



California's Capitol Cohort

Racial equity capacity building for State agencies and departments



The Government Alliance on Race and Equity (GARE) Capitol Cohort Pilot builds the capacity of California's state government agencies and departments to advance racial equity. Over 200 staff have participated, representing 18 departments and agencies. In 2018, department teams developed racial equity action plans that outline action steps toward increasing equity through organizational commitments, stakeholder engagement practices, workforce development, program planning, and other priorities within their respective departments. In 2019, participants are working with their leadership to operationalize and implement these racial equity action plans.

“Participating in the Capitol Cohort has been invaluable in helping our department make meaningful changes as we implement our Racial Equity Action Plan.”

—Ben Metcalf, Director, California Department of Housing and Community Development



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



GARE CAPITOL COHORT TEAMS

- » California Arts Council
- » California Coastal Commission
- » California Department of Public Health
- » California Department of Housing and Community Development
- » California Department of Transportation
- » California Department of Education
- » California Department of Corrections and Rehabilitation
- » California Department of Community Services and Development
- » California Department of Social Services
- » California Environmental Protection Agency (includes Air Resources Board, Department of Pesticide Regulation, CalRecycle, Office of Environmental Health Hazard Assessment, State Water Resources Control Board, and Department of Toxic Substances Control)
- » California State Lands Commission
- » California Strategic Growth Council & Governor's Office of Planning and Research

IN 2018, THE GARE CAPITOL COHORT

- » Received 50 hours of racial equity training
- » Applied a Racial Equity Tool to policy, practice, program, and budget decision-making
- » Developed a Racial Equity Action Plan
- » Aligned racial equity work with existing intra-departmental equity strategies

CONTACT

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2018 PARTICIPANTS

69% REPORT THAT THEIR DEPARTMENT'S LEADERSHIP TALKS MORE OPENLY ABOUT RACIAL EQUITY AND **83%** REPORT THAT THEIR DEPARTMENT HAS INCREASED ITS COMMITMENT TO RACIAL EQUITY AS A RESULT OF THE CAPITOL COHORT

IN 2019 THE CAPITOL COHORT WILL

- » Implement departmental Racial Equity Action Plans
- » Receive 50 hours of new racial equity training
- » Receive guidance, coaching, strategies, and tools
- » Engage in subject matter work groups
- » Receive departmental membership in the GARE National Network

This Cohort is facilitated by the Health in All Policies (HiAP) Task Force staff at the Strategic Growth Council, in partnership with Race Forward, and the Public Health Institute, with funding from The California Endowment.