Racial Equity Commission

The Commission is delayed due to travel and weather matters. We will start at 10:30 a.m.

Commission Meeting

California State University, Sacramento 6000 J Street, Sacramento, CA 95819



Racial Equity Commission

Commission Meeting: October 14, 2025, at 10:30 am

California State University, Sacramento

6000 J Street, Sacramento, CA 95819



Call to Order & Opening Remarks

Commissioner Traco Matthews
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 Traco Matthews
Chair



Community Acknowledgement

Dr. Larissa Estes

Executive Director



Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission



Public Meeting Agenda

- Welcome & Call to Order
- Consent Agenda ACTION ITEM
- Director's Report ACTION ITEM
- Break
- Draft Framework ACTION ITEM
- Lunch Recess
- Next Steps for Staff Action
- Public Comment on matters not on the agenda
- Adjournment



Remarks from Distinguished Guests

Commissioner Traco Matthews

Chair



Establishment of Quorum, & Public Comment Process

Jessica Gadow

Program Analyst

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

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Consent Agenda – Approval of September 17, 2025 Meeting Minutes ACTION ITEM

Commissioner Traco Matthews

Chair



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Consent Agenda – Approval of September 17, 2025 Meeting Minutes ACTION ITEM

Commissioner Traco Matthews

Chair



Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission



Commission Charge EO N-16-22

Develop a Statewide Racial Equity Framework (December 1, 2025)

- Hear from community and other subject matter experts
- Develop or adopt tools and best practices to advance racial equity and address structural racism
- Understanding government budgets and how it impacts community (Budget Equity)
- Gathering and using information to serve all (Data)
- Working with Community to build a California for All (Community Engagement)

Helping government entities make racial equity real (Technical Assistance)

- State government inclusive of agencies, departments, boards, commissions, and legislature
- Engage community regularly through quarterly meetings
- Help local government entities and encourage starting or continuing of racial equity initiatives

Annual Report

- Feedback from ongoing meetings with community
- Monitoring how we are doing to make sure everyone can thrive (inequities and disparities)
- Continuing adding recommendations on best practices and tools to advance racial equity



Model for Transformation

Commission's Vision: A California for all, where every resident can live and thrive to their fullest potential.



The Racial Equity Framework is used to advance racial equity, address structural racism, and shift power to communities.



Working Together to make a California for All a reality

Racial equity tools and approaches are used and made part of agencies and organizations.

Agencies and organizations strengthen community engagement efforts, so communities have a more active role informing decisions.

State agencies and local governments are supported in applying the Racial Equity Framework.

Community voices are included through the Commission's outreach and engagement.



Collaborate with State and Local Government to Implement the Racial Equity Framework

Community Engagement | Budget Equity | Data | Organizational Infrastructure



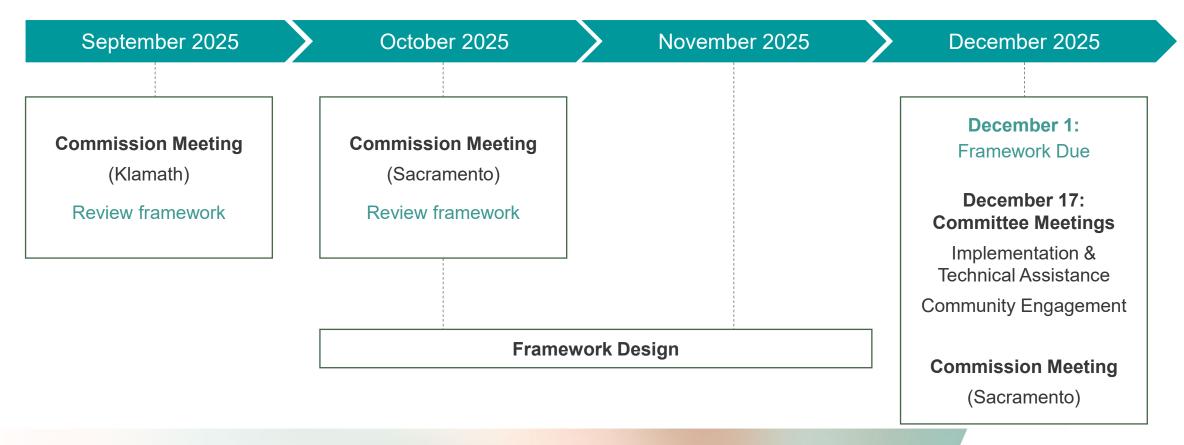
Commission's Activities: Create a Racial Equity Framework for California by receiving community and stakeholder input through public meetings and community-centered listening sessions; consult experts and those with lived experience; review and adapt best practices and research.



