

September 8, 2021

**Subject:** Racial Equity Action Plan Update

**Reporting Period:** September 2020 – August 2021

**Staff Lead:** Jessica Buendia, SGC Chief Deputy Director

---

### **Recommended Action**

Approve SGC REAP, including implementation actions for September 2021 to August 2022.

### **Summary**

As stated in the California Strategic Growth Council (SGC) Racial Equity Action Plan (REAP or Plan) approved by the Council in April 2019, SGC is committed to taking bold steps to address and eradicate racism so that all Californians live in healthy, thriving, and resilient communities regardless of race. SGC implements the actions within the Plan and provides annual updates to the Council on implementation progress. SGC integrates racial equity best practices into its operations including hiring, contracting, and communications. SGC also prioritizes investments and capacity-building in under-served or disadvantaged communities that include California's historically marginalized communities of color. In addition, SGC strives for its programs to achieve racially equitable outcomes, and to amplify the voices of Black and Brown communities. ***In this report, SGC staff and partners provide racial equity implementation highlights from 2020-2021 and recommend actions to be achieved in the following year of implementation, from 2021-2022.***

Achieving SGC's racial equity vision requires directly addressing stark inequities that persist in California, where people of color and other historically marginalized communities shoulder the largest health burdens and face the greatest economic barriers. SGC's community investment programs, policy initiatives, and organizational and inter-agency activities prioritize actions that advance equity. At the September 8, 2021 Council Meeting, SGC staff will highlight three examples from the last year: 1) the Transformative Climate Communities (TCC) team facilitated a root cause analysis to inform the development of its Disadvantaged Unincorporated Communities pilot program; 2) the Health and Equity Program (HEP), in partnership with the UC Berkeley Othering & Belonging Institute, administered a stakeholder engagement initiative around the Health in All Policies Task Force; and 3) the Community Assistance for Climate Equity (CACE) program launched its Partners Advancing Climate Equity (PACE) initiative. These examples are three of many efforts to infuse racial equity within SGC programs, operations, and practices; the report below highlights how SGC has continued to implement strategies to address and advance racial equity in California State government.



## Background

### Timeline

- In Spring 2018, the Strategic Growth Council partnered with the Public Health Institute (PHI) and Race Forward to launch the Government Alliance on Race and Equity (GARE) Capitol Cohort Pilot (now the Capitol Collaborative on Race and Equity, or CCORE), which build the capacity of California’s State Government agencies and departments to advance racial equity. SGC staff participated in the training program and received 100 hours of racial equity training and worked together to create a racial equity action plan.
- In April 2019, the Strategic Growth Council approved SGC’s Racial Equity Action Plan (REAP), making it the first multi-agency State body in the United States to adopt a plan outlining concrete actions to achieve racial equity in five categories: 1) Leadership, 2) Operations, 3) Grant Programs, 4) Technical Assistance and Capacity Building, and 5) Interagency Collaboration.
- In April 2020, SGC hired the Health and Equity Program (HEP) staff who assisted in coordinating the 2020-2021 REAP implementation. HEP staff coordinated SGC’s participation in CCORE and applied the tools such as results based accountability and root cause analysis to further SGC’s implementation of the REAP.
- In August 2020, the Strategic Growth Council approved a landmark Racial Equity Resolution which committed SGC and its member agencies to:
  - Integrating racial equity into Council leadership, operations, programs, policies, and practices;
  - Identifying and implementing concrete and measurable actions to achieve racial equity, and to report on the progress of the Council as a whole, as well as that of each member agency;
  - Council member agency’s commitment to working with State Boards, Departments, and Offices to align and advance the Council’s commitment to racial equity; and
  - Discuss racial equity actions, milestones, and best practices, and actively engage communities and stakeholders to gather public input on the topics, at a minimum of two public Council meetings a year.
- In October 2020, SGC established the SGC Racial Equity Working Group (REWG) made up of representatives from each Council agency with a focus on tracking the progress and implementation of the Racial Equity Resolution. REWG is staffed by SGC HEP staff with consultation support from PHI.
- In April 2021, Councilmembers provided the first written [SGC Racial Equity Resolution Report](#) documenting their progress.

In the Spring of 2021, SGC experienced significant leadership, staffing, and capacity changes, including the departure of the SGC Executive Director. From the SGC Chief Deputy Director to various program managers and staff, the SGC team has relied on one another to support collective capacity and interagency needs. The following highlights reflect accomplishments in each SGC policy area for 2020-2021, the second year of the plan.



## 2020-2021 Progress on SGC REAP Implementation

**Table 1: At-a-Glance 2020-2021 REAP Accomplishments**

REAP Category	2020-21 REAP initiatives	Lead
Leadership	<ul style="list-style-type: none"> <li>• Adopted council-led Racial Equity Resolution (August 2020)</li> <li>• Established the Racial Equity Working Group (October 2020)</li> <li>• Coordinated council-led discussions of racial equity milestones and best practices (April 2021); shared updates to the Governor’s Office (Summer 2021)</li> <li>• Drafted Equity in Grants Toolkit with input from the Racial Equity Working Group (June 2021)</li> <li>• Served as State co-sponsor of CCORE, in partnership with PHI (August 2020-October 2021)</li> </ul>	SGC Leadership
Operations	<ul style="list-style-type: none"> <li>• Administered Workforce Survey in partnership with Race Forward/GARE (October 2020)</li> <li>• Identified staff as racial equity champions and increased racial equity capacity across California Volunteers, Office of Planning and Research (OPR), and SGC (October 2021)</li> <li>• Created a cross-agency affinity group to process the national protests against systemic racism, and identify ways of becoming better allies (May 2020)</li> <li>• Hosted a staff-led training on reframing the concept of safety to build staff understanding on how to engage with diverse communities (Summer 2020)</li> <li>• Provided staff an opportunity to verify and refresh human resources records on racial and ethnic backgrounds that represent their identity (Fall 2020)</li> <li>• Established annual reviews and Individual Development Plans for all SGC staff associated with their anniversary start date to formalize processes for requests on raises, promotions, and professional development in an effort to level the playing field (Fall 2020)</li> <li>• Developed a list of minority-owned media outlets and strengthened relationships with key media outlets to capture new audiences (Summer 2021)</li> </ul>	SGC Leadership Team, HR, and HEP

Grant Programs	<ul style="list-style-type: none"> <li>• Increased the representation and reach of SGC’s listservs through targeted outreach and engagement (Summer 2021)</li> <li>• Continued to develop and expand story-driven content that highlights equity and amplifies diverse voices, including in SGC’s Annual Report (Summer 2021)</li> <li>• Voluntary Statistical Data Sheet (VSIDS) form required to be included with all contracting solicitations</li> <li>• Affordable Housing and Sustainable Communities (AHSC) incorporated a request in its guidelines’ supplemental material for applicants to provide spatial or demographic data about the community or communities’ applicants representation in preparation for evaluating relationship to high opportunity areas (April 2021)</li> <li>• AHSC restructured the timeline for its technical assistance to provide greater continuity within and between rounds to continue working with disadvantaged communities, which are predominantly communities of color (September 2020).</li> <li>• AHSC Workforce Development Scoring Section required applicants to provide metrics evidencing success recruiting, training, and placement for underrepresented demographics, where applicable</li> <li>• AHSC added a requirement that all projects are broadband-ready to ensure a base level of digital equity. This action will bridge the digital divide gap by providing access to internet to residents of affordable housing. AHSC has the mandate to invest 60% of its funds in disadvantaged communities</li> <li>• AHSC added tenant legal counseling as an eligible option for anti-displacement scoring, accompanied by its inclusion as an eligible option for Program funding requests. This action will help long-term residents of areas with lack of resources and language barriers to get educated and access protection to stay in the same neighborhood</li> <li>• The Climate Change Research Program (CCR) administered a partnership survey to deepen understanding of the roles of community partners on CCR Round 1 grants. The thematic summary of survey results was compiled to inform partners’ contribution to</li> </ul>	<p>AHSC, CCR, TCC, and SALC</p>
----------------	---	---

