

April 29, 2021

Subject: SGC Racial Equity Resolution Implementation and Capitol Collaborative on Race & Equity (CCORE) Update

Reporting Period: August 2020 – April 2021

Staff Leads: California Strategic Growth Council Deputy Director Jessica Buendia and Public Health Institute Program Director Julia Caplan

Summary

The California Strategic Growth Council (“SGC” or the “Council”) 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. On August 2020, the Council unanimously adopted a [nationally recognized Racial Equity Resolution](#). On October 27, SGC convened the Racial Equity Working Group (REWG) with staff from each Council agency. The REWG meets monthly to support implementation of the Racial Equity Resolution. The REWG reports to the Council on racial equity actions, milestones, and best practices a minimum of twice a year. This report focuses on racial equity activities from August 2020 – April 2021. The attachments included provide updates from each of the participating Council Agencies.

Background

Capitol Collaborative on Race and Equity (CCORE)

SGC, in partnership with the Public Health Institute’s Health in All Policies Program, convenes a community of California State government entities to work together to learn about, plan for, and implement activities that embed racial equity approaches into institutional culture, policies, and practices.

CCORE provides: 1) a training 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 Task Force](#) to increase the capacity of State government to advance health and racial equity.

CCORE acknowledges and follows 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.

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, California Department of Public Health (CDPH), The California Endowment, and The California Wellness Foundation.

The table below lists the 27 State entities now participating in CCORE: 15 first-time participants, and 12 participants from the initial two-year pilot program.

2020-2021 Learning Cohort (current)	2018 Learning Cohort and 2019 Implementation Cohort
<ul style="list-style-type: none"> • Department of Aging • Department of Conservation • Conservation Corps • Fi\$cal • Department of Fish & Wildlife • Department of Food & Agriculture • Department of Forestry & Fire Protection • Housing Finance Agency • Mental Health Services Oversight & Accountability Commission • Office of Planning & Research • Public Utilities Commission • Tahoe Conservancy • Transportation Agency <ul style="list-style-type: none"> ○ High Speed Rail Authority ○ Highway Patrol ○ Department of Motor Vehicles ○ New Motor Vehicle Board ○ Office of Traffic Safety ○ Caltrans • Transportation Commission • Department of Water Resources 	<ul style="list-style-type: none"> • California Arts Council • California Coastal Commission • California Department of Public Health • California Department of Housing and Community Development • California Department of Transportation • California Department of Education • California Department of Corrections and Rehabilitation • California Department of Community Services and Development • California Department of Social Services • California Environmental Protection Agency <ul style="list-style-type: none"> ○ Air Resources Board ○ CalRecycle ○ Department of Pesticide Regulation ○ Department of Toxic Substances Control ○ Office of Environmental Health Hazard Assessment ○ State Water Resources Control Board • California State Lands Commission • California Strategic Growth Council

Racial Equity Resolution

On August 2020, members of the California Strategic Growth Council unanimously adopted a [nationally recognized Racial Equity Resolution](#) which commits the Council and each agency to:

- Integrate equity into Council leadership, operations, programs, policies, and practices;
- Implement concrete and measurable actions to achieve racial equity;
- Work with State Boards, Departments, and Offices to align and advance the Council’s commitment to racial equity; and
- Use a minimum of two public meetings each year as a forum to share racial equity actions, milestones, and best practices, and to actively engage public and stakeholder input on the topics.

Racial Equity Working Group

Following the Council’s adoption of the Racial Equity Resolution, SGC convened the Racial Equity Working Group (REWG) on October 27 with staff from each Council agency. Led by SGC’s Deputy Director, the REWG meets monthly to support implementation of the Resolution



and has created a unique space for SGC agencies to connect on racial equity activities and consult with the staff (State and external) of CCORE. The Government Operations Agency (GovOps) staff are invited to attend the meetings.

As Council agencies advance through the 2020 CCORE learning year and implement the racial equity action plans developed in the 2018 implementation year, the Racial Equity Resolution and Racial Equity working group provide an opportunity to keep one another abreast on the successes and learnings from each Agency. More importantly, it provides a public forum to elevate the work and increases transparency of the State's actions to eradicate institutionalized racism.

