

Racial Equity Commission

Commission Meeting: June 26, 2025 at 9:30 am

Monterey County Government Center

168 West Alisal St., Salinas, CA 93906
2nd Floor - Monterey Conference Room



Call to Order & Opening Remarks

Commissioner Simboa Wright

Vice Chair

Disclaimer

The information and opinions expressed by presenters or public commenters before the Commission reflect the views of the speaker. They do not necessarily represent the views of the Commission or the Office of Land Use and Climate Innovation.

Land Acknowledgement

Commissioner Simboa Wright

Vice Chair

Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

June 26, 2025 Commission Meeting

Public Meeting Agenda

- Welcome & Call to Order, Consideration of Remote Participation Request
- Officer Nomination and Election – ACTION ITEM
- Public Comment on matters not on the agenda
- Consent Agenda: Approval of December 19, 2024 and March 20, 2025 Meeting Minutes – ACTION ITEM
- Executive Director’s Report – ACTION ITEM
- Defining our Audience – ACTION ITEM
- 15 Minute RECESS
- Model for Transformation – ACTION ITEM [Continued to September 2025]
- Lunch RECESS
- Draft Framework Outline, Defining Terms and Discussion – ACTION ITEM
- Next Steps for Staff Action
- Adjournment

Remarks from Distinguished Guests

Commissioner Simboa Wright
Vice Chair

Consideration of Remote Participation Request, Establishment of Quorum & Public Comment Process – ACTION ITEM

Selene Scott-Femenella

Assistant Information Officer

Office of Land Use and Climate Innovation

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Consideration of Remote Participation Request, Establishment of Quorum & Public Comment Process – ACTION ITEM

Selene Scott-Femenella

Assistant Information Officer

Office of Land Use and Climate Innovation

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Officer Nomination and Election – ACTION ITEM

Commissioner Simboa Wright
Vice Chair

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Officer Nomination and Election – ACTION ITEM

Commissioner Simboa Wright
Vice Chair

Public Comment on matters not on the agenda

Selene Scott-Femenella

Assistant Information Officer

Office of Land Use and Climate Innovation

Public Comment

In Person

- Complete and submit public comment card for any item not on the agenda
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Consent Agenda – ACTION ITEM

Commissioner TBD
Chair

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Consent Agenda – ACTION ITEM