Commission's Values: Advance equity and racial justice, inclusion & belonging, prevent and address historical wrongs, intentional collaboration, center community & lived experiences, data-driving decision making, transparency & accountability.



Finalizing the Framework





PROPOSED Commission Strategy

January – June 2026

July – December 2026

January - June 2027

July – December 2027

Launch Community Survey

Build Framework 101 and Community Primer

Develop Self-Evaluation on Framework Implementation

Publish research brief on Office of Racial Equity

Identify Key Impact Indicators

December 31:

Annual Report Due

Launch Implementation Strategy

Publish Self-Evaluation Strategy and Tool

Publish Evaluation Strategy

Launch Implementation Evaluation (round 1)

December 31:Annual Report Due

Ongoing Community Engagement | Development, Adaptation, or Refinement of Tools and Approaches

Racial Equity tools and approaches are used and made part of agencies and organizations.

Agencies and organizations strengthen community engagement efforts.

State agencies and local governments are supported in applying the Racial Equity Framework.

Community voices are included through the Commission's outreach and engagement.



PROPOSED Commission Strategy



Ongoing Community Engagement | Development, Adaptation, or Refinement of Tools and Approaches

Racial Equity tools and approaches are used and made part of agencies and organizations.

Agencies and organizations strengthen community engagement efforts.

State agencies and local governments are supported in applying the Racial Equity Framework.

Community voices are included through the Commission's outreach and engagement.



PROPOSED Commission Strategy

January – June 2030

July 2030 and beyond

Commission's Vision

A California for all, where every resident can live and thrive to their fullest potential.

Commission Publishes Final Report

Commission Sunsets June 30, 2030 Racial Equity Framework is used to advance racial equity, address structural racism, and shift power to communities.

Framework tools and approaches are used and made part of agencies and organizations.

Agencies and organizations strengthen community engagement efforts.



Proposed Bylaw Changes

- Adding an Evaluation Committee as standing committee
- Additional recommended changes?
- Next Steps
 - Receive proposed changes from Commissioners by November 14, 2025.
 - Present proposed language for consideration at the **December 17, 2025** Commission meeting



Public Comment

In Person

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Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission



Break

We will be back at 11:52

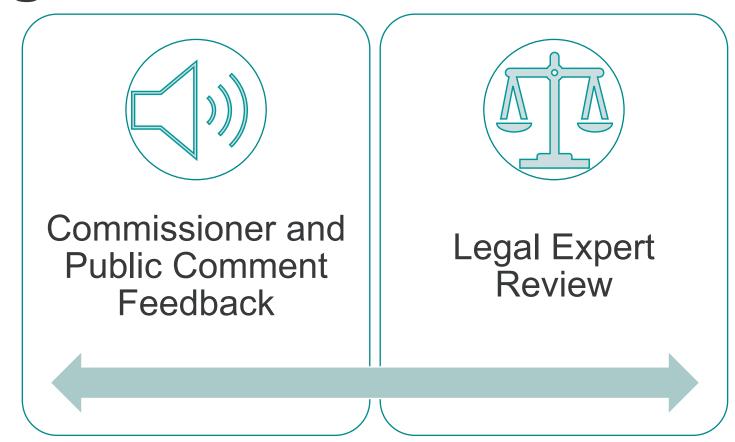


Draft Framework – ACTION ITEM

Dr. Larissa Estes, Executive Director, California Racial Equity Commission Joyce Chiao, Facilitator, Abundance



Refining the Framework...





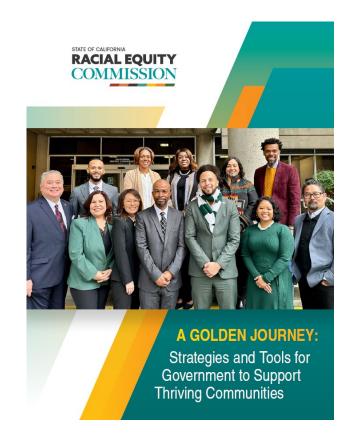
Revisions Made as of 9/17/2025

- Added specificity where feasible and in alignment with existing language.
- Added additional content as requested by Commission.
- Organized sections
 - Developed four (4) heading levels: Part Priority Strategy Tool
 - Table of Contents added
- Increased Directive language
 - Shifted "could" and "may" to "should" for priorities, strategies, and tools.
 - Retained "may" for future commission research or annual reports.
- Reviewed public comment letters and added content as appropriate.



