

October 27, 2022

**Subject:** Racial Equity Action Plan Update  
**Reporting Period:** September 2021 – October 2022  
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## Summary

The California Strategic Growth Council's (SGC) Racial Equity Action Plan (REAP) commits SGC to taking bold steps to address and eradicate racism so that all Californians live in healthy, thriving, and resilient communities regardless of race. In support of this goal, SGC implements actions within the REAP and provides annual updates to the Council on progress. All facets of SGC, including its climate and community investment programs, interagency policy initiatives, and organizational and administrative operations prioritize actions that seek to advance racial equity. SGC strives for its programs to achieve racially equitable outcomes, and to amplify the voices of Black, Brown, and Indigenous communities, and all people of color. In this report, SGC provides racial equity implementation highlights from 2021-2022 to culminate the 2019 – 2022 REAP. The staff report also outlines high-level REAP goals – new and revised – for implementation beginning in 2023.

## Background

### REAP Timeline

- Spring 2018: SGC partners 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 builds the capacity of California's State Government agencies and departments to advance racial equity. SGC staff participate in the training program and received 100 hours of racial equity training and worked together to **develop the REAP**.
- April 2019: SGC approves the REAP, making SGC 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.
- April 2020: SGC **establishes a Health and Equity Program** to track and measure implementation progress of the REAP.
- August 2020: SGC approves 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 partners to gather public input on the topics, at a minimum of two public Council meetings a year.
- October 2020: SGC establishes an interagency **Racial Equity Working Group (REWG)** comprising of representatives from each Council agency with a focus on strategizing and sharing best practices for advancing racial equity.
- April 2021: Councilmembers provide the first written [SGC Racial Equity Resolution Report](#) documenting their progress.
- October 2021: The **2020 – 2021 CCORE Learning Cohort** commences under the facilitation of PHI, comprising of fifteen staff from SGC and OPR.
- November 2021: Councilmembers approve an update to the Racial Equity Resolution, approving SGC's Council Priority 1 to develop and maintain a **Racial Equity Resource Hub** to provide a public resource for State and local entities to access information about racial equity initiatives being led by diverse governmental agencies.
- April 2022: SGC **launches the Racial Equity Resource Hub** in alignment with the updated Resolution and Council Priority 1.

The following progress report reflects accomplishments in each SGC policy area for 2021-2022, the third and final implementation year of the 2019-2022 REAP.

## 2021 – 2022 REAP Implementation Progress

### SGC Leadership, Operations, and Communications/External Affairs

#### Council Meetings & Priorities

The SGC Council continued its leadership to center and advance racial equity this year through two new equity focused resolutions.

This year the Council adopted an [update to its historic Racial Equity Resolution](#) calling for the development of a Racial Equity Resource Hub. Through its resolution, the Council directed staff to consolidate and promote effective resources related to racial equity in order to ensure greater efficiency across State government in promoting equity. The Resource Hub continues to be a well-utilized tool and has potential to support implementation of the Governor's historic [Executive Order on Embedding Equity](#) across State entities.



The Council passed another [resolution](#) committing all Council agencies to take action to advance capacity building and remove barriers that limit access to State funding. Recognizing the critical role of technical assistance and capacity building in promoting equitable outcomes, the Council recommitted to ensuring that historically under-resourced communities have access to the tools, resources, and information needed to effectively compete for and implement State funding. Further, the Council acknowledged the challenges that limit participation in State funding and committed to taking steps to alleviate or remove barriers. Key outcomes of this work have included new alignment with the Health in All Policies Taskforce, communication from nearly all Council secretaries to their staff underscoring the importance of this work, and new legislation that expands the use of advanced payment.

### **Leadership, Human Resources & Operations**

Key objectives for SGC's leadership, human resources, and operations teams this year centered around evaluating and expanding organizational diversity. With direct support from SGC's Health and Equity program, SGC developed a Jobs Outreach Tracker that facilitates more consistent and robust outreach to diverse networks, institutions, and organizations. This tracker is meant to ensure that information about SGC's open positions reaches professional networks across California, including networks representing communities of color. Further, SGC facilitated its first paid summer internship program this year, with an understanding that unpaid internships may limit access to opportunity for lower-income, early-career professionals including but not limited to people of color. SGC intends to continue committing resources to hosting paid interns. Finally, SGC administered a Workforce Equity Survey that sought to gather input from staff on demographic information and organizational and workforce equity.