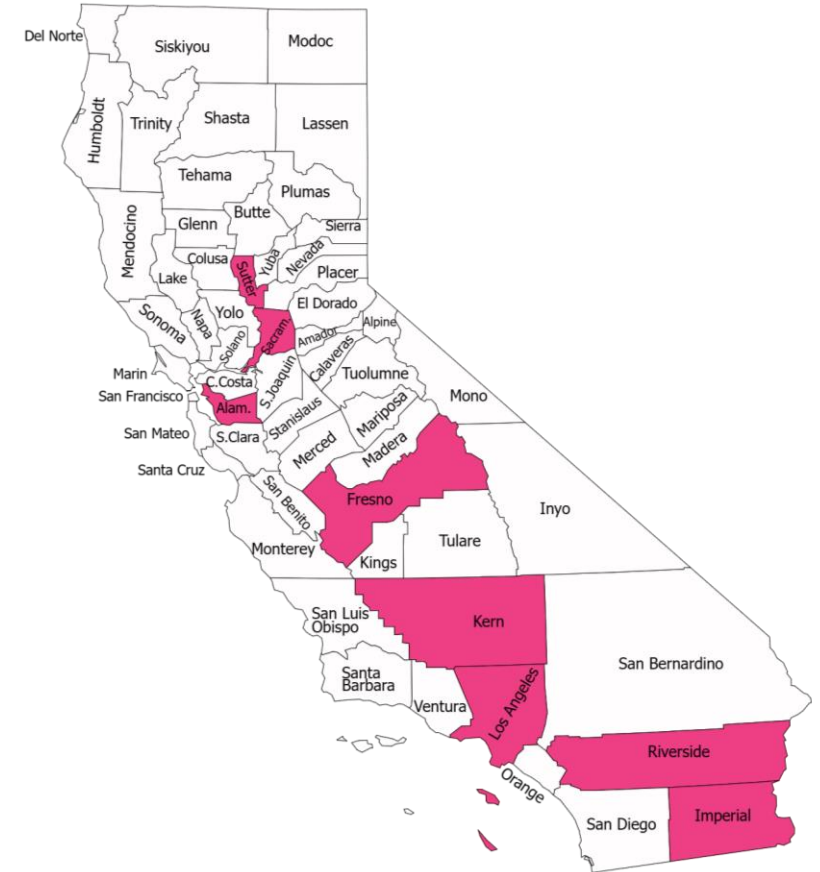
Commissioner TBD
Chair

Executive Director's Report – ACTION ITEM

Dr. Larissa Estes
Executive Director
California Racial Equity Commission

Summer Roadshow

Proposed Dates	Location
July 14-16	Kern County Fresno County
July 28 – August 1	Imperial County Riverside County
August 4 – 8	Los Angeles County
August 18 – 20	Sutter County Sacramento County Alameda County
August 28	Virtual Roadshow Presentation



Overview of Document Development and Bagley Keene Act

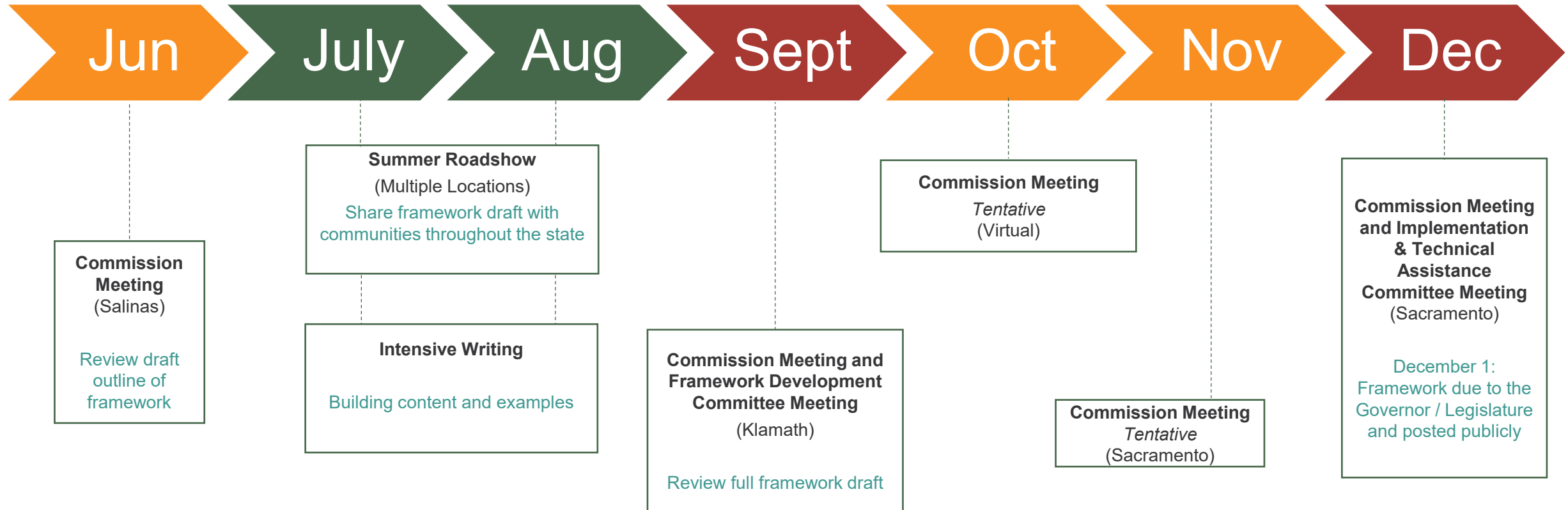
- Report development can trigger a serial meeting issue under the Bagley Keene Act.