Research Investment Plan and other ongoing work (Fall 2020)

- CCR demonstrated supportive grant-making during COVID-19 impacts through grant extensions and building virtual forums for peer-to-peer learning (Fall 2020)
- Transformative Climate Communities (TCC) launched broad investment framework for Disadvantaged Unincorporated Communities (DUCs), which would represent the first iteration of a State agency-led investment in unincorporated communities (June 2021)
- TCC worked with grantees to ensure their community engagement plan budgets were flexible enough to account for COVID-19 response and recovery efforts (September 2020)
- Sustainable Agricultural Land Conservation (SALC) expanded outreach efforts to Tribes and Black, Indigenous, and people of color (BIPOC) communities through email campaigns and one-on-one meetings (Spring 2021)
- SALC convened two equity-focused listening sessions (April 2021)
- SALC drafted listening session summary documents and distributed to participants and key partners (August 2021)
- SALC incorporated SGC REAP into SALC Round 7 Guidelines (April 2021)
- SALC clarified eligibility of California Native American tribes as for SALC Planning grants (April 2021)
- SALC updated Round 7 guidelines point structure to prioritize projects that provide secure land tenure to beginning or veteran farmer or ranchers, or farmers or ranchers who are part of a disadvantaged community, low-income community, or low-income household (April 2021)
- SALC added Landowner/Lessee demographics section to SALC acquisition application to track impacts of grants across gender, race, and ethnicity demographics (April 2021)



<p>Technical Assistance and Capacity Building</p>	<ul style="list-style-type: none"> <li>• The Community Assistance for Climate Equity Program (CACE) launched the Partners Advancing Climate Equity (PACE) cohort (September 2020).</li> <li>• CACE launched evaluation contract to assess the degree to which Technical Assistance (TA) has supported race equity; evaluators administered a survey to all past TA recipients for feedback and insight about the impact and outcomes of the program (August 2020)</li> <li>• CACE released a Request for Information to gather interest in TA partnerships and better understand the current landscape of TA available at the State level (October 2020)</li> <li>• CACE hosted engagement activities to build relationships with potential TA providers and enhance stakeholder interest in Request for Proposals (RFPs) (November 2020 – current)</li> <li>• CACE incorporated language within RFPs and other outreach materials to signal need for racial equity competencies, skills, and relationships with disadvantaged communities and prospective grantees (June 2021)</li> <li>• CACE continued to liaise with the TA Guidelines Working Group, which represents 13 State agencies, and the California Climate Investments (CCI) Outreach Liaisons Working Group to identify opportunities to collaborate on TA efforts, expand the reach of TA, and elevate contract equity practices (August 2020 - Current)</li> </ul>	<p>CACE</p>
<p>Inter-agency Collaboration</p>	<ul style="list-style-type: none"> <li>• In partnership with UC Berkeley’s Othring and Belonging Institute, HEP drafted a strategic workplan template for the Health in All Policies (HiAP) Task Force that will engage State and local stakeholders and non-state actors, incorporating input from State and local stakeholders (Fall 2020-Spring 2021)</li> <li>• HEP increased institutional capacity to implement racial equity tools by aligning SGC programmatic activities and operations with the Racial Equity Action Plan; tools include results-based accountability and root cause analyses to assess impact of racial equity actions (August 2021)</li> </ul>	<p>HEP</p>

## SGC Leadership

### *Racial Equity Resolution and Racial Equity Working Group*

Through implementing the Racial Equity Action Plan (REAP), SGC continues to leverage its networks and relationship-building capacity toward racially equitable goals. Following the Council's adoption of the Racial Equity Resolution in August 2020, SGC established the Racial Equity Working Group (REWG) with staff from the following Council agencies: Office of Planning and Research (OPR); California State Transportation Agency (CalSTA); California Business, Consumer Services and Housing Agency (BCSH); California Environmental Protection Agency (CalEPA); California Natural Resources Agency (CNRA); California Health and Human Services (CHHS); and California Department of Food and Agriculture (CDFA).

Led by SGC's Chief Deputy Director with support from the HEP team, the REWG meets monthly to support implementation of the Resolution and has created a venue for SGC agencies to consult with Capital Collaborative on Race & Equity (CCORE) staff, share learnings and best practices regarding the racial equity resolution implementation, stakeholder engagement and coordination, and build connections to the Governor's Office, the Attorney General's Office, and the Government Operations Agency. On April 2021, the Racial Equity Working Group released a 29-page [Racial Equity Resolution Report](#) describing work at California state agencies to address systemic racism.

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

SGC serves as the state co-sponsor of CCORE, in partnership with the Public Health Institute (PHI) and Government Alliance on Race and Equity (GARE). SGC's role is critical as a convener of agencies, a leader for cross-sector collaboration and shared goals, and a trusted partner to many community groups. From August 2020 to October 2021, CCORE engaged 15 State teams in a new learning cohort to develop racial equity action plans. SGC has supported overall strategy and planning, creating an encouraging environment, and facilitating cross-agency pollination of ideas and strategies.

Outcomes of the CCORE program are many, and include the creation of new racial equity structures, institutional commitments and action plans (similar to SGC's), and an increase in public engagement to shape how state government addresses institutional racism.

More details can be found in the [April 2021 Racial Equity Resolution Staff Report](#) which Council agencies shared updates on their own progress.

## SGC Operations

### *Organizational Culture: Increasing Capacity Building Around Racial Equity*



In 2020-21, six SGC staff members, representing each SGC program, participated in the CCORE Learning Cohort alongside staff from the Governor's Office of Planning and Research (OPR). Each staff member completed over 85 hours of technical training around addressing and achieving racial equity outcomes as California State government employees, and disseminated the training with the rest of their team. The Learning Cohort took place from August 2020 to October 2021. HEP staff, alongside team leads from OPR, hosted implementation-focused check-ins following each training session to support SGC and OPR staff in incorporating lessons from CCORE. HEP also provided updates on the CCORE curriculum at joint SGC and OPR staff meetings, including highlights on the implementation and development of Racial Equity Action plans at SGC and OPR respectively.

### *Organizational Culture: Workforce Racial Equity Survey*

SGC, in partnership with the Office of Planning and Research, California Volunteers, and the non-profit consultant RaceForward, conducted a staff survey to gather perspectives and recommendations to improve each division's workforce and racial equity goals. The purpose of the online 55-question survey was to assess racial equity knowledge, skills, and experiences among employees to inform future action steps toward advancing racial equity within OPR. An electronic invitation to participate in the survey and several follow-up reminders were sent to all 83 OPR and contract employees. The data collection period lasted for one month.

Results from the employee survey demonstrate staff understanding of racial equity in State government work. Overall, respondents indicated a high degree of willingness and capacity to engage in addressing and advancing racial equity. The survey results will inform SGC's long-term organizational racial equity strategy, including future implementation of the SGC REAP and REWG. Due to the small size of each OPR division, RaceForward provided aggregated results across OPR, SGC, and CV. A deeper analysis of respondents yielded distinct results across divisions and specialized recommendations were shared to each division's leadership. Overall, survey results reflected a strong level of willingness of staff to engage in racial equity work, but additional internal systems to implement strategies, disseminate racial equity tools, and increase racial equity in contracting are needed.

