

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

October 14, 2025, Commission Meeting

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

October 14, 2025, Commission Meeting

Community Acknowledgement

Dr. Larissa Estes
Executive Director

October 14, 2025, Commission Meeting

Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

October 14, 2025, Commission Meeting

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

October 14, 2025, Commission Meeting

Establishment of Quorum, & Public Comment Process

Jessica Gadow

Program Analyst

Office of Land Use and Climate Innovation

October 14, 2025, Commission Meeting

Public Comment

In Person

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Virtual

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

Commissioner Traco Matthews
Chair

Public Comment

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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

October 14, 2025, Commission Meeting

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)

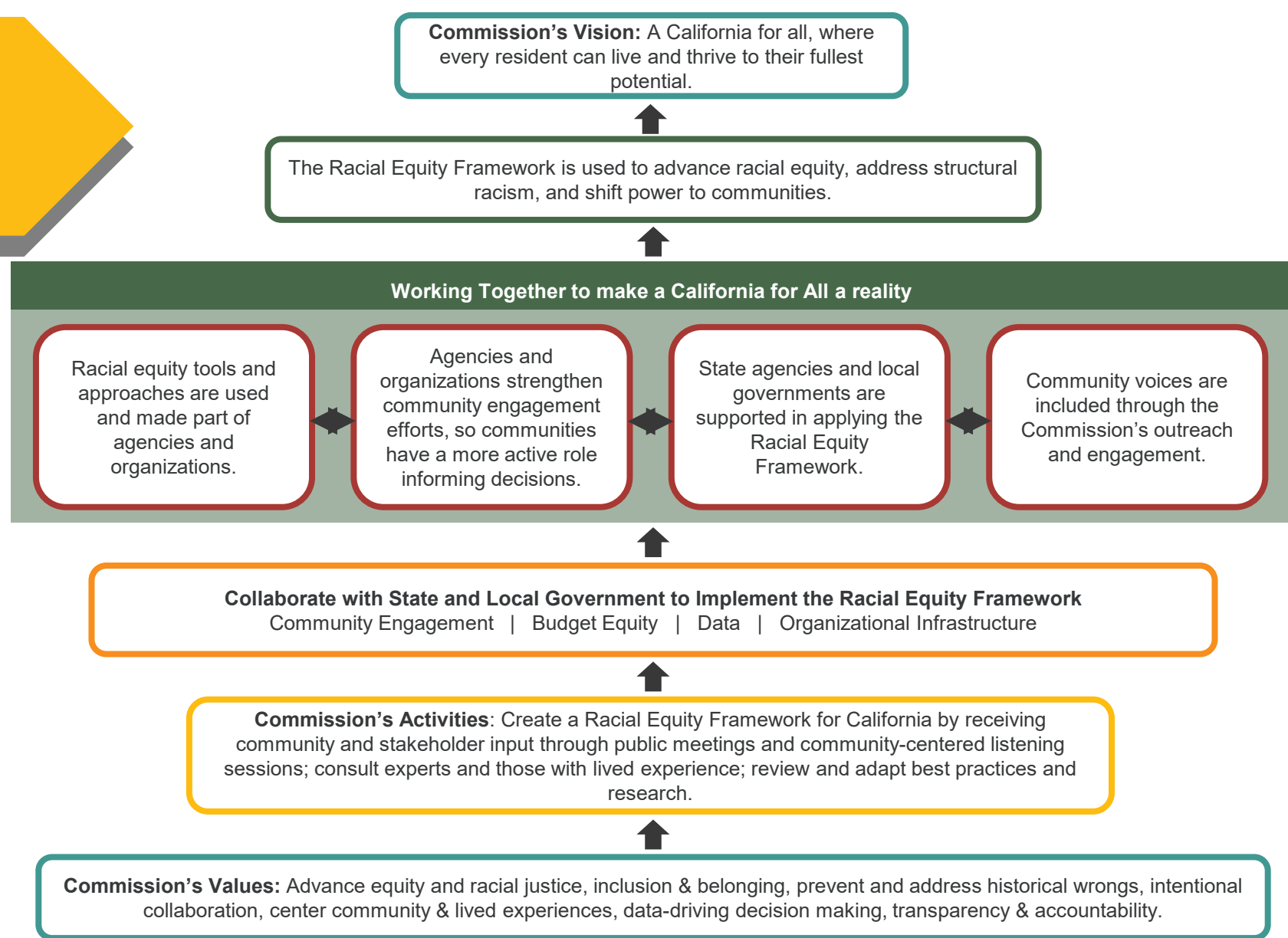
Helping government entities make racial equity real (Technical Assistance)