2020 & 2021 Highlights

To read detailed highlights from the seven State agencies represented on the Council, please refer to the attachments to this document. The following list provides high-level highlights across the State enterprise.

Racial Equity Structures

All participating organizations in CCORE have established racial equity action teams with staff leads and executive sponsors. Long-term organizing structures include the:

- SGC Racial Equity Working Group (representation from 7 agencies);
- CalEPA Cross-Boards, Departments, and Offices Racial Equity Working Group to address Workforce Equity, Workforce Capacity, Language Access, Data, and Communications; and
- CDPH Action Team guides implementation of Racial Equity Action Plan (REAP) deliverables including: Workforce Equity; Education, Training, and Competencies; Communications; Community Engagement; and Contracting.

Institutional Commitments

- SGC adopted a [Racial Equity Resolution](#) and adopted and posted [REAP on its website](#).
- CalEPA developed and posted its [REAP on its website](#).
- Caltrans established a new [Office of Equity](#), including 10 staff positions.
- Caltrans posted its [Racial Equity Action Plan](#) on its website.
- California Transportation Commission (CTC) unanimously approved a [Racial Equity Statement](#) including six specific commitments to center racial equity in the organization.
- Government Operations Agency (GovOps) introduced a Budget Change Proposal to establish a Chief Equity Officer at GovOps.
- Department of Finance established a Diversity, Equity, and Inclusion working group with a focus on racial equity and sought PHI's support of the working group.

Public Announcements

- The California Coastal Conservancy and [California Arts Council](#) released public strategic plans that reference their Racial Equity Action Plans and identify racial equity activities.
- SGC's Racial Equity [resolution](#) includes a commitment by seven cabinet secretaries to publicly share their agencies' progress updates. SGC provided a [racial equity statement](#) to publicly acknowledge the organization's commitment to racial equity work.
- The California Coastal Conservancy Board publicly adopted Justice, Equity, Diversity, and Inclusion (JEDI) [Guidelines](#).



- The California Air Resources Board publicly adopted a racial equity and social justice [resolution](#) establishing a Diversity and Racial Equity Task Force.
- The Department of Housing and Community Development reported highlights from its organizational racial equity survey in their [2019-2020 annual report](#).

Next Steps

SGC and PHI continue to support all participating CCORE agencies and departments to incorporate racial equity into operating guidelines, structures, and operations, and are considering future offerings in response to evolving needs and new inquiries from entities that have not yet participated. SGC will focus on lifting up best practices and collaborating across SGC member agencies through the Racial Equity Working Group with the goal of engaging the Governor's Office, leadership at GovOps, and stakeholders more meaningfully in the process.

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:

To: California Strategic Growth Council and Members of the Public

From: Governor's Office of Planning and Research Director Kate Gordon

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/Background

The California Governor's Office of Planning and Research's includes the Office of Planning and Research State Planning and Policy (OPR), 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:
 - Coordinate state climate adaptation strategies with a focus on advancing equity considerations through the Integrated Climate Adaptation and Resiliency Program (ICARP); increase learning outcomes and close equity gaps through the CA Education Learning Lab; develop and implement General Plan Guidelines, including the 2017 update that included a broad framework for addressing health, equity, and resilience in vulnerable and disadvantaged communities, and development of the state's first Just Transition Roadmap.
- 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.

Highlights

- OPR and SGC are participating in this year's CCORE Learning Cohort, where 15 participants are trained in racial equity best practices.
- Each participant is a CCORE liaison and is responsible for sharing their learnings with their teams. An example of a CCORE competency adopted by OPR/SGC staff involved results based accountability and root cause analysis. Following the CCORE training sessions on this topic, policy and programmatic teams held practice sessions to build internal capacity to develop measurable equity indicators, track progress, and implement racial equity strategies.