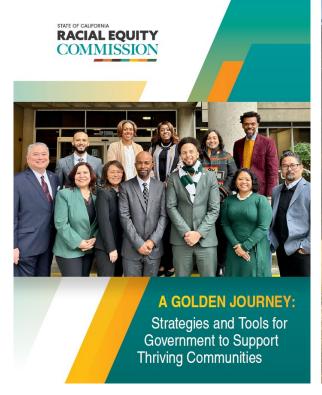
Additional Steps before 12/1/2025

- Work with DGS framework into an ADA compliant document available online and hard copy
- Work with LCI IT and Communications on how to make framework and toolbox interactive and accessible online





Initial Design







Executive Summary

Purpose and Vision

The Racial Equity Framework is a strategic guide developed by the California Racial Equity Commission to support government entities in advancing racial equity across the state. Rooted in the belief that California thrives when all communities thrive, the framework offers tools, strategies, and guiding principles to dismantle systemic racism and promote inclusive, equitable governance. It is designed for use by state government entities—including administrative, legislative, and judicial branches—as well as local governments and other sectors seeking to embed racial equity into their operations.

Core Principles

Community-Centered, Data-Informed, Race-Conscious: The framework emphasizes the importance of acknowledging historical and current racial inequities, using disaggregated data to inform decisions, and centering community voices and experiences in policy and program development.

Flexibility: Recognizing the diversity of California's communities and government structures, the framework avoids a one-size-fits-all approach and instead offers adaptable tools and strategies.

Fostering Trust and Accountability: The framework promotes co-ownership of informed decision-making between government and communities, fostering transparency, trust, and mutual accountability.

Key Components

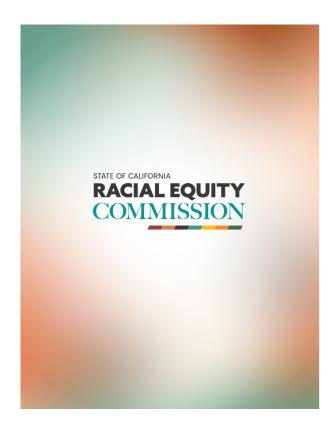
1 | Community Engagement

- Restorative Practices: Encourages healing and trust-building through providing space and opportunity dialogue and shared responsibility.
- Spectrum of Engagement: From informing to deferring to community leadership, the framework outlines levels of engagement to deepen collaboration.
- Language and Accessibility: Emphasizes plain language, interpretation services, and inclusive communication to ensure all Californians can participate meaningfully.

A GOLDEN JOURNEY: Strategies and Tools for Government to Support Thriving Communities



Initial Design



Introduction

The Racial Equity Commission's (Commission) efforts to build a racial equity framework) in the state of California comes at a unique moment in our country's history. A time where many are experiencing unease and uncertainty, the Commission encourages us to focus on what Angela Glover Blackwell calls, "a radically inclusive, mutually accountable, multeriacial democracy in service of universal human flourishing". This is the true goal of California for All. California is primed to thrive holistically when all regions and communities are positioned to thrive. We must find ways to ensure all can benefit, define our challenges through data and stories of Californians, and ensure all are able to participate in solving the challenges that have led to only some benefit while many others are burdened.

California has worked tinelessly to address disparities and advance equity despite current and other historical challenges. We are more than prepared to transform and serve as a model for others on how to use existing resources and apply tools and strategies to push towards an inclusive and fair society where the opportunities to thrive are endless for all. The framework provides government entities with an opportunity to acknowledge intentional and unintentional policies and practices that have caused harm. It is an opportunity to truly align with our core values through shifting our norms and beliefs to ensure inclusion and belonging, while fortifying our programs and services to reach those in greatest need.

The framework we present below represents the Commission's engagement with community residents, subject matter experts, and deep research to find what is not only needed but also what works. The Commission has defined the audience for this framework as state government, inclusive of administrative, legislative, and judicial branches, boards and commissions, while also in support of local government entities advancing racial equity. The Commission does believe that others outside of government may adopt and adapt strategies to their own sectors to advance racial equity.

The purpose of the framework is to provide guidance to inform action at the program, management, and leadership levels of government. The strategies outlined in the framework is designed to guide government entities with tools and methodologies that can be applied within an organization's content—steering away from it becoming a performative check list and acknowledging the uniqueness of the various elements of government that cumulatively impact the wellbeing of its constituents. We know that "One size fits all" does not apply when it comes to the charge of government entitles as well as the communities and populations we serve. We must be mindful of the content that each is operating in and be willing to be curious and dynamic in our efforts to transform not only how government operates but allowing ourselves to be race conscious, data informed, and community centered.