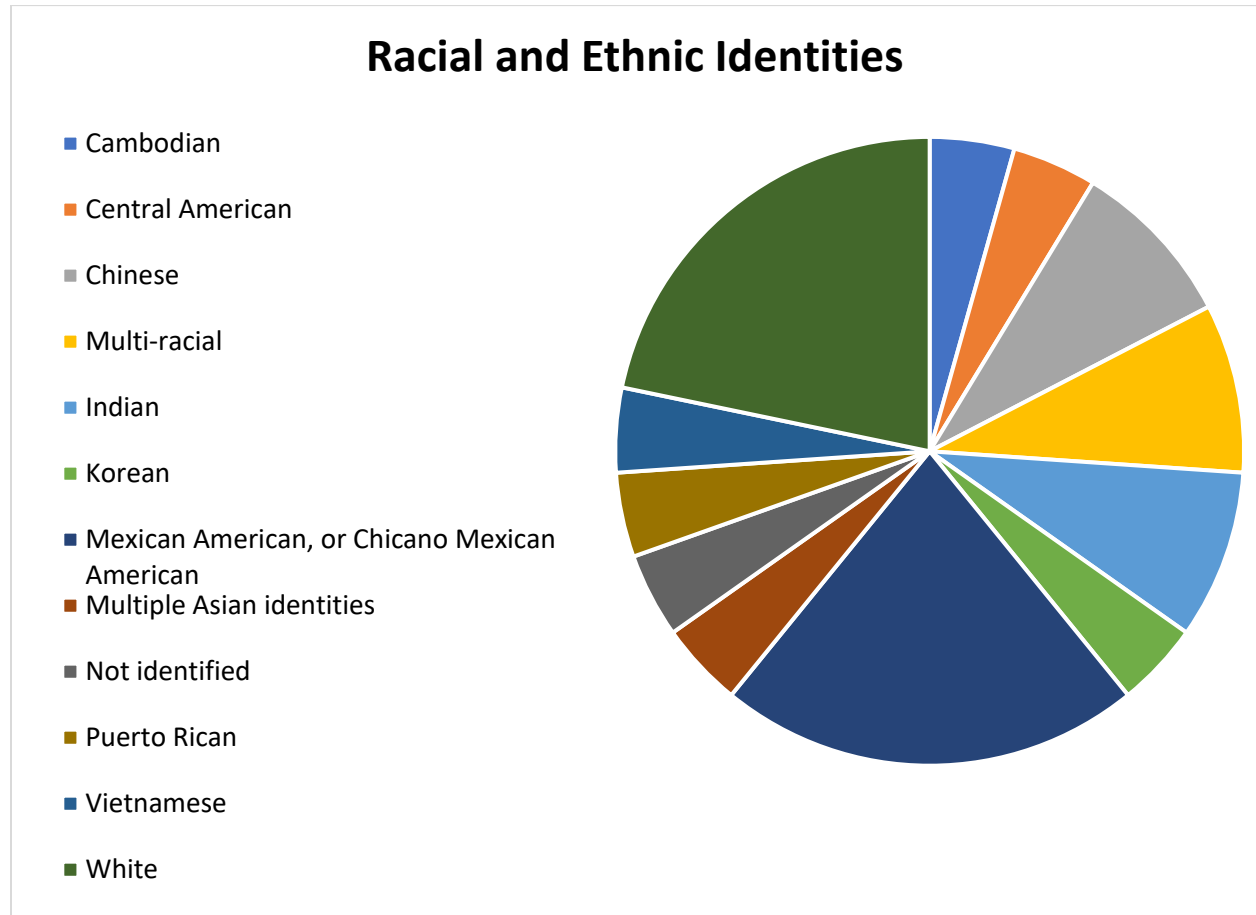
### **Workforce Equity Survey and Working Group**

SGC's 2019 – 2022 REAP commits the organization to administering a Workforce Equity Survey every two years. This survey assesses the state of SGC's staff diversity and helps to inform a workforce equity strategy. The survey was developed by SGC's Workforce Equity Working Group (Working Group) – a diverse group of staff at various levels across SGC, as well as staff from the Governor's Office of Planning and Research (OPR) and California Volunteers (CV). The survey was administered from July 18, 2022, to August 5, 2022, to allow staff ample time to complete the survey. The survey response rate was roughly 63%.

### **Summary of Results**

SGC is a diverse organization across several metrics but stands out in its representation of multiple racial and ethnic groups. SGC staff represent at least 11 racial and ethnic groups, reflecting California's broad racial and ethnic diversity. Of the staff that responded to the survey, 74% indicated that they are a person of color. SGC improved outreach to, and

recruitment of, Latinx staff since the adoption of the REAP. However, SGC can improve in its recruitment of Black and Native American staff.



### Communications & External Affairs

Since September 2021, the Communications and External Affairs team made several communications-specific commitments, including diversifying engagement and outreach to non-traditional and minority media, developing more community- and equity-centric content and stories, building out existing listservs to better represent the State’s diverse geographies, organizations, and communities, and translating web-based materials.