- 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

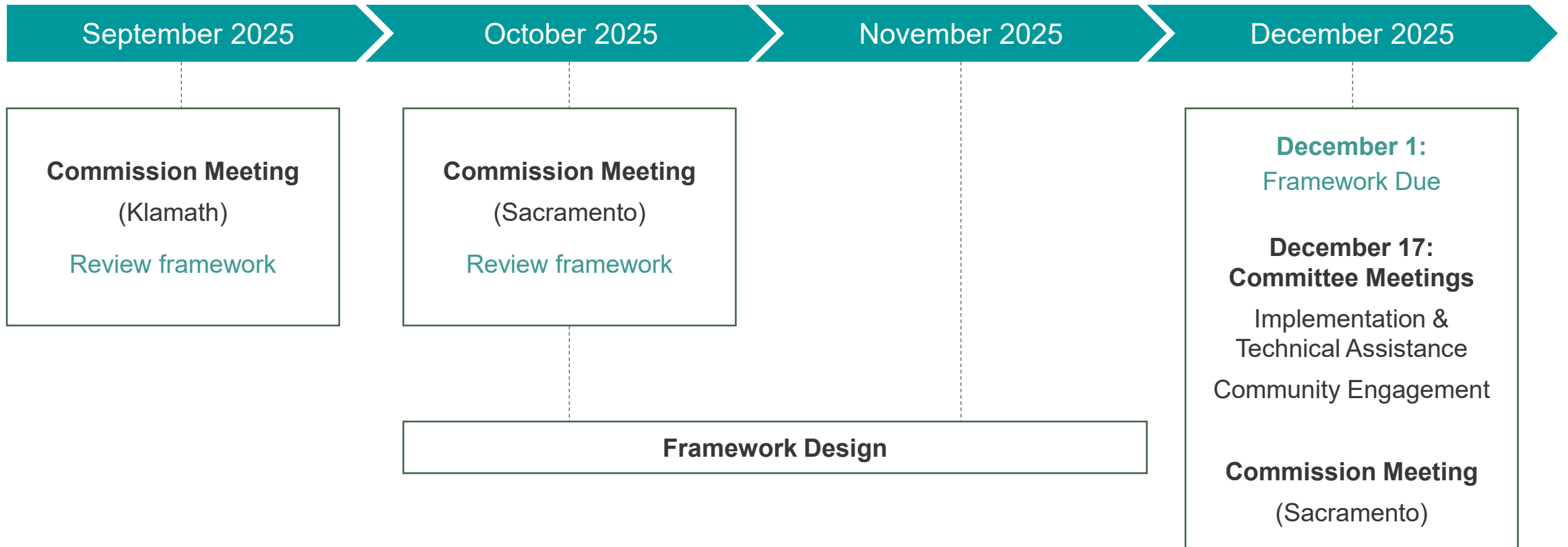
Annual Report

- 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

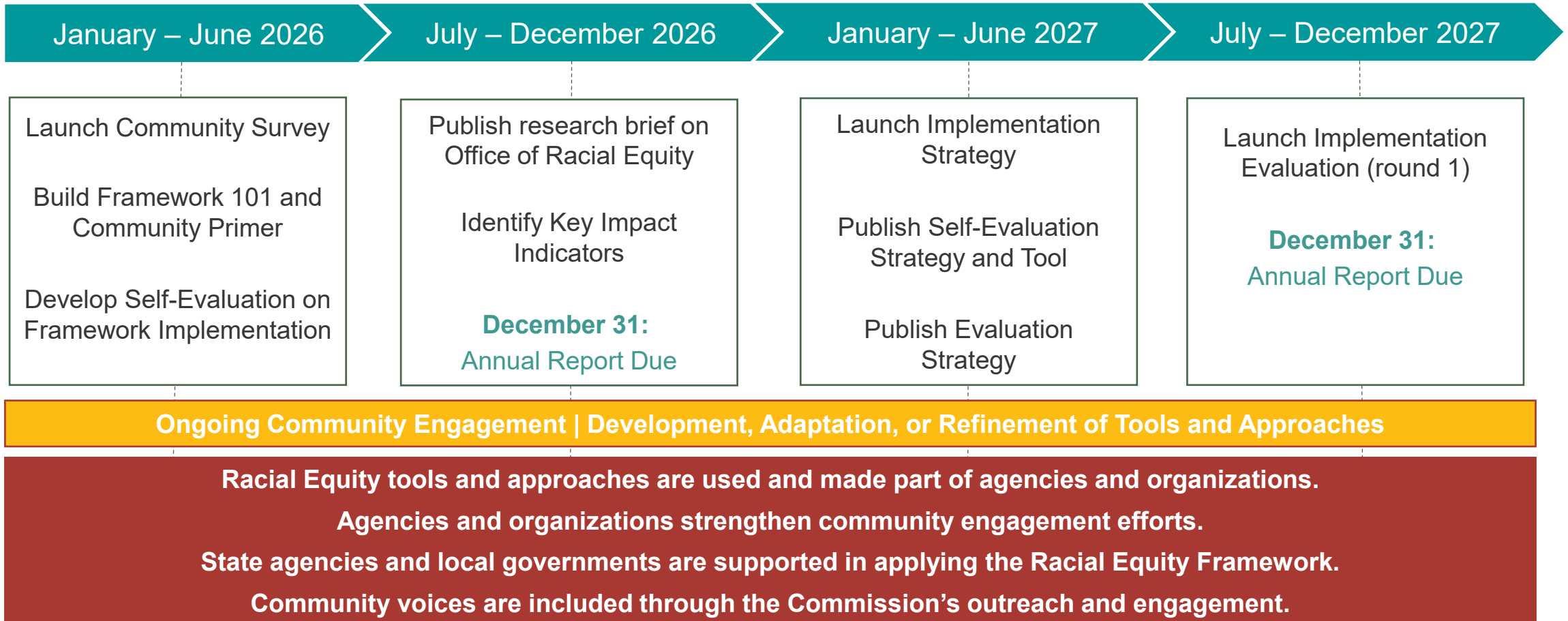


