





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



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.

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	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



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



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.

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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			