- In Fall 2020, OPR, SGC, and CV collaborated with the Government Alliance on Race and Equity (GARE) to survey employees on their racial equity knowledge and experiences. Results from the report will be delivered to staff in Spring 2021.
- SGC has been updating its [racial equity action plan](#) which was approved by the Council in 2019. It was the first public facing racial equity action plan in the State of California.
- In June 2020, OPR released [updated guidance for preparing Environmental Justice \(EJ\) Elements in local General Plans](#) pursuant to the requirements of Senate Bill 1000 (Levy, 2016).
- The OPR CA Precision Medicine Advisory Council and staff are engaging underrepresented communities to increase their representation in biomedical research and improve how social determinants of health are integrated into medical records. The Precision Medicine program also recently announced \$9 million in research funds to four collaborative teams to reduce disparities in low socioeconomic areas by understanding and addressing health impacts of Adverse Childhood Experiences. Staff also oversee \$9 million worth of ongoing research projects that address cancer health disparities in the Latinx and Hispanic communities in California.

Next Steps

- OPR is in the process of developing a REAP to guide our interagency, policy, and internal administrative action. OPR and SGC share an administrative unit and the intention is for the OPR REAP to align with the SGC REAP that was unanimously adopted by the Council in May 2019.
- OPR's ICARP is creating a publicly available climate vulnerability mapping platform that consolidates data to identify California communities that are most impacted by climate change. To ensure the platform centers the visions of these communities, a community advisory committee, including organizations that represent economically, geographically, and racially diverse populations, will work in close collaboration and partnership with ICARP.
- SGC is tentatively scheduled to report to the Council in August on the outcomes of Year 2 of REAP implementation. SGC will continue to institutionalize its racial equity action plan through its programs, policies, and operations targeting its investment in Disadvantaged and Low-Income Communities, requesting racial equity competencies for its consultants, and integrating a racial equity approach in its guidelines and reports.



Attachment 2:

To: California Strategic Growth Council and Members of the Public

From: California State Transportation Secretary David Kim

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/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.

- Even before the racial justice protests of Summer 2020, racial equity in transportation was a focus of CalSTA and our departments.
- On June 12, 2020, CalSTA issued a [statement](#) on racial equity, justice and inclusion in transportation to publicly acknowledge that transportation improvements historically have disproportionately benefitted certain segments of the population. Furthermore, far too often, past transportation decisions quite literally put up barriers, divided communities, and amplified racial inequalities, particularly in our Black and Brown neighborhoods.
- CalSTA and our departments have vowed to be part of the solution to promote policies and programs that reflect principles of diversity, equity and inclusion.

Highlights

- CalSTA is supporting a team of 16 participants from across our departments in the CCORE training. The key deliverable of this 15-month program will be the development of a Racial Equity Action Plan to help guide our Agency in policy and decision-making.
- Several of the departments under the CalSTA umbrella have released their own public equity statements, including Caltrans, the California Transportation Commission (CTC), and the New Motor Vehicle Board. Other CalSTA departments are currently drafting equity statements or have existing internal equity statements that are under consideration for public release.
- In September 2020, Caltrans established a new Office of Race & Equity with 10 full-time positions.
- Also in September 2020, the New Motor Vehicle Board voted to create a five-member advisory committee on Equity, Justice and Inclusion to provide influence on the Board's actions and policymaking.
- In late 2020, the CTC established an Equity Advisory Roundtable comprised of local, non-profit, and advocacy partners to inform recommendations to the Commission related to specific equity activities.
- CalSTA, Caltrans, and the CTC have been working jointly to plan equity listening sessions between executive staff and California public stakeholders.



- The goal from the equity listening sessions is to produce an actionable report that will guide executive staff on a pathway to implement administrative changes with an equity-oriented focus.

Next Steps

- In April, all CalSTA staff will participate in a two-day equity workshop hosted by professional facilitators with the goal of fostering a shared vocabulary around equity and developing an equity lens for reviewing policies and making decisions.
- As part of CalSTA's participation in the CCORE training, the Agency will develop a Racial Equity Action Plan later in 2021.



Attachment 3:

To: California Strategic Growth Council and Members of the Public

From: California Business, Consumer Services, and Housing Secretary Lourdes Castro
Ramirez

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/Background

The California Business, Consumer Services, and Housing Agency (BCSH) includes California Housing Financing Agency, Department of Fair Employment and Housing (DFEH), Department of Housing and Community Development (HCD), Department of Real Estate, and Homeless Coordinating and Financing Council (HCFC).