The team approached its racial equity goals from a place of acknowledging the significant power of media and communications in perpetuating inequitable policies, bias, and public opinion. At the same time, the team expressed that they were fortified by the opportunity to celebrate communities in our storytelling, take a data-driven approach in evaluating our reach into California’s communities, and build a community of practice around language access. Over the course of the year, the team reached key milestones and identified challenges needing to be resolved in the year ahead. Key accomplishments include:

1. Identifying 400 new non-traditional and minority media desks throughout California, incorporating these new contacts into SGC's existing media listserv. We aimed to consistently invite these media personnel to join us for in-person site visits to learn about the mission of SGC and the objectives of its programs.
2. Developing a customer relationship management database (CRM) with mapping capabilities allowed us to identify where SGC has gaps in stakeholder representation in terms of geography, topic area, language spoken, and other criteria.
3. The launch of SGC's Racial Equity Resource Hub allowed us to centralize information and resources related to racial equity best practices for government, and the establishment of SGC's Medium.com account enabled us to tell the story of how State agencies represented on the Council are embedding equity in their mission, policies, and programs.
4. Securing a language access contract allowed SGC staff to offer interpretation services for workshop and Council public participants and translate materials including factsheets, social media posts, and presentations. In addition, participation in the interagency Language Access Policy Task Force yielded key insights and best practices related to language access, as well as the development of a draft policy that will be included in the 2022-23 legislative cycle.
5. Continuing to build internal knowledge around effective anti-racist, equity-centered communications at the staff and leadership level was another key priority, resulting in a "Racial Equity in Communications" training and "Racial Equity in Communications" checklist available to all SGC staff.

## California Climate Investments Grant Programs

### Affordable Housing & Sustainable Communities

The AHSC team identified three key goals in the 2021-2022 REAP Implementation Actions with an extended timeline for the AHSC Program to address goals in the Program Guidelines for Round 7 and beyond. The following updates are for the Round 7 *Draft* Guidelines, which are subject to change and will be considered final when presented for adoption by Council in December 2022.

The first goal was to explore incorporating the Business, Consumer Services, and Housing Agency Equity in Housing Tool (Tool) in the guidelines. While the AHSC team determined that the Tool could not be incorporated into the text of the guidelines, the team utilized it during brainstorming phases of Round 7 Guidelines updates. This tool was instrumental in ensuring that the team centered racial equity in their decision-making process, and regularly interrogated the potential negative effects for communities of concern when considering proposed changes.

The team also explored AHSC's ability to support access to high-opportunity areas and the ability of residents to take advantage of those opportunities. To achieve this goal, narrative



prompts ask applicants to consider how the AHSC-funded transit component improves mobility and access to key destinations for future residents of the Affordable Housing Development (AHD). Responses will be scored by the review panel, who will assess how the project accomplishes this goal. The narrative will also require applicants to review their jurisdiction's analysis of fair housing and explain how their project furthers fair housing goals. Additionally, the guidelines now specify that projects may fund workshops for residents of AHDs that are focused on life skills such as financial literacy, computer training, and GED classes. If offered, programs like these would better equip residents to take advantage of additional employment opportunities.

AHSC also sought to increase opportunity in low-resource areas through the provision of resources needed for communities to thrive. In Round 7, AHSC proposes mandating that projects provide 15 years of internet service to restricted units, with AHSC paying up to the first 3 years. Furthermore, the program now focuses investments in a one-mile radius surrounding AHDs and proposes to award an additional 4 points for projects that propose improvements to local transit lines, rather than expansion of service. Taken together, these three changes encourage projects to focus investments in both the physical and social infrastructure at the neighborhood-scale.

In addition (and in alignment with specific REAP goals), AHSC incorporated the SGC racial equity vision statement and an "Equity and Transformation" narrative section in the Round 7 Draft Guidelines; restructured the Anti-displacement section for more accountability; required a digital map of project areas; clarified or added demographic requests to improve tracking of relevant data; expanded the list of eligible applicants to include non-federally recognized tribes; and increased opportunities for affordable homeownership projects.

### **Climate Change Research**

The Climate Change Research Program's primary REAP priority has been to integrate non-western expertise (e.g., lived experience, tribal knowledge) into academic research. The program accomplished this goal by requiring the research teams of CCR-funded projects to partner with community-based experts to ensure that the community's experience and needs are included in all stages of the research process. Moreover, the program team emphasized to researchers the importance of integrating the perspective and insights of California's under-resourced communities and those whose voices have historically been left out into the scope of research projects, such as California Native American Tribes. One such example is through the required inclusion of community experts as co-principal investigators for Round 3 grants to ensure community members are decision-makers in all stages of research projects. By adopting this strategy, the program has also provided critical technical assistance and built capacity for organizations that represent historically under-resourced and marginalized populations. The CCR research model has been met positively from both our research grantees as well as their community partners.