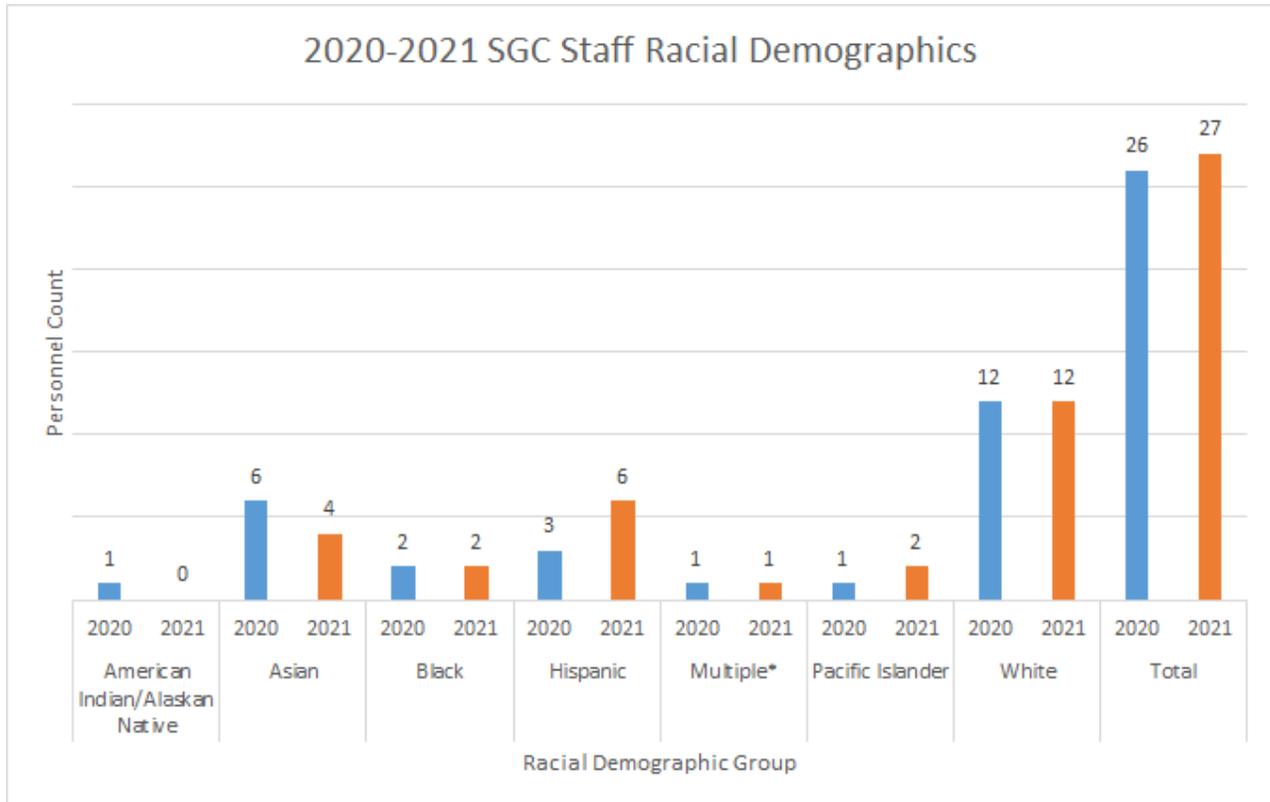
### *Staff Diversity and Equitable Hiring Practices*

SGC's goal is for staff to reflect California's racial diversity. SGC continued the following organizational practices in support of this goal:

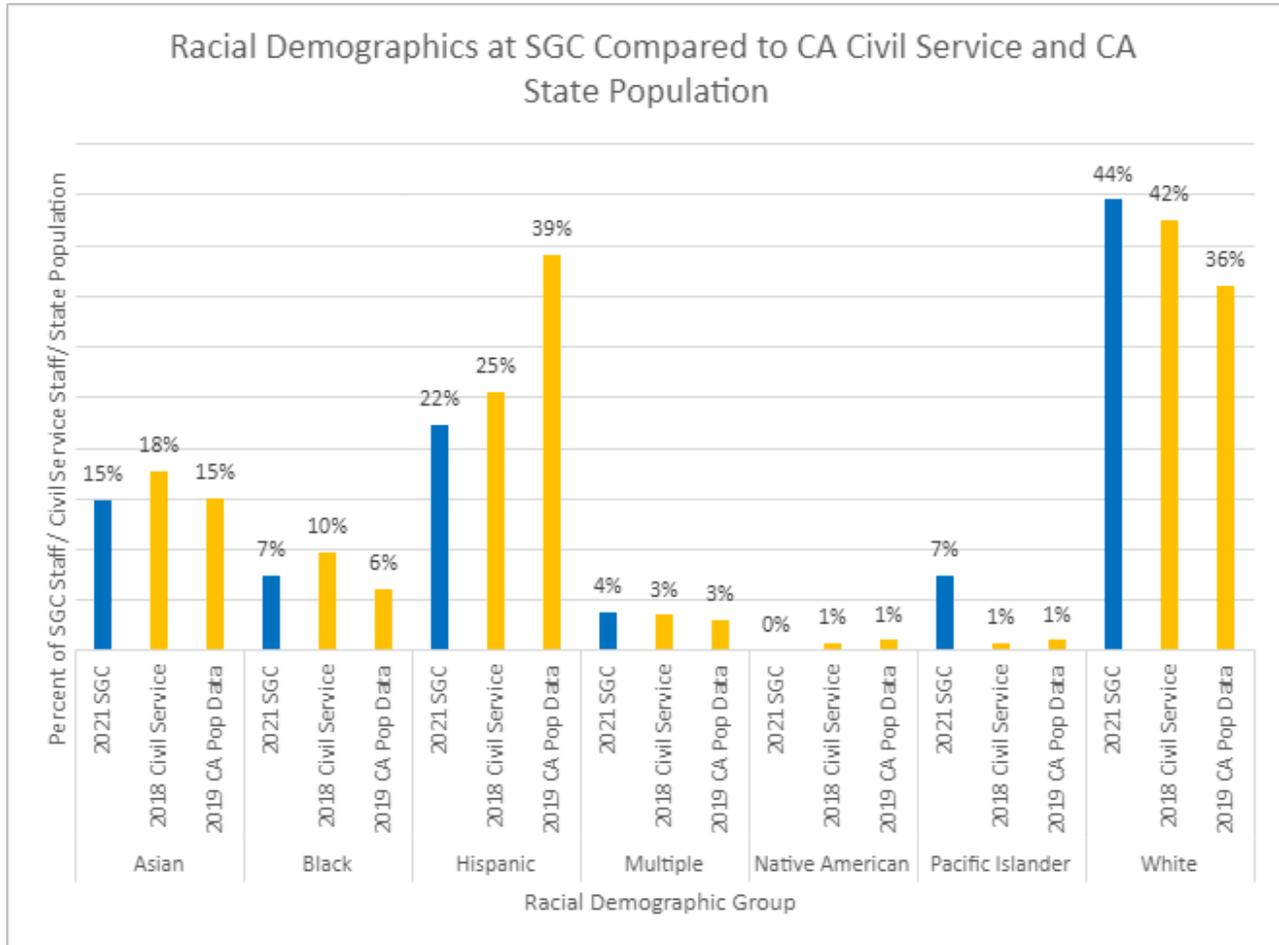
- Including an equity statement in all job postings;
- Integrating equity measures into job duty statements and preferred qualifications;
- Sending job postings directly to contacts at more than 50 organizations that serve and reflect California's diverse communities;
- Introducing all SGC staff to the concepts and implications of implicit bias, and sending hiring managers to implicit bias training;
- Anonymizing all job applications to help eliminate bias; and
- Integrating equity questions into the interview process.



As a result of these actions, SGC has maintained an inclusive workplace that reflects the diversity of California. Please note, OPR administrative staff who provide critical support to SGC are not included in the following demographic analysis.



In 2020, SGC discovered a need to verify demographic data to accurately report and benchmark progress toward equity initiatives. For the purposes of benchmarking, SGC chose to use the same categories as The California Department of Human Resources (CalHR). SGC will explore ways to better reflect employees with multiple racial identities, and internal data keeping and analysis.



In comparing the racial distribution of SGC staff to 2018 California Civil Service population and overall state population (the most recent available data), SGC is representative of the state’s diversity but can improve its hiring practices by attracting and recruiting more Native American and Latinx (Hispanic) candidates.

***Staff Diversity and Equitable Retention Practices***

This year, SGC established annual reviews and Individual Development Plans (IDP) for all SGC staff associated with their anniversary start date to formalize processes for requests on raises, promotions, and professional development to help level the playing field. SGC made sure that during the onboarding process, supervisors understood their responsibility around performance review and staff development. SGC is establishing program level budgets that identify dedicated funds for training. SGC employees are all exempt staff and the establishment of these structures are not required, but management sees it as a priority.