Finalizing the Framework

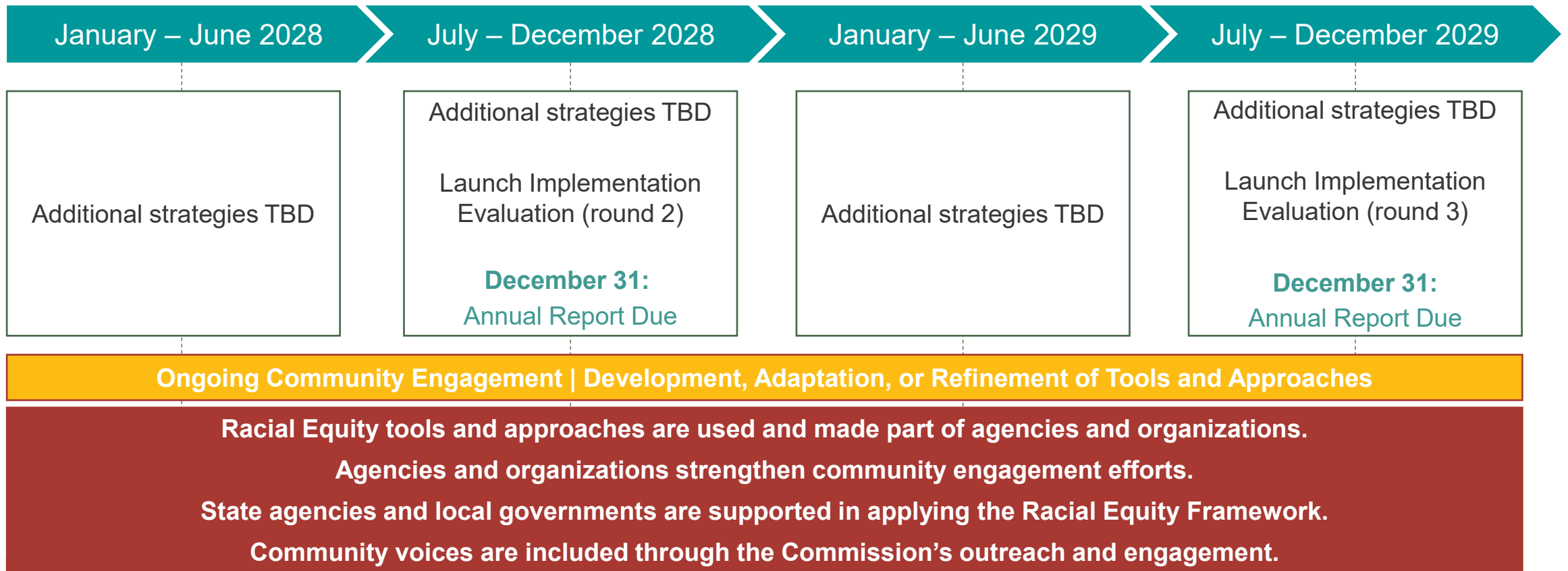


October 14, 2025, Commission Meeting

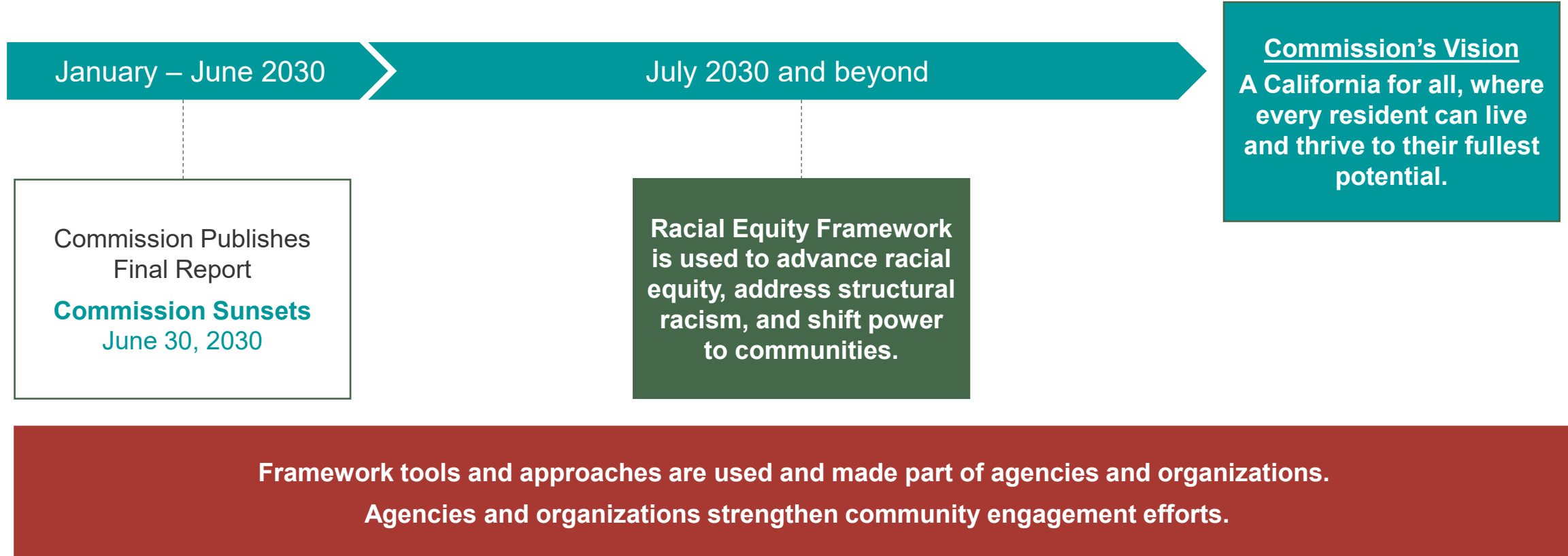
PROPOSED Commission Strategy



PROPOSED Commission Strategy



PROPOSED Commission Strategy



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

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Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