Given the success of these partnerships CCR has begun promoting its research/community engagement model to SGC partner agencies and California research institutions through various events like project closeout presentations, a social ground truthing webinar, and a research roundtable. To further institutionalize this equity-driven model, California's 5<sup>th</sup> Climate Change Assessment will be adopting this model within its contracted projects. As CCR moves forward SGC is committed to promoting the adoption of this inclusive research model by and for other governmental agencies as well as develop additional strategies to meaningfully incorporate community partners as active collaborators in the research process.

### **Sustainable Agricultural Lands Conservation**

In 2021, the Sustainable Agricultural Lands Conservation Program (SALC) held two listening sessions and three working group meetings focused on increasing equity within and through the program. Through these meetings, the program identified land access by under-resourced communities and tribes as a primary focus area for our equity work. In 2022, we hired two tribal experts to review the SALC Guidelines and associated materials and provide recommendations for how to improve the program's accessibility to tribes. Of the recommendations provided, 19 were addressed in the Round 8 Guidelines approved in April 2022. Additional work is needed to address other recommendations.

SALC also incorporated new funding targets into the Round 8 Guidelines to further embed equity goals into the program. SALC now aims to award 20% of available acquisition funding to projects that provide secure land tenure to a beginning or Veteran farmer or rancher, a farmer or rancher who is a member of a Federally recognized or non-federally recognized California Native American Tribe on the contact list maintained by the Native American Heritage Commission, or to a farmer or rancher that is a resident of a priority population, or that provide meaningful benefits to a priority population, as defined in these Guidelines. SALC also aims to award 5% of available funding for acquisition grants where a farmer or rancher who is a member of a Federally recognized or non-federally recognized California Native American Tribe on the contact list maintained by the Native American Heritage Commission or a tribal non-profit with 501(c)3 status is either the applicant or a co-applicant on the project.

To address concerns around access to the program, SALC added a capacity grant component in Round 8 which aims to boost organizational capacity to develop and implement agricultural conservation acquisition components. Additionally, SALC has contracted with a TA provider to actively engage and support eligible grantees and their partners in advancing equitable access to agricultural lands by connecting eligible grantees with socially disadvantaged farmers and ranchers and working with them to develop viable projects and submit funding applications for agricultural land conservation acquisition and capacity grants.

### **Social and Climate Infrastructure Grant Programs**



## Community Resilience Centers

Since the official launch of the Community Resilience Centers (CRC) program on July 1, 2022, CRC staff have focused on REAP Operational and Grant Program goals, including: Staff Diversity; Equitable Hiring Practices; Communications; and Grant Application and Guidelines. Initial work has included Contracting and Technical Assistance Providers. As a new program, CRC does not have any program-specific goals in the 2019-2022 REAP; however, CRC will have specific goals for implementation beginning in 2023.

Staff began the program development process by organizing a series of outreach and engagement events, which included conducting targeted, inclusive, and responsive public engagement through initial listening sessions (2 general, 1 rural, 2 tribal listening sessions), including scheduling an additional tribal listening session at the request of tribes. Staff also hosted a CRC kickoff webinar with closed captioning, Spanish live translation, and live Q&A with attendees, which was posted on the SGC YouTube channel in both English and Spanish. Staff used this process to invite meetings and build relationships with key stakeholders, particularly stakeholders new to SGC programs.

As the CRC program began hiring for additional positions, staff took specific efforts to increase the diversity of the applicant pool to ensure that it better reflects the diversity of California communities. Staff coordinated across SGC program teams to leverage program communications and hiring opportunities, including hosting joint virtual office hours, targeted outreach to diverse applicants, and substantial social media engagement. Staff also referred strong candidates that did not advance through the SGC hiring process to other State programs also hiring for diverse talent. Staff additionally presented to and spoke with programs to engage and attract young, diverse talent to SGC (e.g., UC Berkeley GrizzlyCorps, Clean Energy Leadership Institute & Elemental Excelsior's Empowering Diverse Climate Talent (EDICT) internship program).

CRC staff will also present alongside SGC colleagues at Race Forward's upcoming Facing Race: A National Conference in November. SGC's session is titled, "Grounded in Community: Implementing Racial Equity within California Climate and Infrastructure Programs," and will highlight SGC's models for advancing racial equity within State grant programs.