A serial meeting comprises several communications, each among less than a majority of a state body, which taken together involve a majority. Specifically, the Act provides, “A majority of the members of a state body shall not, outside of a meeting authorized by this chapter, use a series of communications of any kind, directly or through intermediaries, to discuss, deliberate, or take action on any item of business that is within the subject matter of the state body.” (Gov. Code, §§ 11122, 11122.5, subd. (b)(1); 103 Ops.Cal.Atty.Gen. 42, 51-52 (2020); see Common Cause v. Stirling (1983) 147 Cal.App.3d 518, 523-524 [prohibited serial meeting occurred when a majority of a body circulated, reviewed, and signed a proposal outside of a public meeting].)

- Commissioners may edit or provide comments on draft documents and send to Commission staff.
- Edits/comments are addressed and integrated into an updated version that would be shared publicly at the next meeting

Looking Ahead

2025



June 26, 2025 Commission Meeting

Community Acknowledgement – ACTION ITEM

- During a Community Listening Session in Antelope Valley, a community resident asked that government begin to acknowledge different communities historical and present-day contributions to shaping society.
- Commission staff drafted a proposed Community Acknowledgement to be read at future Commission meetings.
- The purpose of the acknowledgement is to bring collective visibility.

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Executive Director's Report – ACTION ITEM

Dr. Larissa Estes
Executive Director
California Racial Equity Commission

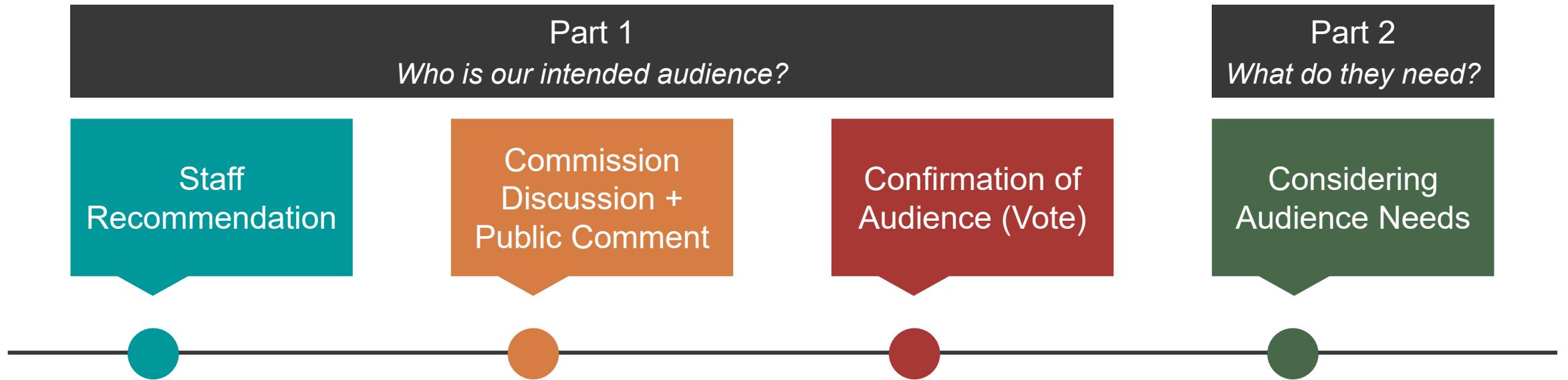
Defining our Audience – ACTION ITEM

Joyce Chiao

Facilitator

Abundance

Overview of Our Process



Defining our Audience - Staff Recommendation



- Commission staff have provided technical assistance to state agencies and departments, local governments, non-profits, think tanks, and academia.
- Commission discussion has centered on the importance of inclusion and accessibility (e.g. special populations and plain language)
 - Different organizations
 - Across sectors
 - With community
- **Staff Recommendation:** The framework audience is accessible to individuals, communities, and organizations beyond state government.



Commission Discussion

Staff Recommendation: The framework audience is accessible to individuals, communities, and organizations beyond state government.

Commission Discussion

- Do Commissioners have any clarifying questions on this recommendation?
- What are your initial thoughts or reactions to this recommendation?
- Is there enough information to move into a vote today?