- BCSH oversees departments and supports equitable public policy that protects consumers, promotes and preserves affordable housing, prevents and ends homelessness, and guards the civil rights of Californians. Together, we work towards a thriving and equitable California where safe housing, consumer protection, and civil rights are assured.
- We are committed to fostering equitable outcomes - especially for Black, Indigenous and People of Color - deepening our knowledge and understanding of the issues affecting these populations and acting to reverse decades of discrimination and underinvestment in communities of color.
- With over 6,000 employees across 11 departments, BCSH is dedicated to providing training and learning opportunities for staff at all levels. Last year, approximately 470 Agency and department staff participated in GovOps' Implicit Bias Training with Dr. Bryant Marks. BCSH also held a speaker series called "Building and Learning Together: Conversations on Racial Equity" to engage its Executive Leadership Team in discussions on race, diversity, inclusion, equity and economic justice.

Highlights

- CalHFA is actively participating in the 2020-2021 CCORE Cohort, where staff are being trained in racial equity best practices and developing a racial equity action plan.
- HCD is reviewing the implementation of its 2018-2020 racial equity action plan developed as part of its participation in the Government Alliance for Race and Ethnicity (GARE) training program.
- Administered by HCD, [Homekey](#) was created as an opportunity for local public agencies to purchase motels and other housing types to increase their communities' capacity to respond to the COVID-19 pandemic for individuals and families who are experiencing homelessness or at risk of homelessness. Homekey applicants included response plans to address inequities in their respective communities. While all applicants included a general statement of non-discrimination in their response plan, some provided additional program design components to help their projects reach populations disproportionately impacted by COVID-19, including implicit bias and cultural competency training for staff,



use of data to identify disparities and target funding to those most impacted by homelessness, promoting lived experience hiring practices, use of racial equity frameworks to identify the needs and the creation of racial equity surveys.

- BCSH and HCD launched the [CA COVID-19 Rent Relief Program](#) on March 15, 2021 to provide rent and utility assistance to landlords and low-income tenants for arrears and future payments. The program is designed to target those most impacted by COVID-19 and utilizes a local partner network, made up of over 100 community-based organizations, to provide culturally-relevant outreach to hard-to-reach communities.
- BCSH and HCFC collected qualitative data from grantees for their [annual report](#) for HHAP and HEAP grants which was released February 2021. Some grantees developed tools to support racial equity work and meet racial equity goals and many grantees incorporated input from people with lived experience and/or individuals from communities disproportionately impacted through community engagement, creating specific boards and committees, and by establishing decision-making positions for these communities' members.
- BCSH and HCFC have developed and posted [equity resources](#) for Homeless Providers on our website, including a [guidance](#) on how to strategically use funds to reduce homelessness during the COVID-19 pandemic with a focus on equity.
- On March 23, HCFC approved the [Action Plan to Prevent and End Homelessness in California](#), the state's first-ever long-term plan to address homelessness in California. This Action Plan centers racial equity as a key principle and advances HCFC's mission through a full suite of strategies and interconnected activities--- spanning from homelessness prevention efforts, to meeting the immediate needs of people who are currently unsheltered, staying in shelters or interim housing, to ending people's homelessness through access to permanent affordable housing and the supportive services they need to succeed.
- In partnership with Stop AAPI Hate, DFEH recently held a virtual webinar series dedicated to understanding and preventing anti-Asian bias. [The webinars](#) were about bias prevention as it applies to employees, tenants, consumers, community members and social service organizations.
- On April 21, 2021, the DFPI hosted its inaugural Economic Equity Conference, a half-day virtual event for banks and credit unions. The conference will include a keynote address from a nationally renowned diversity consultant and a panel of bank executives discussing strategies for closing the racial wealth gap.