## Transformative Climate Communities

This year's racial equity commitments for the Transformative Climate Communities (TCC) Program built upon the goals and objectives of the Program aimed at reaching racial equity across the State by empowering communities most impacted by pollution burdens to envision and implement strategies and projects that reduce greenhouse gas emissions and local air pollution. To date, the 2021-2022 REAP strategies for TCC have been exemplified in the most recent round of TCC funding where strategies have been integrated and expanded upon during the Round 4 TCC funding cycle – through outreach and communications during guidelines release, technical assistance provision, and through the application process.





Using identified Disadvantaged Unincorporated Communities (DUC) and tribal community outreach and contact lists, TCC staff conducted dedicated outreach during webinars and one-on-one consultations focused on the TCC application process to both DUC and tribal communities. Materials were tailored to meet the needs of the respective audience. Both workshops were well attended and provided opportunities for feedback to TCC staff. TCC staff also included, in its technical assistance contract that will support potential applicants to Rounds 4-6, a dedicated set-aside to support tribal communities and DUCs. This resulted in 6 tribal, 5 of which include significant DUC territory, and 8 DUC applicants to the Round 4 TCC Planning Grant NOFA.

With support from the HEP team, TCC staff identified and conducted outreach to an inter-agency review panel representing a diverse team with extensive subject area expertise. Contacts provided represented individuals whose work entails implementation of racial equity advancement strategies, who participated in the Capitol Collaborative on Race and Equity, or who serve in racial equity-gear interagency initiatives (such as the Health in All Policies Task Force). The panelists were thoughtfully placed into the Implementation Grant and Planning Grant panels.

Using lessons learned from surveying Round 4 TCC applicants, TCC was able to identify and alleviate potential application barriers for future applicants. This strategy is currently ongoing; however, significant progress has been made through intake surveys that have been distributed to Round 4 applicants as well as non-applicants to Round 4 TCC. The survey is intended to prompt applicants about their experience applying for TCC resources. TCC staff are currently tracking comments related to challenges and barriers to applying for TCC resources and resulting insights will also serve to inform future rounds of TCC Guidelines Updates.

## Technical Assistance and Capacity Building

### Community Assistance for Climate Equity

The Community Assistance for Climate Equity (CACE) Program's REAP commitments focus on advancing technical assistance (TA) and upstream capacity building to increase access to State resources by diverse entities. These commitments were achieved through the development and implementation of three equity-centered programs, each of which are targeted to different audiences and seek to increase access to critical resources for under-resourced communities to implement high-impact projects and enact community-led initiatives, which directly impact the lives of low-income residents and residents of color.

- In 2022, CACE concluded Partners Advancing Climate Equity (PACE), a year-long pilot capacity building program focused on community leaders. PACE brought together a multigenerational, multiregional, diverse, and committed cohort of 22 community



leaders from across the State. These leaders represent various community-based organizations, tribal-serving organizations, and California Native American Tribes.

- CACE also launched Round 2 of the BOOST Program to continue supporting under-resourced local agencies with their climate and equity priorities by providing flexible TA through grant writing, planning, public engagement, and internal operations.
- CACE conducted extensive community engagement to develop a new grant program called Regional Climate Collaboratives (RCC), which will fund cross-sectoral partners to work together to engage stakeholders, build partners, make plans, and coordinate efforts to access State and other funding sources to advance equity and resilience within under-resourced communities. This engagement resulted in 86 pre-proposals, covering 56 of 58 counties in California and 45 full applications. RCC was designed to be accessible in various ways, including allowing for advanced payments of grant funds.

In addition to these programs, CACE contracted with Harder+Company Community Research and ChangeLab Solutions to complete a third-party evaluation of SGC's California Climate Investments Technical Assistance Program, which continues to inform the implementation of these programs and is a resource, along with the Technical Assistance Guidelines, to State agencies seeking to develop new or refine existing technical assistance programs. The third-party evaluation includes three key findings: equitable TA provision requires adaptability and cultural competency, capacity building is a core driver of community change, and community engagement sustains TA impacts beyond the application cycle. The evaluation also found that TA recipients are generally located in areas that have a high proportion of people of color, and through incorporating the report's recommendations, CACE seeks to help address equity gaps through the distribution of TA and capacity building services.

## Interagency Collaboration

### Health & Equity Program

The Health and Equity Program (HEP) facilitates the interagency Health in All Policies (HiAP) Task Force, in partnership with the California Department of Public Health (CDPH) and the nonprofit Public Health Institute (PHI). In 2022, HEP aligned Task Force activities with the SGC REAP to further promote racial equity in State government while addressing structural barriers to advancing health and racial equity.