Public Comment



In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Defining our Audience – ACTION ITEM

Joyce Chiao

Facilitator

Abundance

RECESS

5 Minutes

We will be back at 11:20am

Considering Audience Needs







Agenda Item #6: Defining Our Audience | Considering Audience Needs



For agenda items #7 and 8:
Use this QR code, or go to
[PollEv.com/joycechia372](https://poll.evo.com/joycechia372)

Activity Guidance: During this agenda item, we will begin with a brief activity activity that explores the experiences of different audiences using the racial equity framework. Use this worksheet to note your reflections, and consider the asset analysis findings (on the right) to support your reflections.

	California State Government	Community-Based Organizations	Local Government
 How would our key audience learn about the framework?			
 What might they be seeking from the framework?			
 Where would they access it?			
 What would prompt them to use it?			

Opportunities and Successes

→ In both the survey and interviews, respondents were asked how the Framework developed by the Racial Equity Commission could best support their organization in institutionalizing their work to advance equity - inclusive of or specific to racial equity.

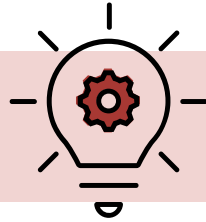
Respondents provided a range of responses around the following topics:

- Clear expectations and accountability mechanisms, as well as support for creating organization-specific accountability measures
- Flexible requirements for small entities
- Defining a clear approach to equity work
- Cross-agency coordination and technical assistance
 - Including statewide budget equity assessment templates, performance measures, definitions, rationales, etc.
 - Opportunities for peer exchange and problem-solving among and between different units and organizations within government, as well as with governments in other places
- Training and capacity building
 - Guidance and support including offerings of trainings and technical assistance
- Best practices and tools
 - Guidance, tools, templates, and other support for racial equity practices related to workforce, budget, data, and other standard practices, endorsed by the central government entities that set policy or guide practices across state government.
- Mechanisms and strategies for community engagement
- Policy review and development
- Address legal and constitutional issues
- Zero tolerance policies
- Strategies for creating an internal equity infrastructure
- Long-term vision of equity
- Language access and accessibility





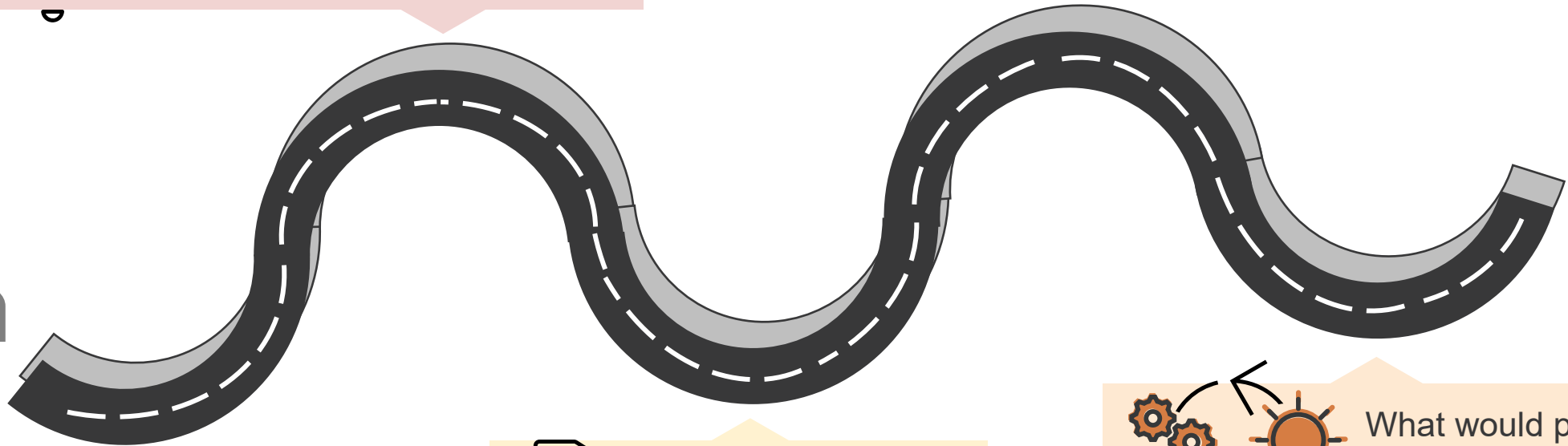
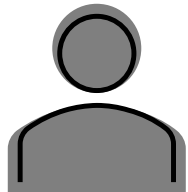
Considering Audience Needs