### *Communications*

Throughout 2021, SGC communications staff in partnership with programs and key stakeholders uplifted marginalized voices, sought opportunities to leverage SGC's platform for community stories, and strategized ways to reach and include audiences that were once sidelined by imperfect government practices. Lessons learned this previous year yielded beneficial insights that will inform SGC's communications practices and strategy for the upcoming year.

In one instance of uplifting stories and developing partnerships – during Earth Day, SGC programs collected stories and testimonials from grantees and partners of the work being done in California's communities for the environment and it was leveraged across all communications channels to demonstrate the impact of community-driven solutions and equity. The effort saw the participation of over 14 grantees and partners that represent California's diversity and SGC's reach. Over the summer, the SGC communications team curated a minority-owned media outlets press list with over 300 contacts and will continue to refine the list for more effective targeted outreach in the upcoming year for funding availability, program awareness, and public input opportunities.

This upcoming year, the SGC communications team will continue to build on this progress and work closely with our program leaders and partners to increase our reach, uplift marginalized Black and Brown voices and expertise, and find more innovative ways to tell the stories of California's communities while addressing policy challenges and obstacles ahead.

### **Grant Programs**

#### *Tribal Government Challenge*

Staff across SGC continue to seek opportunities to improve Tribes' access to their programs. SGC staff working across several programs, have partnered with the California Energy Commission (CEC) to launch the Tribal Government Challenge (TGC) Program. The TGC Program provided one-time funding through grants to California Native American Tribes (Tribes) to conduct climate and energy-related planning efforts. This program supports projects that identify solutions to reduce greenhouse gas emissions, improve clean energy access, and advance climate resiliency on Tribal lands and in Tribal communities, and was a critical step for SGC to learn from CEC's experience and knowledge, and to build SGC's own tribal relationships.

In 2020, SGC awarded eight TGC planning grants to geographically diverse Tribes. The [awards](#) support a variety of climate and energy projects, including microgrid planning, renewable energy and small-scale biomass facility feasibility studies, and sustainable communities and resilience planning efforts. Through active grant management, SGC staff are building relationships and working with the grantees to ensure the planning projects' outcomes will meet Tribal priorities and advance Tribal goals. SGC is also working to elevate the work of grantees to other Tribes and stakeholders. For instance, SGC facilitated a panel of TGC grantees at the CEC's Tribal Energy Resiliency Conference, where grantees highlighted the innovative approaches to climate

and energy planning they are undertaking. The event was attended by 58 California Native American Tribes as well as representatives of State and Federal government.

Finally, the TGC Program also supports a contract to conduct a statewide climate and energy gap analysis of Tribal lands, which will provide a snapshot of Tribes' current renewable energy, climate change, and other related needs and priorities. This gap analysis will facilitate SGC, CEC, and SGC's partner agencies' understanding of Tribal needs that will feed into future funding opportunities and programs. Staff are planning to connect and leverage the various efforts SGC is involved in to build connections, relationships, and facilitate sharing of information and findings between Tribes and with State agencies.

### *California Climate Investments*

Equity underpins all California Climate Investments (CCI) funding programs, including those led by SGC. In 2020-21, SGC's CCI programs deepened their commitment to racial equity in several ways:

#### **Affordable Housing and Sustainable Communities Program**

For Round 6, AHSC has continued to look for ways the guidelines can offer more options to address equity issues in housing and sustainable communities. AHSC looked into offering more concrete options to encourage applicants to act to reduce the direct impact of displacement through the program. Scoring for Residential Anti-Displacement Strategies was emphasized by increasing the section's value by a point. Furthermore, AHSC added tenant legal counseling as an eligible strategy. In conjunction, tenant legal counseling was included as an eligible Program funding option. The inclusion of tenant legal counseling in the anti-displacement strategies section and programmatic funding will now allow local government and non-profit project partners the means to provide anti-displacement programs through AHSC funding while receiving credit in scoring.

In Round 6 the AHSC TA Program restructured its timeline to provide more continuity within and between rounds. The shift was especially helpful in Round 6, as the pandemic contributed to a prolonged cycle with the program attempting adjust requirements to both accommodate and support applicant needs. The TA providers for AHSC were able to continuously provide recipients, drawn predominantly from low-resource communities, with guidance and add an extra layer of support.

As the pandemic also highlighted the digital divide, it became clear that high-quality internet is a necessity for accessing opportunities in the 21st century. Broadband, viewed as an expected infrastructure component that meets basic performance standards, should therefore be included in any housing development constructed to reflect the needs of modern society. As a result, broadband-ready infrastructure was added as a threshold requirement for all projects, made an eligible housing cost, and pegged to highest available minimum performance requirement (25mbps).

Finally, to further our understanding of how aspects of AHSC are serving underrepresented and vulnerable demographics, the AHSC program staff have started requesting more specific data from applicants. The Round 6 Guidelines were updated to more explicitly request information outlining how eligible workforce strategies would directly benefit underrepresented groups and residents of low-income communities. The requested information offers a tangible definition for certain applicant partnerships to prove their "record of success"; in not just involving targeted demographic groups and communities but also how they are helping advance their career prospects beyond participation. Likewise, the Round 6 supplemental materials and application workbook included a new request for applicants to submit their spatial or demographic data about the community or communities that applicants represent. The submitted data can help the program better understand how project components provide greater access to opportunity.

### **Sustainable Agricultural Lands Conservation**

During the Spring of 2021, the Sustainable Agricultural Lands Conservation Program (SALC) did extensive outreach to tribal and BIPOC communities through email campaigns, direct calls, workshops, and listening sessions. SALC held two open listening sessions focused on identifying equity issues faced by socially disadvantaged farmers, ranchers, and land managers throughout the state. During those sessions, participants also discussed possible solutions to those issues. The sessions were held on April 20 and April 28, 2021, and summary materials from those sessions were distributed to the approximately 200 registrants, including many key governmental partners and statewide stakeholders. More than 40 different organizations from across the state participated in the sessions. In August 2021, SALC staff met with SGC's Interagency Committee to share the information received during these sessions and to gather input and direction on next steps.

To further the work of the listening sessions, a working group comprised of interested community members and representatives from community-based organizations, land trusts, tribes, and government agencies will be convened to discuss ways to meaningfully implement relevant solutions within SALC, including updating the next round of SALC Guidelines.

### **Transformative Climate Communities**

The Transformative Climate Communities Program (TCC) is committed to reducing barriers to investment in the communities most burdened by pollution. In 2020, in response to Senate Bill 351 (Hurtado, 2019) and the infrastructure investment barriers Disadvantaged Unincorporated Communities (DUCs) face, TCC developed a preliminary policy Investment Framework for Disadvantaged Unincorporated Communities (DUCs). TCC convened the TCC DUC Working Group between 2020-21, conducted extensive research and root-cause analyses, consulted with stakeholders, and developed a preliminary data spatial analysis tool that provides better data representation for DUCs – which can be used to determine DUC eligibility in Round 4 TCC (if funding received) and in future policy decision-making. This year, TCC received a Pew Charitable Trusts grant to continue research and stakeholder engagement over 2021-22. In partnership with key stakeholders and State agencies on the Council, TCC will improve the overarching investment framework to help meet the particular needs for DUCs, and to provide a starting point for communities that face some of the highest barriers to investment.

In addition, the COVID-19 pandemic highlighted the value of TCC's collaborative governance structures, community engagement, anti-displacement, and workforce development activities alongside the infrastructure investments. TCC awardees used their social platforms, engagement plans, and partnerships to incorporate resources and community aid, which were critical in the communities hardest hit by the pandemic. The TCC program issued an automatic timeline extension to all awardees and worked with awardees to develop a COVID-19 adaptation plan to the grant.

At the program level, staff regularly review the program design to identify barriers to implementation, and adjust the program accordingly. Last year, program staff and third-party evaluations identified key grant administration barriers for smaller capacity partners. The program worked with its administering partner, the Department of Conservation (DOC), to streamline the reporting and reimbursement processes. All Round 3 Implementation Grant awardees identified advanced payment mechanisms to enable the participation of smaller capacity partners, and the TCC program will continue research on payment and financing mechanisms for smaller community-based organizations through 2021.