One key REAP action HEP led this year involved developing a network of racial equity practitioners in State government via the HiAP Task Force. Ahead of the February 2022 Task Force reconvening, HEP conducted a multi-agency membership drive to diversify sectors, staffing and expertise, and lived experience represented within the Task Force, while prioritizing a commitment to advancing racial equity. During Task Force quarterly convenings,



HEP has facilitated panel discussions featuring efforts to advance health and racial equity within State government, supported peer-to-peer learning and coordination, led activities to discern strategic goals and actions related to racial equity, and amplified State health and racial equity-focused resources, publications, and events.

Based on external, [statewide input gathered in 2021](#), the HiAP Task Force focused on addressing identified structural barriers to advancing health and racial equity outcomes. Topics included State granting, contracting, and procurement practices; data collection and information systems; community engagement; violence prevention; building racial equity competencies, and more. The Task Force now incorporates two workgroups and strategic roundtables that comprise of a subset of Task Force members and convene in addition to the quarterly interagency meetings. This work has been integral in linking health and racial inequities to institutional and structural barriers that limit access to resources.

Alongside HiAP, HEP offers technical assistance to SGC programs and interagency partners to advance health and racial equity priorities. To ensure continued coordination, engagement, and commitment to the REAP across SGC, HEP institutionalized internal REAP working groups and new practices that keep racial equity top of mind for staff including organizational REAP progress updates at staff meetings, bi-monthly REAP check-ins with all teams, staff trainings on equity topics (such as in contracting, communications, and legal processes), and more. To date, HEP has provided nearly three years of dedicated staffing to track progress and measure the impact of the REAP and will lead the forthcoming 2023-2025 REAP update.

### **Tribal Engagement & Coordination Initiatives**

A key organizational goal for SGC this year has been to improve coordination and engagement with tribes and tribal serving organizations. The internal SGC Tribal Coordination Working Group was established in early 2022, consisting of one staff from each SGC program and the Office of Planning and Research Tribal Research Manager. The working group provides a necessary forum for SGC staff to improve and increase their engagement, funding, and service provision to California tribal governments and communities through greater coordination and awareness of each other's programmatic efforts and resources.

The working group developed a dynamic list of resources related to engaging with tribal communities, including publications related to tribal engagement, traditional ecological knowledge, communications and land acknowledgments, and summaries of feedback that SGC has received from tribal-representing partners. Staff have also assessed existing strengths, gaps, and opportunities to improve SGC's provision of resources and technical assistance to tribal entities. In addition, SGC's grant programs have increased the number of applicants representing tribes, including the SALC program receiving its first application from a tribe. The working group will continue to convene to discern goals for the 2023-2025 REAP to further advance equity in SGC's tribal engagement initiatives. For specific updates on programs' tribal coordination efforts, see the Program Updates section.



## Case Studies

**Racial Equity Resource Hub:** SGC's Council Priority 1, [Racial Equity Resource Hub](#) (Resource Hub) builds on [SGC's Racial Equity Resolution](#) to establish a public one-stop-shop of resources, best practices, and tools to help agencies, organizations, and individuals advance racial equity. The goal of the Racial Equity Resource Hub is to encourage collaboration, learning, and peer sharing to advance racial equity at the State level. The Resource Hub builds on the strategic actions spearheaded within SGC's Racial Equity Resolution and Action Plan.

SGC staff worked closely with the Council's interagency Racial Equity Working Group to collect resources and identify resource categories. Currently, the resources hosted on the Resource Hub include racial equity plans and statements, reports, initiatives, presentations and trainings, datasets and data tools, resources for the public, grant programs and funding, and other miscellaneous resources. Additionally, the Hub includes a blog post feature where Council members and their staff continue to share their racial equity efforts, progress, and milestones. The Racial Equity Resource Hub will be an evolving and public-facing space as SGC continues to expand by incorporating resources from entities outside of State government.

**SGC Internal REAP Working Groups:** Although each SGC team has specific REAP commitments, many of those commitments are shared cross-programmatically. To better assist teams in meeting commitments, and to address organizational gaps and challenges more efficiently, the Health and Equity Program established three working groups in collaboration with SGC staff to advance SGC's racial equity work. The working groups are focused on Technical Assistance (TA) and Contract Equity, Tribal Coordination, and Workforce Equity.

The TA and Contract Equity Working Group was established to help program teams strategize, coordinate, and share best practices to better meet commitments related to TA and contracting equity. Since its inception, the TA and Contract Equity working group has developed an internal Request for Proposals Outreach Checklist to help staff conduct the robust outreach needed to diversify the organizations serving as TA providers. Additionally, the work group has developed a voluntary demographic survey to assist the agency in evaluating the diversity of SGC's contracting.

The Tribal Coordination Working Group has created a necessary forum for SGC staff to share best practices, lessons learned, and better coordinate engagement with tribes to increase engagement and improve access to SGC programs and resources. For more in-depth information on this group's efforts, see the Program Updates section.