Next Steps

- BCSH will continue to develop its strategic plan to ensure equity is integrated across Agency leadership, operations, programs, policies, and practices, and explore the opportunity to create a dedicated executive-level staff position to lead equity efforts on behalf of the Agency.
- BCSH and HCD will closely monitor the CA COVID-19 Rent Relief Program to understand which populations are being served by the program. Outreach will be adjusted as necessary to ensure those hardest hit by the COVID-19 pandemic are served.
- BCSH will continue to build relationships across departments and agencies to align efforts and commitments to racial equity.



- BCSH and HCFC will continue to monitor how grantees are advancing racial equity through the funds provided to them and incorporate racial equity into its guidance and other resource documents for local communities.



Attachment 4:

To: California Strategic Growth Council and Members of the Public

From: California Environmental Protection Agency Secretary Jared Blumenfeld

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/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.

- Since 2018 CalEPA has been a member of the national Government Alliance for Racial Equity, and made a commitment to support and engage in ongoing work to address longstanding and persistent racial disparities across the state, and across agency programs, activities, and its workforce.
- As a result of foundation setting trainings and capacity building work CalEPA and its staff engaged in through the inaugural Capital Cohort Pilot (2018) and continued work with the California Collaborative of Racial Equity, CalEPA developed a Plan of Action for Racial Equity (2019) that applies to all of its boards and departments.
- In 2020 and ongoing in 2021, CalEPA continues to revise its Racial Equity Goals and Action Items through both agency-wide efforts and, increasingly, through independent commitments made by its individual Boards, Departments and Office.
- Also, in 2020, CalEPA conducted its first ever Racial Equity survey, made available to all staff across the Agency. The survey was made available in late March and was open through May. Results were made available and analyzed in the fall and winter, and inform CalEPA's approach to training, capacity building and setting racial equity priorities for its staff moving forward.

Highlights

- CalEPA released a public version of its previously internal racial equity website in early 2021, which hosts information regarding the 2019 Racial Equity Plan of Action, and the ongoing work of each of CalEPA's six boards department and offices. (<https://calepa.ca.gov/about/calepa-racial-equity-home/>)
- In February of this year, CalEPA also released a "Pollution and Prejudice" Story Map with data regarding the practice of Redlining in and across the state, and comparing the overlap between historically redlined communities and the highest scoring CalEnviroScreen census tracts (<https://storymaps.arcgis.com/stories/f167b251809c43778a2f9f040f43d2f5>).
- Also in February, as part of its release of a new version of CalEnviroScreen (v. 4.0), CalEPA and the Office of Environmental Health Hazards Assessment (OEHHA) released updated race demographic data and maps that accompany the pollution and health vulnerabilities tool. This supports CalEPA's goal to improve its collection and use of race data to both



measure and determine progress and milestones and addressing ongoing racial disparities (<https://calenviroscreen-oehha.hub.arcgis.com/app/f555670d30a942e4b46b18293e2795a7>).

- Several of CalEPA's boards, departments and Offices have also initiated their own racial equity and racial justice efforts, since 2020. This includes the Air Resources Board, which adopted a racial equity resolution passed in October 2020 (<https://ww3.arb.ca.gov/board/res/2020/res20-33.pdf>) and launched a Diversity and Racial Equity (DaRE) Task Force to carry out various staff-wide racial equity initiatives. It also includes the State Water Boards' launch of its racial equity work through the development of an internal working group and through conducting public listening sessions to obtain input on the direction and content of a forthcoming Racial Equity Resolution to go before its Board, as well as several training sessions for staff and all Executive Officers across the 7 regional water quality control boards.
- Throughout 2019-2020 CalEPA and all of its boards departments and offices conducted several staff training and capacity building efforts, and in 2021 will be launching a train the trainer program to further support staff capacity to engage in ongoing racial equity work.