A GOLDEN JOURNEY: Strategies and Tools for Government to Support Thriving Communities

The Community Engagement Toolkit also highlights how to center squift in engagement efforts such as language, disability, and geographic access, as well as ensuring we have visually accessible tools. For example, the Commission aims to travel to and engage with communities who do not have easy access to government meetings by hosting events in the evening and in places that are less well known and accessible. We have traveled to the Central Valley, the Imperial, and the Antelope Valley, along the North Coast, rather than hosting meetings exclusively in major metropolitan areas or in Sacramento, as his reduces the travel burden on communities.

In partnership with community-based organizations, the Commission identifies language needs in the community, cordinates interpretation services, and collaborates with the community, cordinates interpretation services, and collaborates with the community partner to translate materials. In addition, the Toolkin Includes samples of a visually accessible tool that the Commission has utilized during meetin-greets and listening sessions. The Commission has contracted a graphic notetaker to travel throughout the state with the Commission to attend the meet-projects and listening sessions. During these community meetings, the graphic notetaker itsens to community stories, feedback, and questions, and illustrates the different themes and visually captures community voice in real time. Throughout the state, many community members have shared how much

they enjoy seeing their thoughts and perspectives illustrated in the graphic notes. Community members have also shared that seeing the graphic notes during the meetings empower and encourage them to participate in the dialogue. At the end of meet-n-greets and listening sessions, many community members take photos of the graphic policy.

The Tookid also provides an example of learning from community and integrating the learning into operations. In a Community Listening Session in Antelope Valley, a resident noted the many contributions of the different communities that make up this nation. In response, the Commission developed a Community Acknowledgement statement that honors and acknowledge different contributions to building America and further amplifies contributions to the fabric of our country and the great state of California.

THE TRULKIT provides the Commission's process for planning and implementing a community Meet-ri-Greet and/or Community Listening Session, which includes identifying region' location, community based organizations to partner with, and Commissioners to altend, coordinating logistics (class, lime, senue, interpretation requests, lineage sponsor, travel, etc.), promotion (tipers, newsieter, social media, etc.), and content/programming (agends, sides, lating) points, etc.), and poet-event follow up (event summany, website) posting, etc.). An Community Engagement Survey is also included in the Toothit, which somes as an oxempte of how to collect leadages.



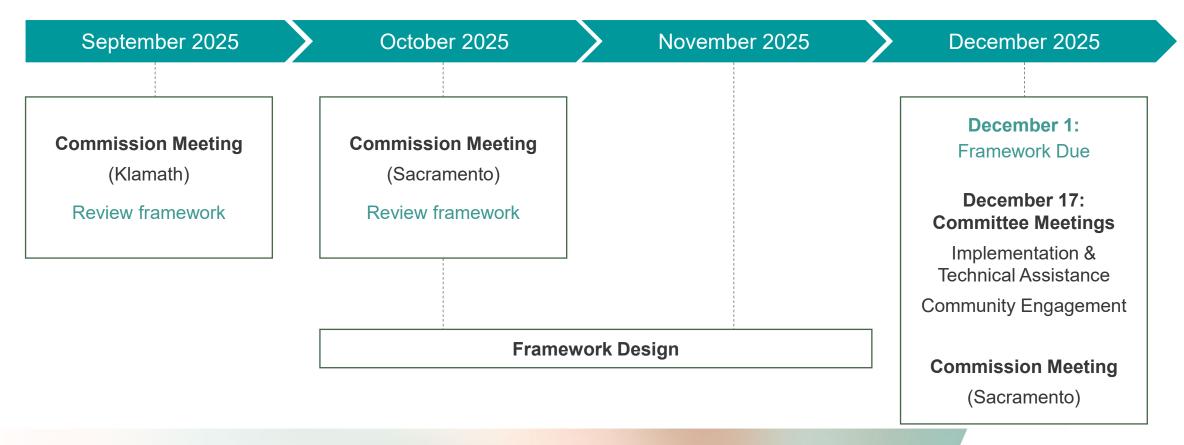
Leverage subject matter expertise of existing networks

The Office of Community Partnerships and Strategic Communications (OCPSC) is boused within the Gowon'rs Office of Service and Community Service (GO-SERVE) and is charged with supporting the state's reach and engagement with communities throughout the state. OCPSC provides funding and tools to educate and engage communities on priority areas such as healthcare, mental health, food assistance, housing, emergency proprietedness and disaster relief, legal and public safety, education, jobs and training, transportation, financial assistance, and climate. OCPSC also has a network of community-based organizations, faith leaders, businesses, elected officials, and ethnic modal throughout the state that serve as Trusted Messengers who support the Office's efforts to engage Californians and ensure messaging is timely, accurate, accessible, and culturally appropriate. This network was successful in supporting outreach and engagement during Census 2020, Vaccinate All 58, and Extreme Heat statewide campaigns.