### **Climate Change Research Program**

The California Climate Change Research Program (CCR) continues to advance an innovative model for community-engaged climate research. While not administering new funds last year, program staff were able to support 20 ongoing research grantees and project teams in adjusting to COVID-19 impacts, while also uplifting and conducting outreach around early research results from Round 1 grantees. Staff received positive feedback around CCR's flexibility and active support during COVID-19, and staff focused on sharing best practices for equitable virtual engagement. Grantees were able to share best practices with each other at a virtual convening SGC organized, resulting in researchers learning from each other to improve engagement in their own projects.

For the 20 ongoing research projects, here staff provide two examples of project outcomes with racial equity impacts. One project led by UC Berkeley's Dr. Rachel Morello-Frosch in partnership with the Asian Pacific Environmental Network (APEN), Central Coast Alliance United for a Sustainable Economy (CAUSE), Physicians for Social Responsibility (PSR), Climate Central, the Public Health Institute, and UCLA, is focused on "toxic tides", or the impact of sea level rise to hazardous waste sites along the California coast, causing them to flood more frequently. The goal of the project is to advance scientific understanding of sea level rise threats to environmental justice communities, to inform decision-making that will support and protect those communities near hazardous sites. This project has partnered closely with community organizations through every step, ensuring the research products will be put to use for community advocacy and more equitable decision-making. A second project, led by UCLA's Center for Sustainable Communities, partnered with the Liberty Hill Foundation and eight community-based organizations (CBOs) on a similar goal – to develop an actionable tool and provide knowledge to under-resourced communities in the Los Angeles region to improve their

energy resilience. Currently, the project is working with and funding the CBOs to create proposals that identify and prioritize potential sites for community solar and resilience centers in their own neighborhoods, followed by case studies being conducted at selected sites to advance projects as far along the planning process as possible.

Finally, SGC has also seen the impact of the CCR Program's racial equity approach extend beyond its own research projects. For example, both the California Air Resources Board (CARB) and CEC, who participate as Steering Committee members for the CCR Program and engage in tracking the research outcomes, are working to add equity requirements into their own research grant funding programs.

### **Technical Assistance and Capacity Building**

SGC's portfolio of technical assistance and capacity building initiatives are managed by the Community Assistance for Climate Equity Team (CACE). SGC's CACE team has worked to advance and address racial equity in several key ways this past year, primarily through the development of guidance on technical assistance, implementing a first-of-its kind capacity building pilot, and more intentionally reaching out to organizations with racial equity competencies to bid on SGC contracts.

The Partners Advancing Climate Equity program (PACE) is a newly launched 2-year pilot capacity building program funded through the Climate Change Investments Technical Assistance program (CCI TA). PACE convened a dynamic cohort of 21 community leaders from across California representing community organizations, non profits, and tribal serving organizations to participate in an intensive training program that focused on collective impact strategies, racial and health equity, and climate adaptation and resilience. The next phase of PACE, set to kick-off in September of 2021, will build on the collective impact curriculum by providing cohort members with on-the-ground technical assistance to catalyze collaborative, community-driven planning and advance policy and systems change through an equity lens. The program serves as a pilot for the Regional Climate Collaboratives grant program.

The CACE team engaged a 13-member multi-agency committee to develop technical assistance guidelines that outline best practices and effective strategies for technical assistance programs. The guidelines name racial and health equity as key guiding principles in providing technical assistance and include strategies around procedural justice to ensure greater access to technical assistance resources by communities of color. Furthermore, CACE staff developed an Request for Information and inter-agency outreach process to engage with other state agencies to disseminate guidance within the TA Guidelines and identify structural barriers to providing more effective TA, with a focus on disadvantaged communities and communities of color. These conversations are informing future opportunities to partner around developing and implementing new TA programs.

The CACE team has brought on board a contractor team to evaluate the historic impact of the CCI TA program with a focus on identifying how the program has built capacity in and increased competitiveness for disadvantaged communities, including communities of color, throughout California. Further, in efforts to bring on contractor teams to provide technical assistance services, the team implemented robust public engagement strategies that focused on reaching out to and through trusted community-based organizations serving low income and disadvantaged communities to ensure that TA providers ultimately represent the communities

they serve. Finally, the team has begun to embed more language in selection criteria for competitive bid processes to ensure that contractor teams have skills and competencies around advancing racial equity strategies.

## Interagency Collaboration

### *Health in All Policies Task Force*

The 2019-20 State budget provided funding for three new positions to establish the Health and Equity Program (HEP) at SGC. In its first year of operation, HEP has supported the interagency Health in All Policies (HiAP) Task Force, integrated health and equity considerations across SGC and State departments and programs, coordinated the implementation of the SGC Racial Equity Action Plan (REAP), and liaised with the Capitol Collaborative on Race & Equity (CCORE) training cohort. HEP is committed to building a network of professionals at SGC and across State government that is committed to addressing and advancing racial equity.

In partnership with the UC Berkeley, Othering & Belonging Institute (OBI), HEP led the development of a multi-year workplan for agencies in the HiAP Task Force to use as a decision-making tool and action plan around high-priority health and equity topics. The workplan was formed through a three-phase stakeholder engagement process, including: 26 Key Informant Interviews with State government contacts, engaging 11 distinct State agencies and departments (August to October 2020); an online survey developed in partnership with OBI (January to April 2021); and four virtual listening sessions, also co-hosted by OBI (May and June 2021). OBI collected, anonymized, and analyzed survey and listening session data. The resulting workplan will be used as a strategic planning and policy tracking tool and incorporates racial equity guidance for future HiAP policy priorities.

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

HEP has been able to incorporate key concepts gleaned from CCORE in its operations and cross-programmatic work. One key competency incorporated into this year's REAP implementation involved a root-cause analysis practice conducted with SGC programs and leadership. In Fall 2020, HEP engaged with each SGC program and leadership to identify root causes of racial inequity and identified actions to discern impact areas, define indicators, and track implementation progress of the SGC REAP. Some strategic outcomes of the root-cause analysis activities include:

- Feasible, time-bound actions to achieve racial equity during the period of September 2020 to August 2021, presented to the Council in this report.
- Increased staff competency to recognize, communicate, and advance racial equity impacts of SGC's wide array of policy focuses.
- Peer-to-peer learning around racial equity, intended to build staff capacity to replicate and tailor CCORE activities to their programs' or teams' needs. Examples of how racial equity has been incorporated into SGC and OPR programs and policies include:

- TCC Disadvantaged Unincorporated Communities framework, which involved a root-cause analysis in its development.
- Increased focus on addressing inequities in wealth building in California’s communities, through the strengthened interagency partnerships.
- A draft OPR Racial Equity Action Plan, which has involved each OPR policy team to conduct a root-cause analysis around racial equity, with hands-on technical assistance from HEP staff.

**Next Steps**

Over the next Racial Equity Action Plan (REAP) reporting period from September 2021 to August 2022, Staff look forward to embarking on a variety of initiatives and reporting on SGC’s progress in August 2022.