Next Steps

- CalEPA looks forward to launching its first train the trainer program – aimed at increasing the amount and quality of racial equity trainings offered to staff, managers and leaders across the Agency, and to enhancing the amount of resources made available to all staff for this work.
- CalEPA will be updating its 2019 Racial Equity Action Plan, and will incorporate aspects of its Strategic Plan, including progress metrics and other data driven milestones that will be periodically updated on its racial equity and the CalEPA homepage.
- CalEPA will also continue to explore and invest in ways to better track data regarding race and racial disparities, as well as improvements in addressing those disparities over time, across all programs and looks forward to public input on what the best, most accurate metrics might be.
- As a follow up to its inaugural racial equity survey, CalEPA will continue to conduct a racial equity survey periodically – every three years – to assess its progress in engaging in racial equity efforts among all staff.
- CalEPA continues to be a proud member of the National Government Alliance for Racial Equity Network and will attend the Annual GARE National Meeting in May 2021, focused on the nuts and bolts of governing for a more racially equitable and just future.
- CalEPA will continue to lead with race across all of its equity efforts including those related to its critical environmental justice programs and priorities.



Attachment 5:

To: California Strategic Growth Council and Members of the Public

From: California Natural Resources Agency Wade Crowfoot

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/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.

- In 2019, Governor Newsom and the First Partner announced efforts to address gender equity prompting the California Natural Resources Agency (CNRA) to begin reviewing recruitment, hiring and retention processes to address structural inequities. A Human Resources subgroup was created to address staff recruitment and retention to reflect California's demographics.
- Several departments have signed up for the Capitol Collaborative on Race and Equity (CCORE), partnering with LinkedIn, and Agency staff have engaged in implicit bias training.
- In March 2020, the COVID-19 pandemic made clear the need to shift our efforts to focus on employee wellness and community building.

Highlights

- To promote community building and wellness, CNRA has created a "Wellness Digest" for employees; expanded its partnership with the Employee Assistance Program (EAP); mobilized its leaders through a convening of agency leadership to facilitate connections among staff across the Agency; shared clear messaging from the Secretary to support employees; considered best practices for equity and engagement; and distributed information on resources to provide flexibilities for employees.
- CNRA is hiring its first-ever Assistant Secretaries for Tribal Affairs and Equity and Environmental Justice. The [Assistant Secretary for Tribal Affairs](#) will help 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. This position will be announced by the SGC April 29th Council meeting. The [Assistant Secretary for Equity and Environmental Justice](#) will help institutionalize principles of justice, equity, diversity, and inclusion into the work of the Agency and advance these principles in the Agency's investments, programs and policies.
- CNRA also launched [Thrive@Resources](#)--a new movement across the agency aimed at helping staff grow as employees and people to innovate, diversify, and empower one another. It provides resources to transform our workplace and support our workforce, enabling us to be successful, and build dynamic teams that work together to advance our public mission.

Next Steps

- CNRA is continuing its efforts to support staff across the Agency and will further expand its regular communications with staff to listen and engage with staff agency-wide.
- CNRA seeks to build purposeful and inclusive workspaces, and will continue to review how to best maximize the usage of its new building layout to achieve a highly collaborative work environment as well as what arrangements work best at all CNRA facilities. Many components of the new building will embody the State's latest approach on creating an interactive and collaborative workplace, while considering the needs of all of the departments, promoting flexibility to accommodate those needs.
- CNRA will continue to institutionalize its commitment to justice, equity, diversity, and inclusion through its programs, policies, and operations.



Attachment 6:

To: California Strategic Growth Council and Members of the Public

From: California Health and Human Services Secretary Mark Ghaly

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/Background

The California Health and Human Services oversees departments and state entities that provide health and social services to California’s most vulnerable and at-risk residents. In July 2020, the Inclusive-By-Design (IBD) team was formed by representatives from the CHHSA Office of the Agency Information Officer (OAIO) and the Office of Innovation with the goal to streamline and expand racial and health equity-focused efforts. The IBD team began their discovery process after receiving sponsorship by California’s Surgeon General, Dr. Nadine Burke Harris, and Agency Secretary, Dr. Mark Ghaly. The following events ignited their and the agency’s efforts to adequately identify health and racial equity initiatives:

- The lack of adequate education, testing, and treatment of COVID-19 among communities of color which contributed to the disproportionate rates of death and illness among historically oppressed groups throughout the pandemic
- The killing of George Floyd in June of 2020 amplified the need for allyship across government agencies among concerns of police brutality and racism.