October 14, 2025, Commission Meeting

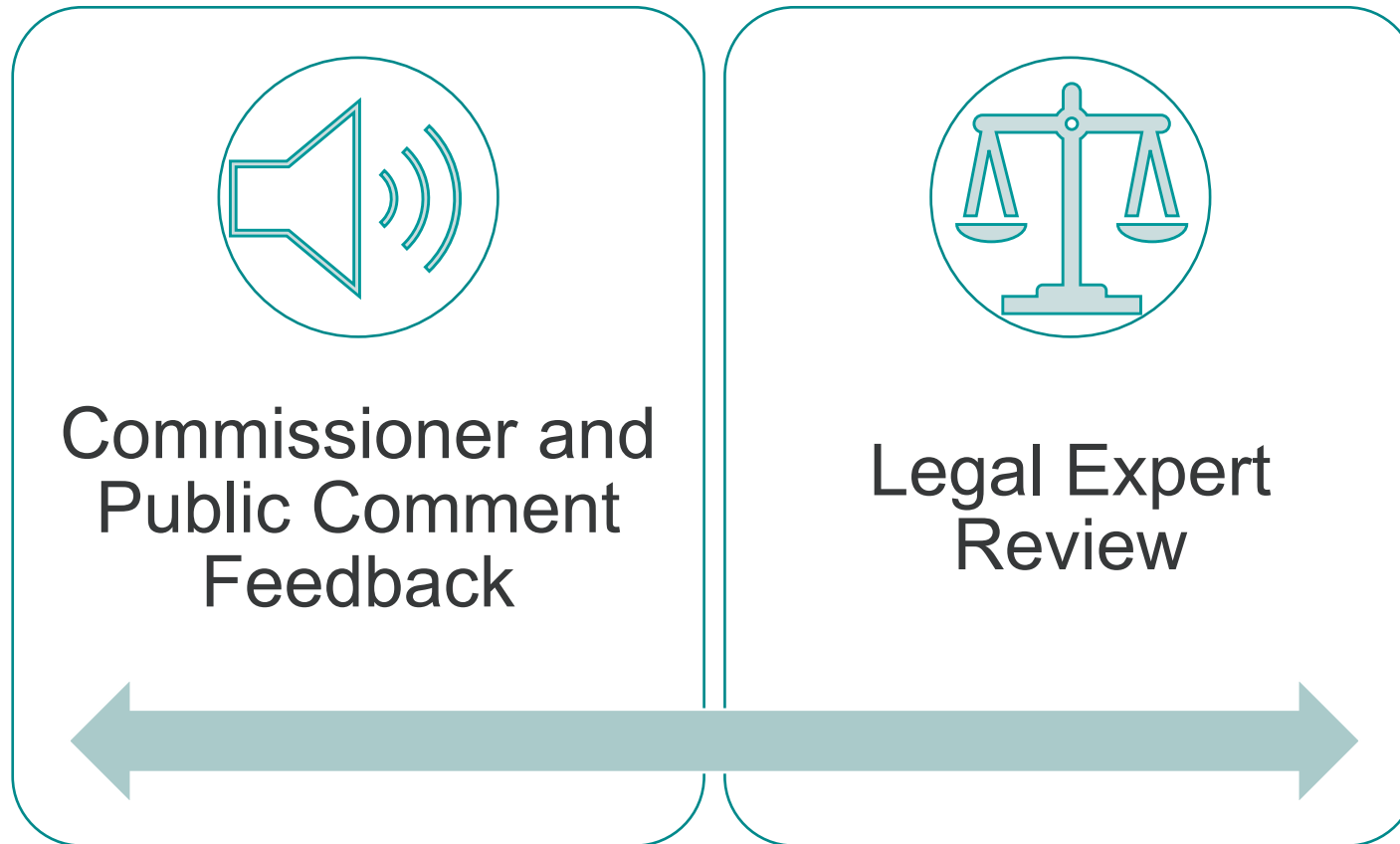
Break

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...