**Table 2: At-a-Glance 2021-2022 REAP Implementation Actions**

REAP Category	2021-22 REAP initiatives	Lead
Leadership	<ul style="list-style-type: none"> <li>● Work with the Racial Equity Working Group (REWG) to provide written progress reports on the SGC Racial Equity Resolution Implementation, with a focus on the development of the racial equity action plans</li> <li>● Strengthen the relationship of the REWG members with the Governor’s Office, Attorney General, and Government Operations Agency on racial equity implementation</li> <li>● Launch a third Capitol Collaborative on Race and Equity (CCORE) learning year and second CCORE implementation year with the Public Health Institute</li> <li>● Develop racial equity strategies for work conducted through our interagency agreements ( e.g., High Speed Rail, Regional Early Action Plans)</li> </ul>	SGC Leadership
Operations	<ul style="list-style-type: none"> <li>● Facilitate a diverse organizational workforce committee to develop and advance an organizational workforce strategy.</li> <li>● Develop language access objectives to align with the California for All agenda and existing best practices of Council agencies.</li> <li>● Translate materials and collateral on website (communications) for key programs</li> </ul>	SGC Leadership Team, HR, and HEP

Grant Programs

- Develop and execute strategy to assist more community-level technical assistance partners in securing Small and Disabled Veteran Business Enterprise status to facilitate contracting opportunities for them and deeper community engagement by state agencies.
- Affordable Housing and Sustainable Communities (AHSC) will explore ways to incorporate Equity in Housing Tool in Round 7 guidelines, in partnership with the California Business, Consumer Services, and Housing Agency (BCSH)
- Explore AHSC’s ability to support access to high-opportunity areas and the ability of residents to take advantage of those opportunities while still meeting disadvantaged community investment goals
- Explore how AHSC can change its model to increase opportunity in low-resource areas to provide resources needed for the community to thrive
- California Climate Change Research (CCR) will continue Round 2 and 3 stakeholder engagement outreach processes, such as administering surveys, providing forums for input with a focus on lifting up voices of communities of color, and continuing to deploy inclusive and equitable virtual engagement strategies in light of COVID-19
- Update Transformative Climate Communities’ (TCC) racial equity strategies (anti-displacement measures, community engagement practices, and economic inclusion) in upcoming guidelines and implementation and provide additional subject area resources to grantees and applicants
- Update TCC investment framework for Disadvantaged Unincorporated Communities (DUCs), building on last year’s working group feedback
- Investigate ways to improve tribal accessibility to the TCC program and build relationships with tribal partners
- Research alternative payment mechanisms and leverage funding opportunities for TCC applicants to ease cashflow burdens on smaller capacity organizations, in conjunction with the CACE team and

AHSC, CCR, TCC, and SALC Programs



<p>Technical Assistance and Capacity Building</p>	<p>TCC’s partnering agency, Department of Conservation</p> <ul style="list-style-type: none"> <li>• Explore stipend contract for Sustainable Agricultural Land Conservation (SALC) Guidelines review from tribal experts</li> <li>• Provide set asides for projects that benefit Tribes or disadvantaged communities</li> <li>• Convene two working group sessions with stakeholders to further incorporate equity and inclusion in SALC Program</li> <li>• Consolidate demographic data obtained from applications and ensure continued tracking and review of data</li> <li>• Continue expanded outreach to tribes and communities of color</li> <li>• Continue prioritizing projects that provide land tenure to beginning, veteran, disadvantaged, and low-income farmers and ranchers</li> </ul> <ul style="list-style-type: none"> <li>• Community Assistance for Climate Equity (CACE) continues to build capacity of frontline communities made up largely of communities of color through provision of technical assistance in Phase 2 of the Partners Advancing Climate Equity program, which will provide technical assistance to cohort members and their networks to advance racial equity strategies as part of climate strategies</li> <li>• CACE will conduct robust and inclusive engagement to inform the development of the Regional Climate Collaboratives Program, with a focus on reaching communities of color and historically disadvantaged areas of the state, in order to ensure that the program is designed to meaningfully build capacity and advance local systems change within under-resourced communities</li> <li>• CACE works with the Department of Finance and other key partners to effectively structure advance payment for grantees of the Regional Climate Collaboratives program to ease cash flow burdens on smaller organizations</li> <li>• CACE continues to promote the Technical Assistance (TA) Guidelines and best practices in TA equity as a resource to State agencies</li> </ul>	<p>CACE</p>
---	---	-------------

<p>Interagency Collaboration</p>	<ul style="list-style-type: none"> <li>• CACE increases awareness of TA opportunities to a diversity of new potential TA providers through engagement activities like informational webinars, and outreach through trusted community-based organizations that serve communities of color and historically disadvantaged parts of the state.</li> <li>• Implement a second round of the BOOST program, providing training, technical assistance, and capacity building services to help 5 to 7 low income and disadvantaged communities advance their climate and equity goals</li> <li>• Through the CCI TA Program, CACE co-facilitates monthly CCI Outreach Liaison meetings with the California Air Resources Board. This fall, a series of these meetings will focus on conducting culturally sensitive outreach and engagement as well as integrating cultural competency into program design</li> <li>• CACE designs and launches a Tribal TA contract that will implement findings of the California Tribal Gap Analysis on Tribe’s technical assistance needs</li> <li>• Develop policy initiatives and interagency collaboratives driven by Health in All Policies (HiAP) Task Force, as informed by stakeholder input and multi-year workplan developed in partnership with Othering &amp; Belonging Institute</li> <li>• Advance the next generation of HiAP with a central focus on advancing racial equity</li> <li>• Continue to provide staff capacity, subject matter expertise, and technical assistance on health and racial equity, and support SGC programs and initiatives in incorporating health and racial equity</li> </ul>	<p>HEP</p>
--------------------------------------	--	------------

**Council Recommendation**

Approve SGC REAP, including implementation actions for September 2021 to August 2022.

**Appendix A:**

**Table 4: Capitol Collaborative on Race and Equity 2019-20 and 2020-21 Participants**

2019-20	2020-21
<ul style="list-style-type: none"> <li>• California Arts Council</li> <li>• California Coastal Commission</li> <li>• California Department of Public Health</li>   <li>• California Department of Housing and Community Development</li> <li>• California Department of Transportation</li> <li>• California Department of Education</li> <li>• California Department of Corrections and Rehabilitation</li>   <li>• California State Lands Commission</li> <li>• California Strategic Growth Council</li> <li>• California Department of Community Services and Development</li> <li>• California Environmental Protection Agency (includes Department of Pesticide Regulation, CalRecycle, Office of Environmental Health Hazard Assessment, State Water Resources Control Board, and Department of Toxic Substances Control, California Air Resources Board)</li> </ul>	<p>Enrolled Participants as of 7/23/2020:</p> <ul style="list-style-type: none"> <li>• California Department of Aging</li> <li>• California Department of Conservation</li> <li>• California Housing Finance Agency</li> <li>• California Department of Forestry and Fire Protection</li> <li>• California Department of Water Resources</li> <li>• California Department of Food and Agriculture</li> <li>• California Department of Financial Information System for California</li> <li>• California State Transportation Agency</li> <li>• California Transportation Commission</li> <li>• California Department of Fish and Wildlife</li> <li>• Governor’s Office of Planning and Research</li> <li>• Mental Health Services Oversight &amp; Accountability Commission</li> </ul>



## **Attachment A: California Strategic Growth Council’s Racial Equity Resolution**

WHEREAS, the Newsom Administration is committed to a California for All agenda and believes the State plays a critical role and holds unique responsibility to reduce barriers and create equitable opportunities for all Californians;

WHEREAS, the country has entered into a national conversation on historical, institutional, and structural racism, calling for valuing Black Lives, and spurred by national protests against the killing of George Floyd, Breonna Taylor and so many before and after them by police;

WHEREAS, the California Strategic Growth Council (the Council) has a vision for healthy, thriving, and resilient communities for all and a deep commitment to equity;

WHEREAS, the Council hosts the Capitol Collaborative on Race and Equity, a State-level racial equity capacity building program, and is a member of the national Government Alliance on Race and Equity;

WHEREAS, the Council includes member agencies that have participated in the Capitol Collaborative on Race and Equity since 2018;

WHEREAS, the Capitol Collaborative on Race and Equity members lead with race because racial inequities across all indicators for success are deep and pervasive;

WHEREAS, the Capitol Collaborative on Race and Equity members define “racial equity” as “when race can no longer be used to predict life outcomes and outcomes for all groups are improved;”

WHEREAS, over 50 city and county jurisdictions across California are part of the national Government Alliance on Race and Equity;

WHEREAS, the Council unanimously approved an SGC Racial Equity Vision and Action Plan in 2019, identifying concrete actions that the Council and its staff will take to achieve racial equity through leadership, operations, programs, policies and practices; and

WHEREAS, the Council comprises Cabinet members from seven State agencies and three public members who have called for deeper commitments and actions regarding racial equity both through the Council and their own organizations;

NOW, THEREFORE, BE IT RESOLVED, the Council and each member agency commit to integrate racial equity into Council leadership, operations, programs, policies, and practices;

BE IT FURTHER RESOLVED, the Council and each member agency commit to identifying and implementing concrete and measurable actions to achieve racial equity, and to report on the progress of the Council as a whole, as well as that of each member agency;

BE IT FURTHER RESOLVED, the Council and each member agency commit to working with State Boards, Departments, and Offices to align and advance the Council’s commitment to racial equity;

BE IT FURTHER RESOLVED, the Council commits to use at least two public Council meetings a year as a forum to share racial equity actions, milestones, and best practices, and to actively engage communities and stakeholders to gather public input on the topics.