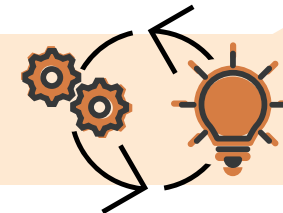
How would our key audience learn about the framework?



What might they be seeking from the framework?



Where would they access it?



What would prompt them to use it?

Discussion

Activity Discussion Questions:

- How would key audiences or users learn about the racial equity framework?
- What might they be seeking from the framework?
- Where would they access it?
- What would prompt them to use it?

Based on the activity, discuss:

- Did you note any different needs across users?
- If so, how will the Commission meet these varied needs? What might the Commission need to consider or balance?

RECESS Lunch

We will be back at 1:00pm

Draft Framework Outline and Content – ACTION ITEM

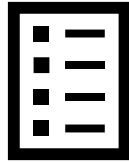
Dr. Larissa Estes
Executive Director
California Racial Equity Commission

Joyce Chiao
Facilitator
Abundance

Our Outline Review Process



Review
framework
requirements



Present
sections



Discuss feedback
on section



Discuss feedback
on overall outline

Our Outline Review Process

Agenda Item #8: Draft Framework Outline, Defining Terms, and Discussion



For agenda items #7 and 8:
Use this QR code, or go to
[PollEv.com/joycechia372](https://poll.evo.com/joycechia372)

Activity Guidance: During this agenda item, we will review the core concepts in each section of the racial equity framework. Use the guiding questions below to note your feedback, which we will discuss at the end of each section.

Section	What do you like about this section?	What would you change?	What questions or considerations would you highlight?
Executive Summary			
How to Use the Framework and Key Terms			
Part 1: Building the Framework for your Organization			
Part 2: Delivering Results that Matter			
Part 3: Our Historic Journey with California			
Part 4: A Hopeful Vision			
Part 5: Appendix			