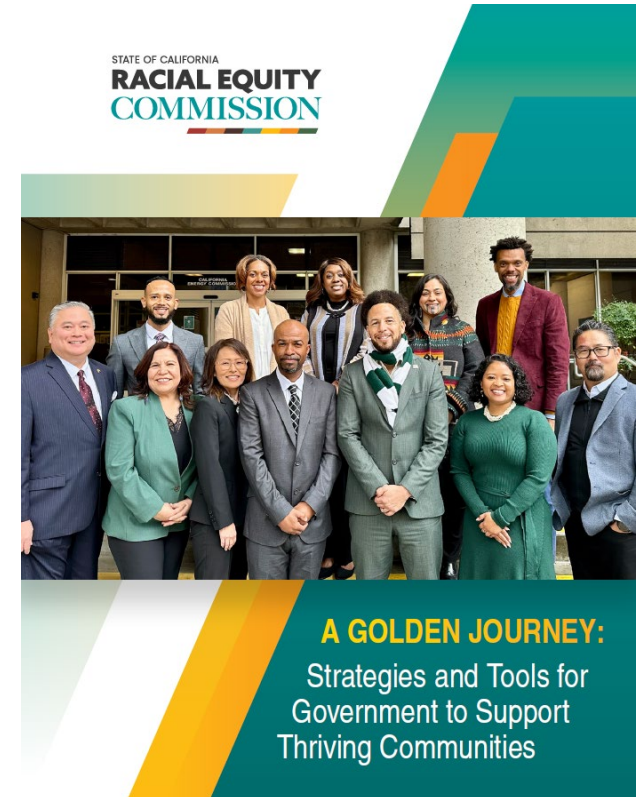


Revisions Made as of 9/17/2025

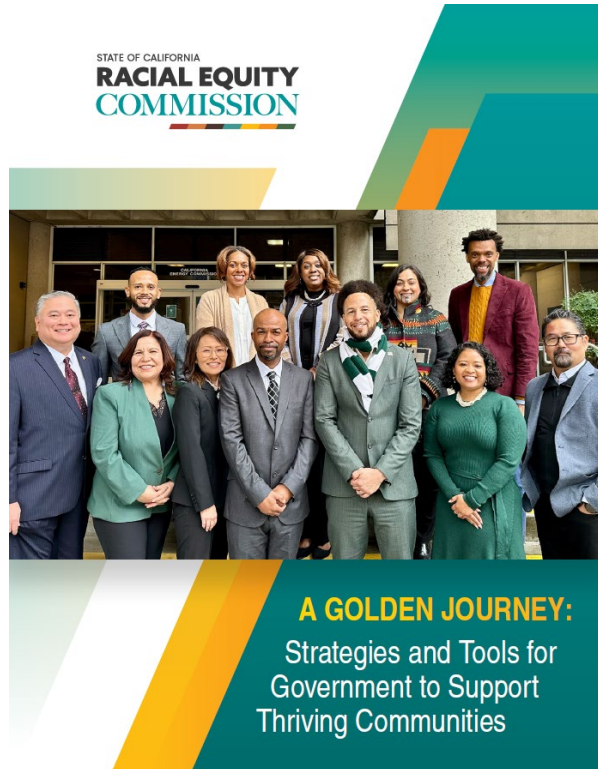
- Added **specificity** where feasible and in alignment with existing language.
- Added **additional content** as requested by Commission.
- **Organized sections**
 - Developed four (4) heading levels: Part – Priority – Strategy – Tool
 - Table of Contents added
- Increased **Directive** language
 - 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

