

# California State Government Action for Racial Equity: The Capitol Collaborative on Race & Equity (CCORE)

## California Early Childhood Policy Council

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**CALIFORNIA  
STRATEGIC  
GROWTH  
COUNCIL**



**LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
RACE & EQUITY**

**CALIFORNIA  
HEALTH  
IN ALL POLICIES  
TASK FORCE**

# What is the Capitol Collaborative on Race & Equity (CCORE)?

CCORE is a community of California State government entities learning about, planning for, and implementing activities that embed racial equity approaches into institutional culture, policies, and practices.

## Key Features:

- 1) Training cohorts
- 2) Staff team that provides technical assistance, coaching, and support towards system change
- 3) Cross-agency networking and enterprise-wide executive engagement

# Why Lead With Race?

- Across any measure of success (health, income, housing, education, criminal justice, utilities, etc.) there are deep and persistent differences in outcomes based on race.
- Racial anxiety is on the rise – if it doesn't get explicitly called out it will go unaddressed.
- Specificity matters to achieve success - strategies to achieve racial equity differ from those to achieve equity in other areas.
- Learning an institutional and structural approach to dismantle racism will help us tackle other areas of inequities (gender, ability, etc.)

# CCORE Participants: 2018 & 2019 Alumni

1. Air Resources Board
2. Arts Council
3. Coastal Commission
4. Community Services and Development
5. Corrections and Rehabilitation
6. Education
7. Housing and Community Development
8. Public Health
9. Caltrans
10. Social Services
11. Strategic Growth Council
12. State Lands Commission
13. CA Environmental Protection Agency
  - a. CalRecycle
  - b. Pesticide Regulation
  - c. Toxic Substances Control
  - d. Office of Environmental Health Hazard Assessment
  - e. Water Resources Control Board

# CCORE Participants: Learning Cohort 2020-2021

1. Aging
2. Conservation
3. Conservation Corps
4. Fi\$cal
5. Fish & Wildlife
6. Food & Agriculture
7. Forestry & Fire Protection
8. Housing Finance Agency
9. Mental Health Services Oversight & Accountability Commission
10. Office of Planning & Research
11. Public Utilities Commission
12. Tahoe Conservancy
13. Transportation Agency
  - a. High Speed Rail Authority
  - b. Highway Patrol
  - c. Motor Vehicles
  - d. New Motor Vehicle Board
  - e. Office of Traffic Safety
  - f. Caltrans
14. Transportation Commission
15. Water Resources

# Example Racial Equity Tools

1. Racial Equity Timeline/History
2. Race Equity Assessment Continuum
3. Results Based Accountability
4. Affirm, Counter, Transform Communication Framework
5. Racial Equity Tool
6. Racial Equity Action Plan