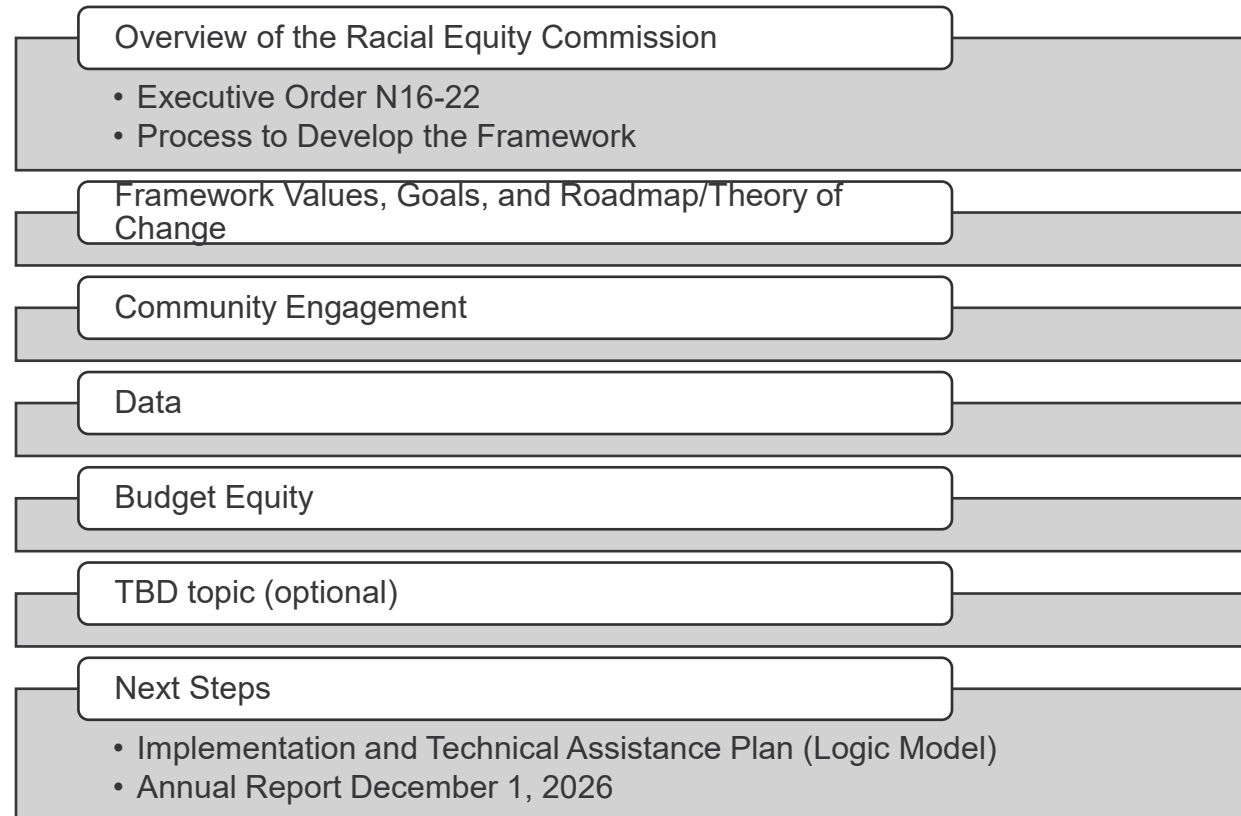
Executive Order N-16-22

The Racial Equity Framework shall set forth the following:

1. methodologies and tools that can be employed in California to advance racial equity and address structural racism; and
2. budget methodologies, including equity assessment tools, that entities can use to analyze how budget allocations benefit or burden communities of color; and
3. processes for collecting and analyzing data effectively and safely, as appropriate and practicable, including disaggregation by race, ethnicity, sexual orientation and gender identity, disability, income, veteran status, or other key demographic variables and the use of proxies; and
4. summaries of input and feedback from stakeholder engagements



Framework Outline – approved Dec 2024





Review of Framework Outline

Executive Summary

How to Use the Framework and Key Terms

Part 1: Building the Framework for Your Organization

Part 2: Delivering Results that Matter

Part 3: Our Historic Journey with California

Part 4: A Hopeful Vision

Part 5: Appendix



Review of Framework Outline



Executive Summary



How to Use the Framework and Key Terms



Part 1: Building the Framework for Your Organization



Part 2: Delivering Results that Matter



Part 3: Our Historic Journey with California



Part 4: A Hopeful Vision



Part 5: Appendix



Review of Framework Outline



Executive Summary



How to Use the Framework and Key Terms



Part 1: Building the Framework for Your Organization



Part 2: Delivering Results that Matter



Part 3: Our Historic Journey with California



Part 4: A Hopeful Vision



Part 5: Appendix



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ★ **Part 1: Building the Framework for Your Organization**
- Part 2: Delivering Results that Matter
- Part 3: Our Historic Journey with California
- Part 4: A Hopeful Vision
- Part 5: Appendix



Part 1: Building the Framework for your Organization – Community Engagement

Working with Community to Build a California for All: Where all are seen and heard

- Strategies to build trust with Communities
- Best ways to receive information (Language Access)
- Focusing on one group first helps everyone (Targeted Universalism)

Part 1: Building the Framework for your Organization - Data



Gathering and Using Information to Serve All Californians

- Require the use of existing information categories (Data Standards)
- Requiring information be more detailed (Data Disaggregation)
- Using where you live to help with understanding inequities (Centering Geography)
- Learning how to tell our stories and using pictures to help (Storytelling and Infographics)