The Workforce Equity Working Group was developed in early 2022 in alignment with a REAP goal to create a workforce equity strategy. The working group comprises of programmatic, leadership, and human resources and administrative staff, as well as staff members from the



Office of Planning and Research (OPR) and California Volunteers. The working group has developed an internal Jobs Outreach Tracker to ensure standardized and robust organizational outreach and promotion of SGC and OPR job postings to more diverse audiences. The Workforce Equity Working Group also collaborated to develop and administer a Workforce Equity Survey for SGC and OPR staff. Over 60% of SGC staff submitted a survey response and findings will be utilized to develop a racial equity workforce strategy for inclusion in the next REAP.

## **2023 – 2025 REAP: Forecast of Draft Goals**

SGC will revise its REAP to follow a two-year cycle, from 2023 to 2025. In this timeframe, SGC leadership, operations, and program staff will continue to work on ongoing (complete as of 2022, but ongoing in REAP 2023) and in-progress commitments from the 2019-2022 REAP, while drafting new and emerging goals. Building on lessons learned and existing progress, the 2023-2025 REAP will offer SGC the opportunity to continue to innovate and identify additional mechanisms to improve racial equity outcomes for communities across California. The following section provides a look at Draft Goals for SGC's 2023-2025 REAP developed with consultation from all SGC staff:

## **SGC Leadership, Operations, and Communications/External Affairs**

### **Council Meetings & Priorities**

- **Priority 1:** Continue to build on the Council's leadership on promoting Racial Equity including further development of the Racial Equity Resource Hub as an important tool to support all State entities in embedding racial equity across functions.
- **Priority 1:** Continue to utilize the SGC Council as a public forum to discuss Council agency progress to further Racial Equity commitments, meet key milestones, promote best practices, and actively engage communities and stakeholders to gather input on these topics.
- **Priority 2:** Continue to support technical assistance and capacity building strategies that increase equitable access to critical funding resources across Council agencies.

### **Leadership, Human Resources & Operations**

- Continue to support organizational workforce equity strategies including more diverse and robust recruitment, evaluating workforce equity progress, and creating a deeper sense of belonging.



## Communications & External Affairs

- **(In Progress) Outreach and Engagement with Diverse Audiences:** Distribute proactive communications and outreach materials to non-traditional/minority media listserv, and utilizing the CRM, standardize the process by which these media desks are invited to in-person events, groundbreakings, and site tours.
- **(In Progress) Language Access:**
  - Engage multilingual staff to conduct interviews in languages other than English, as well as produce media materials like press releases and media advisories in non-English formats.
  - Based on forthcoming guidance from the Language Access Policy Task Force, update the language access contract to reflect the considerations including appropriate “threshold languages” and “essential materials” to better provide access to information and resources to Limited English Proficient (LEP) populations.
- **Style Guidelines:** Produce style guidelines that include specific anti-racism, equity-focused guidance for staff on using appropriate imagery, naming conventions, and writing style, including use of data and historic context.
- **Asset Framing and Democratizing Voices:** Leverage existing communications channels, develop one community- and equity-focused blog post each month featuring the communities, community leaders and organizations that SGC serves, taking care to ensure that blogs written are developed in partnership with those communities featured.
- **Process:** Work with Office of Community Partnerships and Strategic Communications (OCPSC) to build effective two-way communications channels between California’s communities, trusted messengers, and the State.
- **Standardize SGC’s use of data in anti-racist communications:** Embed race and equity-related data and visualizations within SGC’s communications.

## California Climate Investments Grant Programs

### Affordable Housing & Sustainable Communities

- **Build Capacity and Technical Assistance (TA):** Further leverage the Capacity Building aspect of TA to focus on long-term/multi-round assistance and increase TA slots for Disadvantage Communities (DACs).
- **Program Outreach and Visibility:** Increase outreach to Black, Brown, and Indigenous communities, and people of color, and tribal developers about AHSC and TA to diversify and increase the number of applications received from diverse developers and increase program visibility to a wider audience.
- **Track Beneficiary Demographic Data:** Conduct an analysis of the demographic composition of tenants in completed affordable housing developments to help SGC



better understand which communities are served after an award and identify potential existing gaps.

- **Increase Opportunity and Access in Communities:** Explore and continue to expand wealth and credit building strategies for residents in the Affordable Housing Development including expanding program access to affordable homeownership projects to further increase opportunity in low-resource areas to access resources needed for communities to thrive.

### Climate Change Research

- **Expand Engagement with Communities and Researchers:** Expand network of expertise to better incorporate more diverse perspectives (e.g., California Native American Tribes and tribal colleges, community scientists, community colleges).
- **Cross-Programmatic Collaboration to Advance Racial Equity through Research:** Build capacity of SGC/OPR program teams to increase engagement and research at the community level by providing technical assistance.