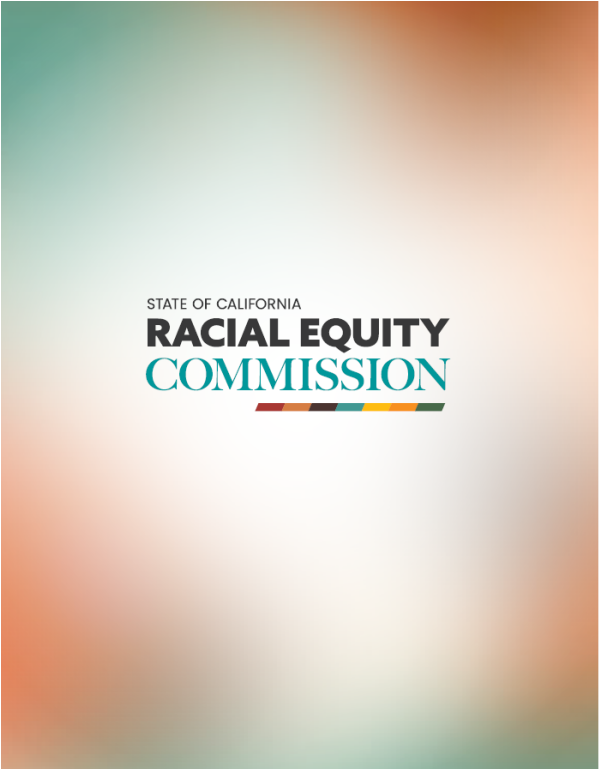
1 | Community Engagement

- **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.

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

October 14, 2025, Commission Meeting

Initial Design



Introduction

The **Racial Equity Commission's (Commission)** efforts to build a racial equity framework (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, multi-racial 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 tirelessly 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 entities as well as the communities and populations we serve. We must be mindful of the context 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.

The Community Engagement Toolkit also highlights how to center equity 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 this reduces the travel burden on communities.

In partnership with community-based organizations, the Commission identifies language needs in the community, coordinates interpretation services, and collaborates with the community partner to translate materials. In addition, the Toolkit includes samples of a visually accessible tool that the Commission has utilized during meet-n-greets and listening sessions. The Commission has contracted a graphic notetaker to travel throughout the state with the Commission to attend the meet-n-greets and listening sessions. During these community meetings, the graphic notetaker listens 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 notes.

The Toolkit 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 acknowledges different contributions to building America and further amplifies contributions to the fabric of our country and the great state of California.

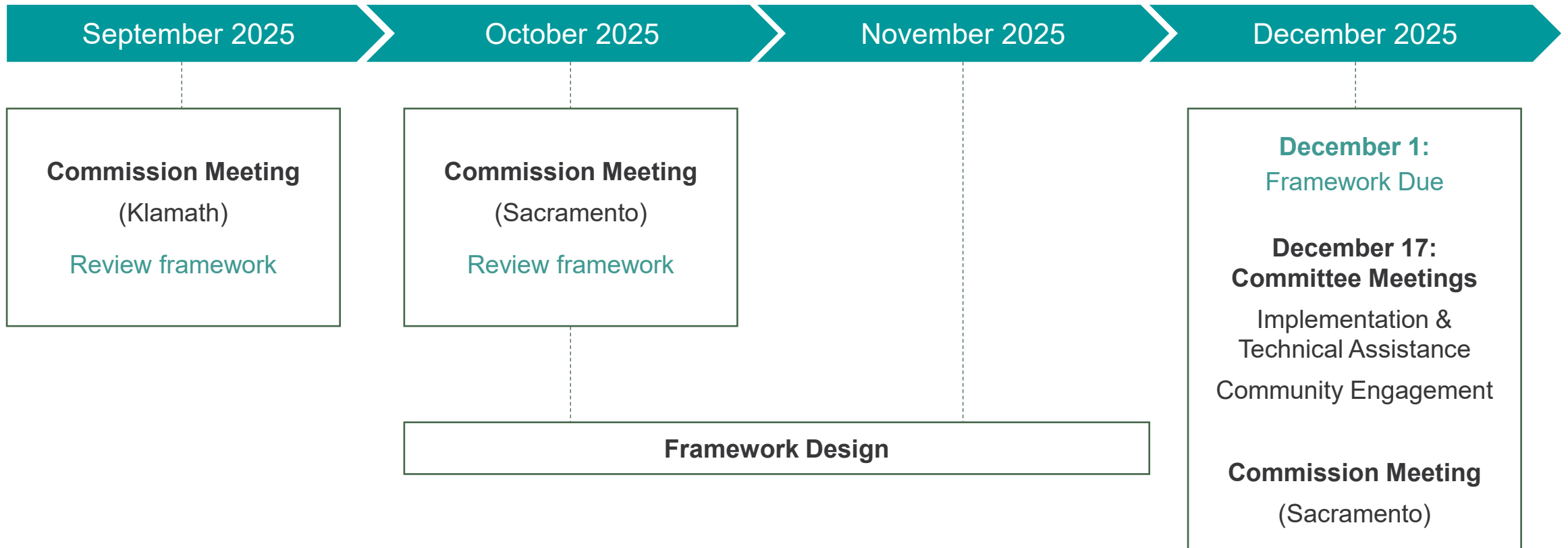
THE TOOLKIT provides the Commission's process for planning and implementing a Community Meet-n-Greet and/or Community Listening Session, which includes identifying region/ location, community based organizations to partner with, and Commissioners to attend, coordinating logistics (date, time, venue, interpretation requests, fiscal sponsor, travel, etc.), promotion (flyers, newsletter, social media, etc.), and content/programming (agenda, slides, talking points, etc.), and post-event follow up (event summary, website posting, etc.). A Community Engagement Survey is also included in the Toolkit, which serves as an example of how to collect feedback from community after an event.