A GOLDEN JOURNEY: Strategies and Tools for Government to Support Thriving Communities

A GOLDEN JOURNEY: Strategies and Tools for Government to Support Thriving Communities

Finalizing the Framework





Draft Framework – ACTION ITEM

Dr. Larissa Estes, Executive Director, California Racial Equity Commission Joyce Chiao, Facilitator, Abundance



Review of the Racial Equity Framework

Racial Equity Framework DRAFT - v

Executive Summary

The Racial Equity Framework (framework) is a practical guide developed by the California Racial Equity Commission (commission) to help government entities advance racial equity across the state. Rooted in the belief that California thrives when all communities thrive. e framework offers tools, strategies, and guiding principles to dismantle systemic raci and promote inclusive, equitable governance. It is designed for use by state government entities—including administrative, legislative, and judicial branches—as well as loca governments and other sectors seeking to embed racial equity into their operations to build a place where everyone belongs. Throughout the structure of government, servant leaders work hard to support basic needs and increase access to supportive programs and services for communities throughout California. We aimed to design a framework that acknowledges the existing efforts of government entities, meet them where they are in their equity journey, and provides tools and examples to help government entities continue the amazing work already in motion. This framework encourages servant leaders at all levels of government to center communities and see them as the heartbeat that maintains the

Commission's Guiding Values

The commission's work is grounded in seven core values: equity and racial justice, community and lived experience, intentional collaboration, data-driven decision-making, transparency and accountability prevention and repair of harm, and continuous learning These values guide the commission as it learns from community, engages with experts, and researches tools and strategies to advance racial equity.

Community-Centered and Data-Informed to Advance Opportunity for All: The work emphasizes the importance of acknowledging historical and current racial inequities, using disaggregated data to inform decisions, acknowledging the breadth and depth of equity beyond and inclusive of race, and centering community voices and experiences in policy and program development.

Racial Equity Toolbox

Appendix of Tools and Resources

Part 1. Building the Framework for your Organization

- 1.1 Executive Order N-16-22
- 1.3 Racial Equity Commission's Community Engagement Plan

- General Best Practices and Rules for Creating an Accessible Document
- 1.7 Plain Language Checklist by Vital Research
- 1.9 Racial Equity Commission Budget Equity Workshee

- 2.2 Race-Conscious Remedies Cake by Lise Holder
- 2.3 Targeted Universalism Overview by The Othering and Belonging Institute at UC
- 2.4 Asset Analysis by Possibility Lab at UC Berkeley
- 2.5 Case Studies by the State of Equity

3.1 Recial Equity Commission Meet-n-Greet Reports and Graphic Notes 2024-2025

Part 4. A Hopeful Vision

Commission Discussion and Review Questions

Is this framework written for your key audience/user?

In June, the Commission approved the framework audience: State government, inclusive of agencies, the legislature, and judicial, with support and technical assistance for other governmental entities

- Based on the approved outline (June 2025) and discussion (September 2025), is there anything within the Commission's charge that was discussed but NOT included?
- What topics could be considered 1) for the annual report or 2) as recommendations for future Commission consideration?
- Is there anything else that you want to share about the framework?



Public Comment

In Person

- Complete and submit public comment card
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Draft Framework – ACTION ITEM

Dr. Larissa Estes, Executive Director, California Racial Equity Commission Joyce Chiao, Facilitator, Abundance



LUNCH RECESS

We will be back at 1:52 p.m.



Next Steps for Staff Action

Dr. Larissa Estes

Executive Director

California Racial Equity Commission



Public Comment on matters not on the agenda

Jessica Gadow

Program Analyst

Office of Land Use and Climate Innovation



Public Comment

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Adjournment

Commissioner Traco Matthews
Chair

Next Racial Equity Commission Meeting



Commission Meeting

December 17, 2025 | Sacramento, CA

Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@opr.ca.gov



Thank you!

RACIAL EQUITY
COMMISSION