Part 1: Building the Framework for your Organization – Budget Equity



Understanding Government Budgets and how it impacts Communities

- Questions to ask when evaluating new requests for program money and reviewing current program money (Budget Equity Worksheet)
- Understanding the state budget (One-Pager and Interactive Timeline)

Part 1: Building the Framework for your Organization – Organizational Infrastructure



Structures to Help Create a California where All can Thrive

- Working in and across our organizations (Policy, Communication, and Coordination)
- Building a Statewide Office of Racial Equity (Policy Memo)
- Making equity everyone's job (Duty Statements)
- Moving from ideas and goals to action (Strategic and Racial Equity Action Plans)
- Making sure programs meet your goals (Racial Equity Analysis Tool for Programs)
- Understanding how proposed and new laws address the most disadvantaged communities (Enrolled bill report and legislative committee equity analysis)



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ✓ Part 1: Building the Framework for Your Organization
- ★ **Part 2: Delivering Results that Matter**
- Part 3: Our Historic Journey with California
- Part 4: A Hopeful Vision
- Part 5: Appendix

Part 2: Delivering Results that Matter - Implementation



Making Racial Equity Real

- Helping organizations shift their mindset, behaviors, and habits to succeed (Organizational Culture Change)
- Figuring out where to start on your journey
- Creating spaces where all are safe to speak up, share ideas, ask questions or admit mistakes (Psychological Safety)
- Navigating the unknown or unclear (Proposition 209 and Race Conscious Strategies)
- Understanding how philanthropy and industry compliment your work



Part 2: Delivering Results that Matter – Technical Assistance

Helping Organizations make Racial Equity Real

- Teaching basics on the racial equity framework and racial equity (Training)
- Building a learning community
- Finding experts around us to help build our programs (Subject Matter Expert Pool)

Part 2: Delivering Results that Matter – Evaluation



Finding Ways to make California better for All

- Improving our programs through information and learning from community (Self-Assessment)
- What is working in or missing from the framework, and what can be better (Assessing Framework Implementation)
- Tracking impact every year and adding to our toolbox (Annual Report)



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ✓ Part 1: Building the Framework for Your Organization
- ✓ Part 2: Delivering Results that Matter
- ★ **Part 3: Our Historic Journey with California**
- Part 4: A Hopeful Vision
- Part 5: Appendix



Part 3: Our Historic Journey with California

Race and the Breadth of Who we Are (Why focus on race and ensure intersectionality)

Standing in the Light (Acknowledging present and historical opportunities and challenges)

How Did we Get Here? (History of the Commission and its Process)

What are Communities Saying? (Input and Feedback from Meet-n-Greets)

What Values Guide our Commission and our Strategies for Success (Model for Transformation)



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ✓ Part 1: Building the Framework for Your Organization
- ✓ Part 2: Delivering Results that Matter
- ✓ Part 3: Our Historic Journey with California
- ★ **Part 4: A Hopeful Vision**
- Part 5: Appendix



Part 4: A Hopeful Vision

The importance of this journey.

What's next for the Commission.



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ✓ Part 1: Building the Framework for Your Organization
- ✓ Part 2: Delivering Results that Matter
- ✓ Part 3: Our Historic Journey with California
- ✓ Part 4: A Hopeful Vision
- ★ **Part 5: Appendix**



Part 5: Appendix – not exhaustive

- Executive Order
- Asset Analysis Report and Case Studies
- Budget Equity Worksheet
- Community Engagement Toolkit
- Language Access Best Practices
- Racial Equity Action Plans
- Legislative Committee Equity Analysis Template
- Enrolled Bill Report Template



Review of Framework Outline

- ✓ Executive Summary
- ✓ How to Use the Framework and Key Terms
- ✓ Part 1: Building the Framework for Your Organization
- ✓ Part 2: Delivering Results that Matter
- ✓ Part 3: Our Historic Journey with California
- ✓ Part 4: A Hopeful Vision
- ✓ Part 5: Appendix



Feedback Poll

Part 1: Does this outline set up the intended audience for success?