### Sustainable Agricultural Lands Conservation

- **Increase Tribal Participation in SALC:** Address additional barriers to tribal participation in the acquisition component of the program.
- **Evaluate Accessibility Gaps to Increase Access to SALC:** Evaluate an additional conservation tool SALC could utilize to increase the affordability of land for beginning and Veteran farmers and ranchers, farmers and ranchers who are members of a Federally recognized or non-federally recognized California Native American tribe on the contact list maintained by the Native American Heritage Commission, or farmers and ranchers that are residents of a priority population.

## Social and Climate Infrastructure Grant Programs

### Community Resilience Centers

- **Ensure Tribal Access:** Remove known barriers where possible, explore funding target for tribes, and provide robust technical assistance.
- **Equity in Contracting and Community Engagement:** Explore innovative approaches and best practices for equitable contracting, robust community engagement and outreach with priority communities, and inclusive grantmaking.
- **Build Community Resilience:** Pilot methods for building community resilience through funding community-identified service and program delivery.



## Transformative Climate Communities

- **(In Progress) Address and Reduce Structural Barriers and Racial Inequities for DUCs and Tribal Communities:**
  - Identify and address barriers to the application process for priority populations throughout Rounds 4 – 6, and to encompass the expansion of TCC funds to DUCs and tribal communities.
  - Establish communication and aim to forge relationships with DUCs and tribal communities in order to address challenges faced during application processes.
- **Run Advanced Pay Pilot** program in TCC, in accordance with AB156. Legislation would authorize TCC to administer advance payment to local agencies, nongovernmental entities, and other State agencies if certain criteria are met.
- **TCC Storytelling:** Find ways to communicate both internally and externally about how the TCC model expands racial equity outcomes for awardees and communities, and including promoting and amplifying community-driven stories about TCC and its impacts.
- **Racial Equity Metrics:** Improve ways to measure racial equities strategies outlined by TCC program, including producing an analysis of communities who TCC has not engaged with to inform future outreach efforts.
- **Ensure Greater Funding Support for TCC Applicants and Projects:** Research ways to direct TCC applicants to alternate funding resources for projects.

## Technical Assistance & Capacity Building

### Community Assistance for Climate Equity

- **Increase Provision of Technical Assistance (TA) to Tribal Populations:** Create a tribal-focused TA and capacity building program to provide tailored assistance to California Native American Tribes.
- **Implement Upstream Capacity Building Programs:**
  - Following the successful Partners Advancing Climate Equity (PACE) pilot program, develop and implement a second round of PACE to support more frontline community leaders.
  - Continue implementing the Regional Climate Collaboratives Program, including launching Round 2.
  - Expand the BOOST Program to support more under-resourced local governments throughout California.
- **Advancing Technical Assistance (TA):** Update the TA Guidelines for State Agencies to continue supporting State agencies in designing and implementing TA programs. The update will include new actionable resources with key equity considerations.





## Interagency & Cross-Programmatic Collaboration

### Health & Equity Program

- **Health in All Policies (HiAP) Task Force:** Continue to apply a racial equity lens to all major HiAP work areas, in partnership with the Public Health Institute and California Department of Public Health.
- **Institutionalizing Health and Racial Equity:** Amplify SGC's approach and model to embedding health and racial equity strategies and process more broadly and across the country. This includes promoting racial equity as a central component of embedding a HiAP approach.
- **Racial Equity Resource Hub:** In alignment with SGC's Council Priority 1, continue to expand the list of resources hosted on the Resource Hub by including resources from entities beyond State government.
- **Racial Equity Communications Strategy:** In partnership with the SGC/OPR Communications and External Affairs team, develop a strategy to promote racial equity through organizational communications and collateral.

### Tribal Engagement and Coordination Initiatives

- **Increase Access to SGC Programs:** Explore opportunities to continue to increase tribes' access to SGC's funding resources.
- **Tribal Community Engagement:**
  - Embed best practices for tribal community engagement across SGC programs.
  - Develop a coordinated tribal outreach strategy across each SGC program.
- **Increase Provision of Technical Assistance to Tribal Partners:** Enhance SGC's provision of technical assistance to California Native American Tribes, including via tribal technical assistance providers, prospective applicants, and grant recipients.
- **Build Internal Competencies:** Continue to build knowledge and capacity among Working Group members and all SGC staff to improve engagement with and increase access to resources by California Native American Tribes.

## Appendix:

Appendix A: 2019 – 2022 Strategic Growth Council Racial Equity Action Plan, updated in October 2022.