From the results of the expedited review of existing efforts, key discussions, and qualitative analysis of information, the group identified five key recommendations. These five recommendations, as part of a more detailed memo, were reviewed and signed off by the Racial Equity Leadership Team convened by the Office of the California Surgeon General. The Racial Equity Leadership Team consists of Dr. Nadine Burke Harris and the following Department Directors: Dr. Tomás Aragón of California Department of Public Health, Kim Johnson of California Department of Social Services, Kim Wade of California Department of Aging, Chaeny Emanavin of Office of Innovation, and Will Lightbourne of the Department of Health Care Services.

Recommendations

1. Create a public-facing dashboard with outcome metrics measuring progress towards racial and health equity.
2. Integrate existing data on race/ethnicity to better inform policy.
3. Expand CHHS department participation in programs, such as CCORE, which further cultural competency and drive towards the creation of department level racial and health equity action plans.
4. Dedicated agency-wide racial and health equity office or other methods to enable agency leadership, accountability, and information sharing across CHHS departments.
5. Dedicated racial and health equity resources and staffing per department.



Highlights

Three out of the five recommendations are addressed by the 2021-22 Governor's Budget which requests \$9.7 million to support funding and positions to implement equity initiatives.

- California Health and Human Services (CHHS) requested \$4.2 million in 2021-22 and 8 positions to develop an equity dashboard across the health and human services programs to identify data gaps by race, ethnicity, sexual orientation and gender identity. The collection and integration of data will help identify how we can collect better data, inform policy, close disparities, and expand program participation. The equity dashboard will be released as part of the CHHS Open Data portal.
- CHHS and Department of Health Care Services (DHCS) requested a total of \$5 million over two years to expand training opportunities to staff of CHHS departments and offices to identify and eliminate the barriers to an inclusive, just, and sustainable society and to create transformative change toward a more equitable state. CHHS will increase the number of individuals trained on racial equity to ensure that the programs and services developed and delivered are respectful, effective and mindful of the communities we serve. Specifically, this will incorporate and require the use of data to ensure that we are reducing/eliminating inequities as well as building a clear strategy, effective training, coordination mechanisms and effective operational processes to reduce inequities.

Building Capacity for Racial Equity

California Department of Public Health (CDPH), beginning in 2016, and California Department of Social Services (CDSS) continue to contribute both participants and leaders in the Capitol Collaborative on Race and Equity (CCORE), formerly known as the Government Alliance for Race and Equity Capitol Cohort. Additionally, the Department of Aging joined the 2020-2021 CCORE Learning Cohort.

The CDPH Racial and Health Equity Initiative, an interdepartmental initiative coordinated through the CDPH Office of Health Equity, has recently developed tools and resources for staff. This includes a racial and health equity glossary of terms, *Can We Chat: Conversations on Race and Racism Series*, a diversity, equity, and inclusion (DEI) SharePoint, and DEI training for supervisors. The Initiative reaffirms the Department's longstanding commitment to existing health equity programs such as Black Infant Health, Refugee Health, Tuberculosis Control, Violence Prevention, and many others that focus on disproportionately impacted communities. Furthermore, the Office of Health Equity partnered with CHHS to deliver an introduction to racial and health equity training to CHHS staff in October 2020.

CDSS's participation in GARE cohorts in 2018-19 and 2019-20 precipitated structural changes, projects, and initiatives including:

- The establishment of the Office of Equity
- A department level equity plan
- The Racial Equity, Diversity, and Inclusion (REDI) Fair which generated department-wide interest and focus on racial equity
- Support for an Agency level language access policy
- Ongoing department level trainings and awareness building efforts including implicit bias training
- Data literacy training centering equity



Next Steps

Moving forward it is critical to take the following steps to create an environment for sharing collective resources and ideas as we work towards short term and long term goals. Some initial steps include:

- Continue partnering with departments within CHHSA to identify roles, levers and racial equity efforts in progress.
- Collaborating with the Executive Sponsor and Stakeholders on the implementation of the recommendations that are included in the 2021-22 Governor's budget.
- Continue sharing practices and lessons learned from CCORE with other CHHS Departments.