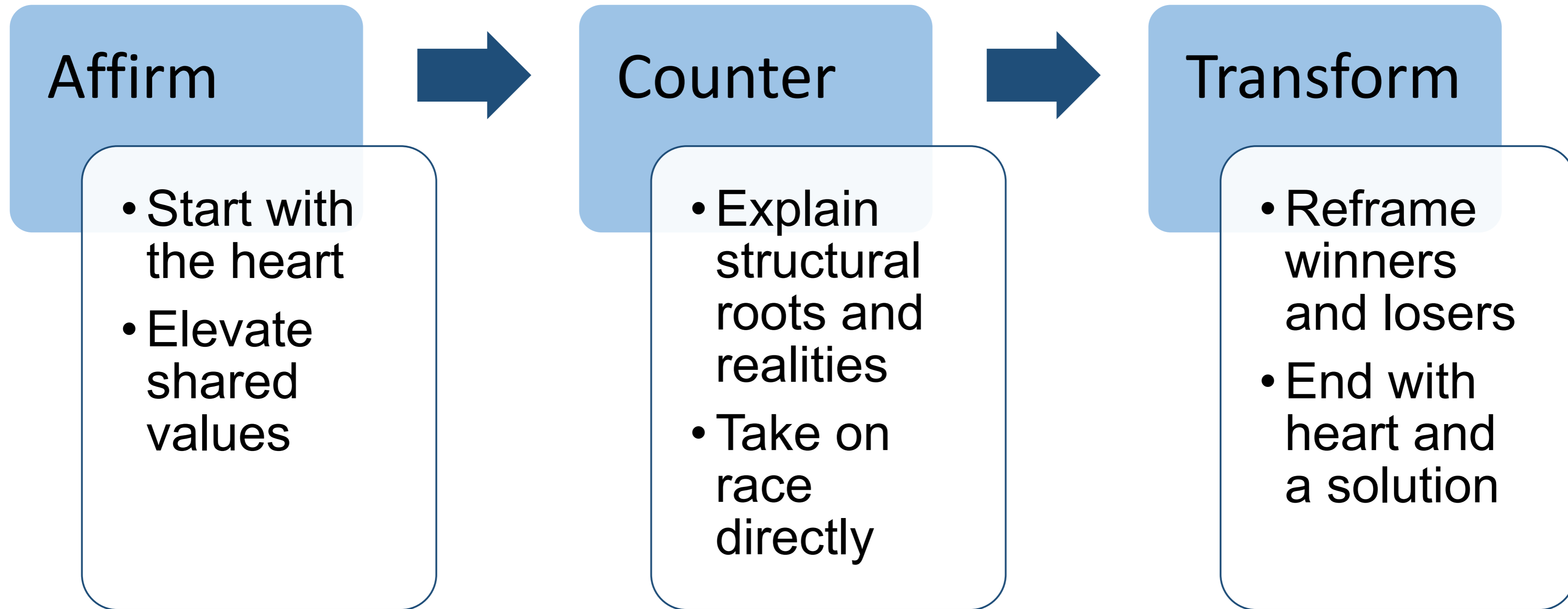
# Results Based Accountability

- Results
  - (A condition of well-being for people)
- Indicators
  - (Measures of Results)
- Performance Measures



Credit: RBA developed by Erika Bernabei, [Equity & Results](#)

# ACT Tool:



Credit: ACT developed by the Government Alliance on Race and Equity (GARE)



# Racial Equity Tool (RET) Six Steps:

- 1 • **Desired results**
- 2 • **Analysis of data**
- 3 • **Community engagement**
- 4 • **Strategies for racial equity**
- 5 • **Implementation plan**
- 6 • **Communications and accountability**

Credit: RET developed by the Government Alliance on Race and Equity (GARE)

# Examples Strategies to Increase Racial Equity

- Workforce Equity: Recruiting, Hiring, Promoting, Retention
- Equitable granting and procurement
- Community Engagement
- Increased Language access to services and programs
- Internal scaffolding and structures – working groups, race/equity positions, offices of equity
- Scoping up racial equity learnings throughout the organization

# CCORE Outcomes (2020 -present): Racial Equity Structures

- **All 33 participating organizations** have racial equity action teams with staff leads and executive sponsors.
- **Cal-EPA** established a Racial Equity Working Group to address Workforce, Language Access, Data, and Communications
- **Department of Public Health** Action Team guides implementation of Racial Equity Action Plan (REAP) deliverables
- **Department of Public Health** is currently establishing "equity liaisons" for all department centers
- **Strategic Growth Council** established a Racial Equity Working Group (representation from 7 agencies)
- **Department of Social Services** established an Office of Equity
- **Department of Education** is pursuing establishing an Office of Equity
- **Caltrans** established a new [Office of Equity](#) with 10 positions.

# CCORE Outcomes (2020 -present): Institutional Commitments

- **Strategic Growth Council** adopted a [Racial Equity Resolution](#) which includes a commitment by 7 cabinet secretaries to publicly share racial equity plans and progress.
- **California Transportation Commission (CTC)** unanimously approved a [Racial Equity Statement](#) including 6 specific commitments to center racial equity in the organization.
- **Coastal Conservancy** and [California Arts Council](#) released public strategic plans that reference their Racial Equity Action Plans and identify racial equity activities.
- **Caltrans** publicly posted their [Racial Equity Action Plan](#) on their website.
- **Coastal Conservancy Board** publicly adopted Justice, Equity, Diversity, and Inclusion (JEDI) [Guidelines](#).
- **Air Resources Board** publicly adopted a racial equity and social justice [resolution](#) establishing a Diversity and Racial Equity Task Force.
- **Department of Housing and Community Development** reported highlights from their organizational racial equity survey in their public [2019-2020 annual report](#).

# Thank You

## Contact information:

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