeting agenda item	Present on Capitol Cohort and the SGC REAP on an annual and as-needed basis	SGC Executive Director	February 2019
<b>RACIAL EQUITY LEADERSHIP</b> Enroll all SGC Agencies in the Capitol Cohort	The Capitol Cohort currently has departments representing nearly all of SGC's participating agencies. By 2020, secure resources to sustain Capitol Cohort and expand it to new state departments and agencies.	Council Members and SGC Executive Team	December 2019
<b>DISCUSSION FORUM</b> Identify opportunities to use SGC Council, key staff, and other events to provide a forum to share and discuss racial equity milestones and best practices	Schedule opportunities for discussion regarding racial equity milestones and best practices, with a goal of 1 to 2 per year	SGC Deputy Director	December 2019

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## SGC OPERATIONS

Action	Description	Lead	Timeline
<b>ORGANIZATIONAL CULTURE</b> Build and maintain a culture of competency around issues of race and equity*	<ol style="list-style-type: none"> <li>1. Identify an ongoing budget for staff training to offer periodic training on individual, institutional, and structural racism, as well as implicit/explicit bias</li> <li>2. Develop a speakers series on racial equity</li> <li>3. Build a network of committed racial-equity professionals</li> </ol>	SGC Deputy Director	Beginning December 2019
<b>STAFF DIVERSITY</b> Build and maintain staff and leadership that reflect the diversity of the communities we serve*	<ol style="list-style-type: none"> <li>1. Track and report organization-wide demographics voluntarily reported</li> <li>2. Develop and include equity and inclusion language on job postings and duty statements</li> <li>3. Advertise to diverse networks (community organizations, community colleges, etc)</li> <li>4. Require leadership and hiring managers to be trained on issues of diversity and implicit bias in hiring</li> <li>5. Remove personally identifying information from applications</li> <li>6. Require diverse gender/racial representation on hiring panels</li> <li>7. Include equity and inclusion questions in interviews</li> </ol>	SGC/OPR Human Resources and Hiring Managers	Beginning May 2019
<b>INTERNSHIP AND STUDENT-ASSISTANT PROGRAM</b> Increase diversity of SGC/OPR interns and student-assistants*	<ol style="list-style-type: none"> <li>1. Explore partnerships to provide payments or stipends for interns and student-assistants</li> <li>2. Track and report intern and student-assistant demographics voluntarily reported</li> <li>3. Ensure Internship Coordinators are receiving racial equity training around topics such as hiring</li> <li>4. Require diverse gender/racial representation on hiring panels as necessary</li> </ol>	SGC/OPR Internship Coordinators	Beginning October 2018

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	<ol style="list-style-type: none"> <li>5. Perform active outreach through local community colleges</li> <li>6. Create a permanent position for a local-work study intern</li> <li>7. Improve mentorship opportunities for interns and student-assistants</li> </ol>		
<p><b>CONTRACTING</b></p> <p>Increase opportunities to expand access to SGC contracts by smaller, community-based, and minority-owned contractors*</p>	<ol style="list-style-type: none"> <li>1. Perform proactive outreach to minority-owned businesses to understand barriers to applying to SGC contracts</li> <li>2. Promote upcoming contracting solicitations in more diverse venues</li> <li>3. Track demographic information for contractors and establish data-based goals for increased diversity</li> <li>4. Investigate alternatives to reimbursement-basis funding</li> <li>5. Refer small businesses to the Department of General Services to get certified as needed</li> </ol>	SGC Senior Contracts Liaison	Beginning May 2019
<p><b>COMMUNICATIONS</b></p> <p>Explore ways to increase the accessibility of our programs to all Californian residents through improved language accessibility and outreach to minority owned media outlets*</p>	<ol style="list-style-type: none"> <li>1. Develop a list of minority-owned media outlets</li> <li>2. Strengthen relationships with key media outlets in order to capture new audiences</li> <li>3. Increase the representation and reach of SGC's listserves through targeted outreach and engagement</li> <li>4. Develop content that highlights diversity and inclusion</li> <li>5. Investigate options to translate website</li> </ol>	SGC External Affairs	Beginning June 2019

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## SGC GRANT PROGRAMS

Affordable Housing & Sustainable Communities; Transformative Climate Communities; Sustainable Agriculture Lands Conservation; Climate Change Research Program