Leverage subject matter expertise of existing networks

The Office of Community Partnerships and Strategic Communications (OCPSC) is housed within the Governor's 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 preparedness 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 media 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.

Finalizing the Framework



October 14, 2025, Commission Meeting

Draft Framework – ACTION ITEM

Dr. Larissa Estes, Executive Director, California Racial Equity Commission

Joyce Chiao, Facilitator, Abundance

October 14, 2025, Commission Meeting

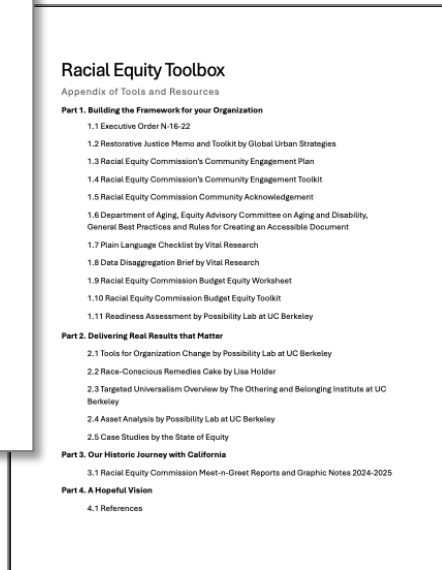
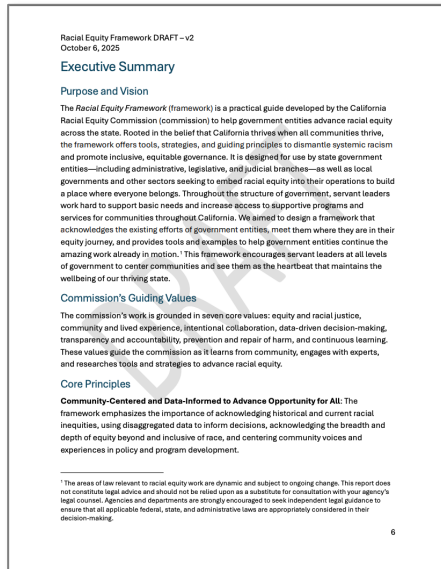
Review of the Racial Equity Framework

Commission Discussion and Review Questions

1. 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*

2. 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?
3. What topics could be considered 1) for the annual report or 2) as recommendations for future Commission consideration?
4. Is there anything else that you want to share about the framework?



Public Comment

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Draft Framework – ACTION ITEM

Dr. Larissa Estes, Executive Director, California Racial Equity Commission

Joyce Chiao, Facilitator, Abundance

October 14, 2025, Commission Meeting

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

October 14, 2025, Commission Meeting

Public Comment on matters not on the agenda

Jessica Gadow

Program Analyst

Office of Land Use and Climate Innovation

Public Comment

In Person

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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

October 14, 2025, Commission Meeting

Thank you!