Attachment 7:

To: California Strategic Growth Council and Members of the Public

From: California Department of Food and Agriculture Secretary Karen Ross

Reporting Period: August 2020 – April 2021

Staff Lead: Update on Racial Equity Resolution Implementation

History/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.

The Farmer Equity Act (AB 1348) was passed in the fall of 2017. This legislation was created to increase support and access to resources and information for the growing number of socially disadvantaged farmers and ranchers throughout California. Socially disadvantaged groups have been subjected to racial, ethnic or gender prejudice because of their identity as members of a group without regard to their individual qualities. Socially disadvantaged groups, as defined in AB 1348, are African Americans, Native Indians, Alaskan Natives, Hispanic, Latino/a, Asian Americans and Native Hawaiians and Pacific Islander groups. Other historically underserved groups of farmers include urban farmers, veteran farmers, women farmers and LGBTQ farmers. Since 2018, CDFA has worked with the farmer equity advisor to create new programs, policies , communications and strategies for addressing racial equity, both within the agency as well as with our agricultural stakeholders.

Highlights

- CDFA is participating in the CCORE Learning Cohort, and is in the process of creating a racial equity action plan (REAP) to guide programs, policies and
- The CDFA CCORE team presented its first introductory training for CDFA leadership and Division Directors in January 2021, incorporating concepts learned during CCORE, and offering resources and opportunities for leadership to engage and share information about CCORE throughout their divisions.
- The CDFA CCORE team is leading a year-long Racial Equity Speaker forum, with invited speakers covering topics related to racial equity in agriculture, history of California agriculture and tools/resources on racial equity. Additionally, the CDFA CCORE group will lead an employee independent study group on racial inequity in CA agriculture.
- In response to the murder of George Floyd and subsequent racial justice protests, CDFA published a Racial Equity statement with the input of all CDFA staff in June 2020.
- One requirement of AB 1348, the Farmer Equity Act, was to publish a Farmer Equity Report for California Legislature. CDFA published this report in June 2020. The report outlines challenges facing socially disadvantaged farmers and ranchers, and recommendations for how CDFA should address those challenges.
- TO further realize the recommendations within the Farmer Equity report, and in response to the growing need to serve and include the voices and guidance of underserved farmers and



ranchers through economic recovery related to COVID-19, the Farmer Equity Office has created two Ad-hoc advisory committees: one comprised of socially disadvantaged farmers/ranchers, and one comprised of organizations who serve small-scale and socially disadvantaged farmers and ranchers.

- CDFA's EEO office maintains an active role and participation in the CDFA CCORE team, and as a result of employee interest, has created the first Diversity, Equity and Inclusion committee in January 2021, as an opportunity for CDFA employees to engage and guide aspects of DEI within CDFA. This group will have an active role in the REAP.
- CDFA's climate smart agriculture programs continue to prioritize funding for socially disadvantaged applicants as well as applications from disadvantaged communities.
- Board/Commission Index site March 2021: Farmer Equity Report outlined need for transparency and access for public members interested in joining boards/commissions, this site provides all information on one page for interested public members to apply to join a board or commission.
- CDFA has submitted a proposal to include a new economic relief and recovery grant program under the Farmer Equity Office. This program will fund technical assistance for small-scale and socially disadvantaged producers to apply for economic relief funds and support for the UCCE Small Farm Advisor Program
- Mandatory Training for all employees – CDFA's EEO office has expanded their training options to include implicit bias training and an employee engagement portal with racial equity educational resources available for staff members 2021
- CDFA grant analyst hired to assist with making SCBG more accessible to socially disadvantaged farmers and ranchers January 2021.

Next Steps

- CDFA CCORE staff will ensure that "equity" is included in all aspects of the new strategic plan, as well as guide the formation of the REAP by the end of 2021.
- CDFA will support and build opportunities for interagency collaboration in the areas of: land tenure, farmworker issues, climate resiliency and support for underserved producers.
- CDFA will expand and build upon recommendations contained within the Farmer Equity report, and align those efforts with lessons learned with the CCORE cohort.