Action	Description	Lead	Timeline
<b>GRANT APPLICATION AND GUIDELINES</b> Demonstrate Commitment to Racial Equity	<ol style="list-style-type: none"> <li>1. Include SGC’s racial equity vision into guiding documents</li> <li>2. Provide a link to the SGC Racial Equity Action Plan in the administrative section of the guidance documents</li> <li>3. Explore the option of asking how applicants can support SGC’s racial equity vision</li> </ol>	Program Managers	Ongoing
<b>GRANT APPLICATION AND GUIDELINES</b> Develop Minimum Requirements for Racial Equity Priority Topics	Describe and include minimum requirements for racial equity priority topics (anti-displacement, community engagement and outreach, and economic inclusion) in applicants’ scope of work and budgets	Program Managers	Ongoing
<b>GRANT APPLICATION AND GUIDELINES</b> 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 (anti-displacement, community engagement and outreach, and economic inclusion) into grant guidance documents and grant applications	Program Managers	Ongoing
<b>GRANT REVIEW</b> Diversify Grant Review Panels	<ol style="list-style-type: none"> <li>1. For multi-agency grant application review plans, ensure there is diverse representation.</li> <li>2. Consider bringing in participants trained by the Capitol Cohort or provide racial equity training to participants</li> </ol>	Program Managers	Ongoing
<b>GRANT RECIPIENTS</b> Track Relevant Demographic Data of Target Communities	<ol style="list-style-type: none"> <li>1. Track demographic data in communities where we invest – both at the time of award and over time</li> <li>2. Consider publicly accessible data such as demographics, property values, and health outcomes</li> <li>3. Explore strategies to collect this data from subcontractors and end users of grant projects</li> </ol>	Program Managers	Ongoing

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<p><b>GRANT APPLICANTS</b> Investigate and Remove Barriers to Apply for or to Spend Grant Funding</p>	<ol style="list-style-type: none"> <li>1. Identify and remove barriers for diverse applicants – specifically disadvantaged communities (DAC), low-income communities, Tribal communities, and communities of color</li> <li>2. Work within State Government to find possible resources and solutions</li> </ol>	<p>Program Managers</p>	<p>Ongoing</p>
<p><b>GRANT IMPLEMENTATION</b> Introduce Racial Equity Action Plan to Grant Recipients</p>	<ol style="list-style-type: none"> <li>1. Introduce SGC’s racial equity action plan to grant recipients at mandatory orientation meeting</li> <li>2. Validate/confirm all metrics that will be used to measure progress towards SGC’s racial equity action plan objectives</li> <li>3. Evaluate progress of grantees and priority metrics</li> </ol>	<p>Program Managers</p>	<p>Ongoing</p>
<p><b>GRANT IMPLEMENTATION</b> Share Best Practices on Racial Equity</p>	<p>Share racial equity best practices on anti-displacement measures, community engagement and outreach, and economic inclusion amongst state grantmaking departments.</p>	<p>Program Managers</p>	<p>Ongoing</p>

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## SGC TECHNICAL ASSISTANCE & CAPACITY BUILDING

Action	Description	Lead	Timeline
<b>TECHNICAL ASSISTANCE PROVIDERS</b> Diversify the pool of Technical Assistance (TA) providers	<ol style="list-style-type: none"> <li>1. Identify goals for diversifying TA providers</li> <li>2. Track demographic data for existing TA providers</li> <li>3. Create a database of non-traditional TA providers such as minority chambers of commerce, NAACP chapters, community-based organizations (CBOs), etc. to reach out to about TA opportunities</li> <li>4. Require TA providers to subcontract to CBO's in local communities</li> </ol>	Technical Assistance Program Manager and Senior Contracts Liaison	Ongoing
<b>TECHNICAL ASSISTANCE RECIPIENTS</b> Increase TA to diverse communities.	<ol style="list-style-type: none"> <li>1. Set goals for reaching disadvantaged communities (DAC), low-income communities, Tribal communities, and communities of color</li> <li>2. Track the demographics of TA, grant recipients, and the location where workshops are held</li> <li>3. Identify 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, child care, and translation, where appropriate)</li> </ol>	Technical Assistance Program Manager	Ongoing
<b>TECHNICAL ASSISTANCE/UPSTREAM CAPACITY BUILDING</b> Integrate race and equity best practices into the implementation of SB 1072: Regional Climate Collaboratives	<ol style="list-style-type: none"> <li>1. Integrate racial equity best practices into the development of the TA guidelines for state agencies</li> <li>2. Establish requirements for diverse representation on the Climate Collaborative governing bodies</li> <li>3. Pilot advance payments to grantees, creating an opportunity to overcome the barriers to under-resourced grantee of reimbursement-based grant funds</li> </ol>	1072 Program Manager and Senior Administrator	Ongoing

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## SGC INTER-AGENCY COORDINATION

Action	Description	Lead	Timeline
<b>HEALTH IN ALL POLICIES TASK FORCE</b> Apply racial equity lens to all major HiAP work areas	<ol style="list-style-type: none"> <li>1. Ensure racial equity is prioritized in implementation of HiAP Task Force multi-agency action plans including: Parks and Healthy Tree Canopy, Healthy Transportation, Equity in Government Practices, and Violence Prevention and Resilient Communities.</li> <li>2. Provide a learning forum on racial equity to the HiAP Task Force and other colleagues across state government, through the HiAP Equity Speaker Series.</li> </ol>	HiAP Staff	Ongoing
<b>CAPITOL COHORT</b> Convene and manage the Capitol Cohort.	<ol style="list-style-type: none"> <li>1. Coordinate and convene the Capitol Cohort, including enrollment, training sessions, and communications.</li> <li>2. Provide technical assistance and capacity building to participating Capitol Cohort departments as they implement their racial equity action plans.</li> <li>3. Partner with enterprise-wide entities including Government Operations Agency to embed key racial equity strategies into ongoing operations and practices across state government.</li> </ol>	HiAP Staff	Ongoing