Passed and adopted this 26th day of August, 2020.

## **Attachment B: Updated 2019-2022 California Strategic Growth Council Racial Equity Action Plan – September 2021**





**CALIFORNIA**  
**STRATEGIC GROWTH COUNCIL**  
**Updated Racial Equity Action Plan (2019-2022)**  
**September 2021**



## INTRODUCTION

The California Strategic Growth Council (SGC) 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 the Council and staff will take to achieve racial equity in our organization, operations, programs, and policies. It is a three-year plan beginning in 2019 and ending in 2022. Since SGC is housed within the Office of Planning and Research (OPR) and shares administrative support functions with OPR, many of these actions – marked with an asterisk – necessitate collaboration across both offices.

SGC is committed to monitoring progress of the Racial Equity Action Plan, reporting to the Council on results on an annual basis, and adjusting as needed, as well as to integrate new strategies, programs, and policies as appropriate. The September 2021 Update includes new implementation strategies for grant programs and the human resources and organizational culture actions. It also reflects the removal of some previously identified strategies that are undergoing an in-depth compliance analysis. Further, this update includes the month and year SGC started an Action (in the “Timeline” column) and the status of the Action (in the “Progress Update” column). Status of the Action may include *Complete* for items that are completed, *In Progress* for items that have started but are not yet complete, *Ongoing* for items that describe a process that is part of SGC’s ongoing responsibilities, and *Incomplete* for actions that have not begun, largely due to budgetary constraints.

## COUNCIL LEADERSHIP

Action	Description	Lead	Timeline	Progress Update
<b>RACIAL EQUITY ACTION PLAN</b> <i>Adopt the SGC Racial Equity Action Plan</i>	Approve the SGC Racial Equity Action Plan presented at the April 2019 Council meeting	Council	April 2019	Complete
<b>RACIAL EQUITY VISION</b> <i>Adopt a Racial Equity Vision Statement for SGC</i>	Approve the SGC Racial Equity Vision Statement for SGC presented at the April 2019 Council meeting	Council	April 2019	Complete
<b>RACIAL EQUITY RESOLUTION</b> <i>Approve Resolution with racial equity commitments</i>	1. Integrate racial equity into leadership, operations, programs, policies, and practices	Council	August 2020 Start	Ongoing

Action	Description	Lead	Timeline	Progress Update
	<ol style="list-style-type: none"> <li>2. Identify and implement concrete and measurable actions to achieve racial equity and to report on the Council, as well as each member agency</li> <li>3. Work with State Boards, Departments, and Offices to align and advance the Council’s commitment to racial equity</li> <li>4. Use a minimum of two public Council meetings annually as a forum to share racial equity actions, milestones, and best practices, and to actively engage communities and stakeholders to gather public input on the topics</li> </ol>			
<p><b>COUNCIL MEETING AGENDAS</b>  <i>Establish REAP as an ongoing, Council meeting agenda item</i></p>	<p>Present on the SGC REAP and CCORE on an annual and as-needed basis</p>	<p>Council and SGC Executive Team</p>	<p>April 2019 Start</p>	<p>Ongoing</p>
<p><b>RACIAL EQUITY LEADERSHIP</b>  <i>Enroll all SGC Agencies in the Capitol Cohort on Race and Equity (CCORE)</i></p>	<p>CCORE currently includes departments representing nearly all of SGC’s member agencies. By 2020, secure resources to sustain CCORE and expand it to new state departments and agencies.</p>	<p>Council and SGC Executive Team</p>	<p>August 2020</p>	<p>Complete</p>
<p><b>DISCUSSION FORUM</b>  <i>Use SGC Council, key staff meetings, and other events to provide a forum to share and discuss racial equity milestones and best practices</i></p>	<p>Schedule ongoing opportunities for discussion regarding racial equity milestones and best practices, with a goal of one or two per year.</p>	<p>Council and SGC Executive Team</p>	<p>August 2020 Start</p>	<p>Ongoing</p>

## OPERATIONS

Action	Description	Lead	Timeline	Progress Update
<b>STAFF DIVERSITY</b> <i>Build and maintain staff and leadership that reflect the diversity of the communities we serve*</i>	<ol style="list-style-type: none"> <li>1. Develop an organizational workforce strategy and goals</li> <li>2. Administer a racial equity-focused workforce survey</li> <li>3. Track and report the demographic diversity of our staff annually <i>*New*</i></li> <li>4. Track and report the language abilities of our staff every two years <i>*New*</i></li> <li>5. Integrate internships and professional development opportunities into our workforce diversity goals and employment pipeline</li> </ol>	SGC Executive Team, Human Resources, and HEP Program Analyst	April 2019 Start	Ongoing
<b>EQUITABLE HIRING PRACTICES</b> <i>Establish equitable hiring best practices</i>	<ol style="list-style-type: none"> <li>1. Develop language about equity and inclusion to incorporate in job postings and duty statements</li> <li>2. Advertise job postings to diverse networks (e.g., community organizations, community colleges, etc.)</li> <li>3. Train leadership and hiring managers on issues of diversity and implicit bias in hiring</li> <li>4. Remove personally identifying information from applications</li> <li>5. Include equity and inclusion questions in interviews</li> </ol>	Human Resources and Hiring Managers	May 2019 Start	Complete
<b>ORGANIZATIONAL CULTURE</b>	<ol style="list-style-type: none"> <li>1. Complete the Capitol Collaborative on Race and Equity Learning Year <i>*New*</i></li> </ol>	HEP Program Analyst	December 2019 Start	Ongoing

Action	Description	Lead	Timeline	Progress Update
<i>Build and maintain a culture of competency around issues of race and equity*</i>	<ol style="list-style-type: none"> <li>2. Offer periodic training on individual, institutional, and structural racism</li> <li>3. Build a network of committed racial-equity professionals</li> </ol>			
<p><b>CONTRACTING</b></p> <p><i>Increase opportunities to expand access to SGC contracts by smaller, community-based, and minority-owned contractors*</i></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. Track demographic information for contractors and establish data-based goals for increased diversity</li> <li>3. Investigate alternatives to reimbursement-basis funding, including advance payment and other contract equity practices</li> </ol>	SGC Senior Administrator and CACE Program Manager	May 2019 Start	In-Progress
<p><b>COMMUNICATIONS</b></p> <p><i>Explore ways to increase the accessibility of our programs to all California residents through equity focused content, improved language accessibility, and outreach to minority owned media outlets*</i></p>	<ol style="list-style-type: none"> <li>1. Develop story-driven content that highlights equity, including emphasizing SGC’s approach and accomplishments in its Annual Report to the Legislature</li> <li>2. Strengthen relationships with key media outlets to capture new audiences</li> <li>3. Increase the representation and reach of SGC’s listservs through targeted outreach and engagement</li> <li>4. Translate materials on website</li> </ol>	SGC External Affairs	June 2019 Start	Ongoing
<p><b>EQUITY FOCUSED PROGRAMS</b></p> <p><i>Establish new programs with an explicit focus on equity</i></p>	<ol style="list-style-type: none"> <li>1. Establish the Community Assistance for Climate Equity Program and onboard new staff</li> <li>2. Establish the Health and Equity Program and onboard new staff</li> </ol>	SGC Executive Team	October 2019	Complete

## GRANT PROGRAMS

### Affordable Housing and Sustainable Communities, Transformative Climate Communities, Climate Change Research Program, and Sustainable Agricultural Lands Conservation **\*New\***

