

April 30, 2019

Subject: 2019 SGC Racial Equity Action Plan

Reporting Period: Jan - April 2019

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Recommended Actions:

1. Approve SGC’s Racial Equity Vision Statement: ***All people in California live in healthy, thriving, and resilient communities regardless of race.***
2. Endorse the 2019 SGC Racial Equity Action Plan.

I. Background:

The Strategic Growth Council (SGC) has partnered with the Government Alliance on Race and Equity (GARE), a national network of governments working to achieve racial equity and advance opportunities for all. The GARE program provides training and curricula to build capacity to understand and address racial disparities through government practices and provides an organizational infrastructure to support local and regional networks of government entities working toward common goals. Over the last decade, GARE has successfully worked to transform governments into more effective and inclusive democracies, with 135 members including more than 35 jurisdictions in California.

Under SGC’s leadership, California became the first state in the country to join GARE. In 2018, SGC’s Health in All Policies (HiAP) team partnered with GARE to launch the Capitol Cohort. Through this initiative, HiAP has provided technical assistance, capacity building, and support to 19 California Departments committed to addressing institutionalized racism. Through participation in the GARE Capitol Cohort¹, departments commit to improving programmatic outcomes, creating a more equitable workforce, participating in meaningful community engagement, and many other institutional practices.

Departments Participating in GARE Capitol Cohort	
<ul style="list-style-type: none"> • California Air Resources Board • California Arts Council • California Coastal Commission • California Department of Community Services and Development • California Department of Corrections and Rehabilitation 	<ul style="list-style-type: none"> • California Environmental Protection Agency² <ul style="list-style-type: none"> ○ CalRecycle ○ Department of Pesticide Regulation ○ Department of Toxic Substances Control ○ Office of Environmental Health Hazard Assessment

¹ In 2018, received 50 hours of racial equity training; learned how to apply a racial equity tool to policy, practice, program, and budget decision-making; developed a racial equity action plan, and aligned racial equity work with existing intra-departmental equity strategies. In 2019, received 50 hours of new racial equity training.

² California Environmental Protection Agency’s GARE team consists of members of its different departments with the exception of the California Air Resources Board that has its own GARE team.

<ul style="list-style-type: none"> • California Department of Education • California Department of Housing and Community Development • California Department of Public Health • California Department of Transportation • California Department of Social Services 	<ul style="list-style-type: none"> ○ State Water Resources Control Board • Governor's Office of Planning and Research • California State Lands Commission • California Strategic Growth Council
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II. The Strategic Growth Council Racial Equity Action Plan and Vision Statement

SGC is a member of the GARE Capitol Cohort and has developed a Racial Equity Vision Statement and Racial Equity Action Plan.

SGC's Proposed Racial Equity Vision Statement is:

All people in California live in healthy, thriving, and resilient communities regardless of race.

Today, we are asking the Council to approve the vision statement and Racial Equity Action Plan, which provide the foundation for SGC's racial equity work.

As an interagency organization, SGC has an important role to play in advancing racial equity, which is "only achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved."³ Significant research demonstrates that increasing racial and social equity is a "win-win" that benefits *all* members of society. Yet despite the broad landscape of anti-discrimination laws nationally and in California, indicators of fundamental wellness at the individual, household, and community scales – from housing security to physical and mental health to transportation choice to economic stability – consistently reveal disparities along racial lines. These trends point to deep and persistent institutionalized forces that perpetuate racial inequality, regardless of individual or institutional intent.⁴

As the State of California's body charged with coordinating across State government to further "sustainability, economic prosperity and quality of life for all Californians," SGC can play a leadership role in reversing historic trends in racial disparities by:

1. Leveraging inter-agency partnerships and coordination to advance racial equity in areas such as housing and community development, transportation, health and human

³ Government Alliance on Race and Equity: <https://www.racialequityalliance.org/>

⁴ A 2017 Stanford report found that the U.S. has significant disparities along racial lines: 71% of white families own their homes, as compared with 41% of black families and 45% of Hispanic families (2014); Black and Hispanic families are approximately twice as likely as white families to experience "extreme housing costs," defined as spending at least 50% of income on housing (2017); median earnings for black males were 32% lower than for white males – an improvement of just 7% points in the four decades since Civil Rights era. For Hispanics males, the median earnings gap was 42% as compared to white males (2010). The employment rate for black men was 11% points lower than the corresponding ratio of white men (2017). Hypertension and diabetes rates are 2-3 times higher than the corresponding ratio for white men (2017). https://inequality.stanford.edu/sites/default/files/Pathways_SOTU_2017_summary.pdf

services, business and consumer services, natural resources, food and agriculture, and climate change and the environment;

2. Promoting fair access to hiring, internships, and promotions; greater opportunity for contracting; and targeted outreach and communication to diverse communities;
3. Developing grant guidelines that promote racial equity in our investments; and
4. Providing technical assistance and capacity-building opportunities to underserved communities throughout the State of California.

In November 2018, the 10-member SGC/OPR GARE team presented a progress report on the *SGC Draft Racial Equity Action Plan* to the Council. The November staff report summarized the SGC GARE process and its findings. Since November, SGC has enrolled its entire staff as participants in GARE and in the implementation of the *SGC Racial Equity Action Plan*. The attached *SGC Racial Equity Action Plan* outlines concrete actions to achieve racial equity across all facets of SGC's work including.

The Action Plan include outlines a foundational set of actions in five areas:

1. **Council Leadership:** activities that can use the Council as a forum to advance implementation of the Racial Equity Action Plan, including sharing and learning among member agencies;
2. **Operations:** actions that can embed principles of racial equity in SGC's hiring, procurements, and associated processes;
3. **Grant Programs:** actions to embed principles of racial equity in the design and implementation of SGC's investment programs;
4. **Technical Assistance:** actions that advance racial equity through increased capacity building and engagement with racially diverse communities;
5. **Inter-agency Coordination:** actions to embed and advance racial equity through SGC's collaborative work in connection with the Health in All Policies Program

Upon the Council's approval, SGC will focus our implementation year on prioritizing the actions and identifying performance measures necessary to measure progress using a Results Based Accountability (RBA) approach. RBA is a disciplined way of thinking and taking action that institutions can use to measure actions. It helps jurisdictions identify a set of metrics and implement a community process to have greater impact in their work.⁵ Using RBA, SGC leadership and staff will monitor progress of the implementation of the *SGC Racial Equity Action Plan*, report to the Council on progress, and adjust and integrate new strategies, programs and policies as appropriate.

⁵ Government Alliance on Race and Equity: <https://www.racialequityalliance.org/resources/racial-equity-getting-results/>