- This outline identifies **actionable** priorities that our intended audience can implement.
- This outline identifies the **urgent** priorities to advance racial equity for our intended audience.
- This outline identifies **structural** priorities that foster scalable, sustainable shifts towards racial equity.

Part 2: Does this outline honor the process that this Commission took to get here?

- This outline reflects the core ideas that have surfaced throughout the Commission's work.
- This outline directionally leads us towards meeting our Commission charge detailed in Executive Order N-16-22.
- This outline previews a framework that meets the purpose defined in the Model for Transformation: *Racial Equity Framework is used to advance racial equity, address structural racism, and shift power to communities.*

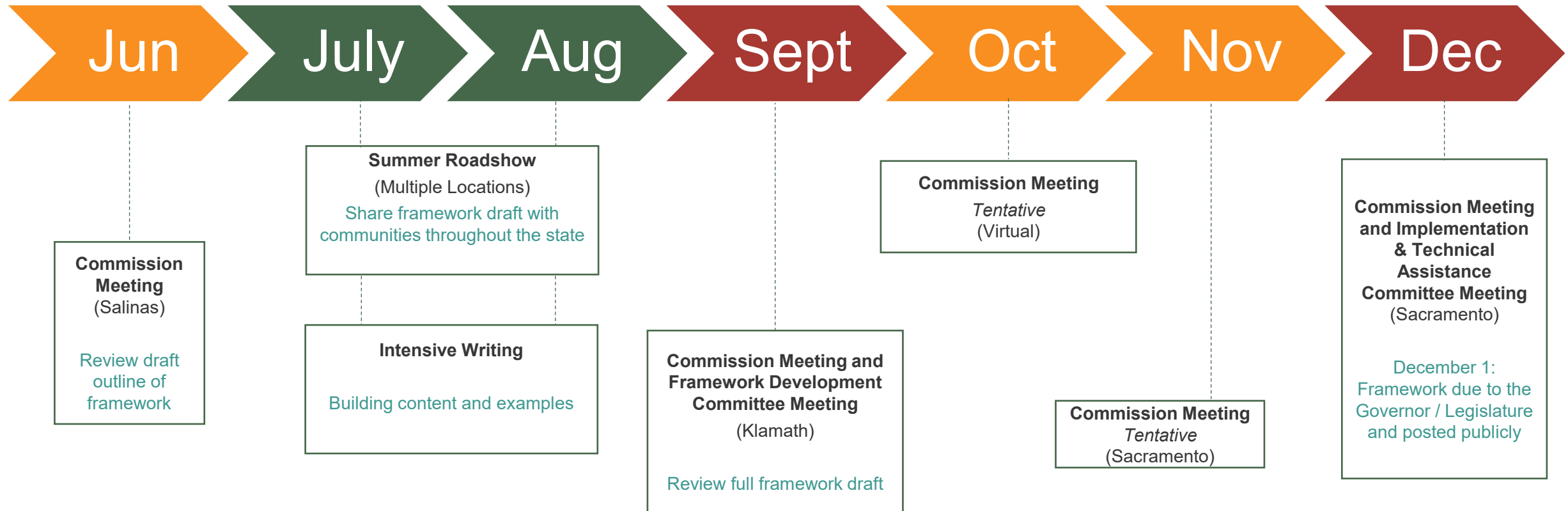


Discussion of the Outline

- Would the Commission like to share any other feedback on the overall outline?
- What can we prioritize when the next report is due in December 2026?

Looking Ahead

2025



June 26, 2025 Commission Meeting

Public Comment

In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

Virtual

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Draft Framework Outline and Content – ACTION ITEM

Dr. Larissa Estes
Executive Director
California Racial Equity Commission

Joyce Chiao
Facilitator
Abundance

Next Steps for Staff Action

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

Adjournment

Commissioner TBD

Chair

Next Racial Equity Commission Meeting



Commission Meeting

September 2025

Hybrid – Zoom / In Person in Klamath, CA

Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@lci.ca.gov

Thank you!