Action	Description	Lead	Timeline	Progress Update
<b>GRANT APPLICATION AND GUIDELINES</b> <i>Introduce applicants to the SGC Racial Equity Action Plan during each funding cycle</i>	<ol style="list-style-type: none"> <li>1. Include SGC’s racial equity vision in guidelines</li> <li>2. Provide a link to the SGC Racial Equity Action Plan in the administrative section of the guidance documents</li> </ol>	AHSC	Oct. 2022 Tentative Start	Incomplete (Pending Staffing)
		TCC	Spring 2022 Tentative Start	Incomplete (Pending budget)
		CCR	August 2019	Complete
		SALC	April 2021	Complete
<b>GRANT APPLICATION AND GUIDELINES</b> <i>Develop minimum requirements for racial equity priority topics</i>	Describe and include minimum requirements for racial equity priority topics (e.g., anti-displacement, community engagement and outreach, and economic inclusion) in applicants’ scope of work and budgets	AHSC	January 2015 Start	Ongoing
		TCC	July 2017 Start	Ongoing
		CCR	December 2017 Start	Ongoing
		SALC	Spring 2019 Start	Ongoing

Action	Description	Lead	Timeline	Progress Update
<b>GRANT APPLICATION AND GUIDELINES</b> <i>Provide guidance on measuring, tracking, and scoring for racial equity priority topics</i>	Describe and include requirements for measuring, tracking, and scoring racial equity priority topics (e.g., anti-displacement, community engagement and outreach, and economic inclusion) into grant guidance documents and grant applications	AHSC	October 2018 Start	Ongoing
		TCC	July 2017 Start	Ongoing
		CCR	August 2018 Start	Ongoing
		SALC	Spring 2019 Start	Ongoing
<b>GRANT REVIEW</b> <i>Diversify grant review panels</i>	<ol style="list-style-type: none"> <li>1. Ensure diverse representation for multi-agency grant application reviews</li> <li>2. Prioritize including participants trained by the Capitol Collaborative on Race and Equity</li> </ol>	AHSC	August 2020 Start	Ongoing
		TCC	November 2017 Start	Ongoing
		CCR	January 2018 Start	Ongoing
		SALC	Spring 2020 Start	Ongoing
<b>GRANT RECIPIENTS</b> <i>Track relevant demographic data of target communities</i>	<ol style="list-style-type: none"> <li>1. Track demographic data in communities that receive SGC grants – 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>	AHSC	January 2015 Start	Ongoing
		TCC	September 2018 Start	Ongoing
		CCR	June 2018 Start	Ongoing

Action	Description	Lead	Timeline	Progress Update
		SALC	Spring 2021	In Progress
<b>GRANT APPLICANTS</b> <i>Investigate and remove barriers to apply for or to spend grant funding</i>	1. Identify and remove barriers for diverse applicants – specifically disadvantaged communities , low-income communities, Tribal communities, and communities of color	AHSC	October 2015 Start	Ongoing
	2. Work within State Government to find possible resources and solutions	TCC	October 2019 Start	Ongoing
		CCR	January 2019 Start	Ongoing
		SALC	Spring 2021	Ongoing
<b>GRANT IMPLEMENTATION</b> <i>Introduce racial equity action plan to grant recipients</i>	1. Introduce SGC’s Racial Equity Action Plan to grant recipients at mandatory orientation meeting	AHSC	N/A	N/A
	2. Validate/confirm all metrics that will be used to measure progress towards SGC’s Racial Equity Action Plan objectives	TCC	October 2020 Start	Ongoing
	3. Evaluate progress of grantees and priority metrics	CCR	February 2019 Start	Ongoing
		SALC	February 2022 Start	In Progress
<b>NEW GRANT PARTNERSHIPS</b> <i>Establish Partnerships to Administer Grant Programs that Promote Racial Equity</i>	Establish new partnerships to administer grant programs that target special populations such as Tribes or communities of color	All	January 2020 Start	Ongoing

### TECHNICAL ASSISTANCE & CAPACITY BUILDING

Action	Description	Lead	Timeline	Progress Update
<b>TECHNICAL ASSISTANCE PROVIDERS</b> <i>Diversify the pool of technical assistance (TA) providers</i>	<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 racially diverse TA providers, such as minority chambers of commerce, National Association for the Advancement of Colored People chapters, and community-based organizations (CBOs) to reach out to about TA opportunities</li> <li>4. Implement robust outreach and engagement practices prior to and during Request for Proposal periods to engage with more diverse TA providers</li> <li>5. Include selection criteria that prioritizes TA providers who represent the geographies and/or communities they are serving</li> <li>6. Make TA contracts more accessible to CBOs</li> </ol>	CACE Program Manager	October 2019 Start	In Progress
<b>TECHNICAL ASSISTANCE RECIPIENTS</b> <i>Increase TA to diverse communities</i>	<ol style="list-style-type: none"> <li>1. Set goals for reaching disadvantaged communities , 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. Utilize 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, childcare, and translation, where appropriate)</li> </ol>	CACE Program Manager	October 2019 Start	In Progress

Action	Description	Lead	Timeline	Progress Update
<b>TECHNICAL ASSISTANCE GUIDANCE</b> <i>Integrate race and equity best practices into the implementation of SB 1072: Technical Assistance Guidelines</i>	<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. Integrate considerations for Tribal governments into the TA guidelines</li> <li>3. Establish and work with TA working group to elevate best practices related to race equity and TA</li> </ol>	Community Assistance Program Manager	August 2020	Complete
<b>UPSTREAM CAPACITY BUILDING</b> <i>Integrate race and equity best practices into the implementation of SB 1072: Regional Climate Collaboratives (RCC)</i>	<ol style="list-style-type: none"> <li>1. Integrate race and equity best practices into the RCC Guidelines</li> <li>2. Establish requirements for diverse representation on the Climate Collaborative governing bodies</li> </ol>	CACE Program Manager	N/A	Incomplete (Pending budget)
<b>UPSTREAM CAPACITY BUILDING</b> <i>Integrate race and equity best practices into upstream capacity building efforts</i>	<ol style="list-style-type: none"> <li>1. Develop and implement the Partners Advancing Climate Equity (PACE) pilot program to build capacity with community leaders</li> <li>2. Develop and implement the BOOST pilot program to build capacity within local and regional governments to advance climate and equity goals</li> </ol>	CACE Program Manager	June 2018 Start	Complete

### INTER-AGENCY COORDINATION

Action	Description	Lead	Timeline	Progress Update
<p><b>HEALTH IN ALL POLICIES (HiAP) TASK FORCE</b>  <i>Apply racial equity lens to all major HiAP work areas, in partnership with the Public Health Institute (PHI) and California Department of Public Health</i></p>	<ol style="list-style-type: none"> <li>1. Ensure racial equity is prioritized in implementation of HiAP Task Force multi-agency activities including: recruitment of HiAP Task Force designees, identification and implementation of collaborative commitments (e.g., violence prevention, homelessness prevention), plenary convening agenda development, and external stakeholder engagement</li> <li>2. Include racial equity in 2020-2021 HiAP Task Force planning processes</li> <li>3. Provide a learning forum on racial equity to the HiAP Task Force</li> </ol>	<p>HEP Program Manager</p>	<p>April 2020 Start</p>	<p>Ongoing</p>
<p><b>CAPITOL COLLABORATIVE ON RACE &amp; EQUITY (CCORE)</b>  <i>Co-sponsor CCORE, in partnership with the Public Health Institute</i></p>	<ol style="list-style-type: none"> <li>1. Partner with PHI to co-host a multi-agency CCORE strategy team to support long-term planning and to embed key equity strategies into ongoing operations and practices across State government at an enterprise-wide level, including the Government Operations Agency and others</li> <li>2. Support CCORE communications, including hosting a publicly-facing CCORE webpage and providing forums for public discussion and input</li> <li>3. Provide technical assistance and capacity building to participating CCORE departments as they implement their racial equity action plans</li> </ol>	<p>SGC Executive Team and HEP Analyst</p>	<p>August 2020 Start</p>	<p>Ongoing</p>