



To: California Racial Equity Commissioners

From: Dr. Larissa Estes, Racial Equity Commission Executive Director

Re: Executive Director Report to the Commission – December 17, 2025

Program Updates

Completion of the Racial Equity Framework

The Racial Equity Framework has been publicly posted and hard copies have been delivered to the Governor, Speaker of the Assembly, and Senate Pro Tempore. The Staff included the transmittal letter signed by Chair Matthews with the hard copies. The transmittal letter is also available online.

A limited number of hard copies are available to the public upon request. The Commission staff are working with the Governor's Office of Land Use and Climate Innovation's IT Team to ensure accessibility of the document on its website.

Staffing Updates

The Commission will be growing its team and adding a Program Manager (Staff Services Manager I) to the team to lead staff on the planning and execution of programming in alignment with the framework including technical assistance and evaluation. This role is hybrid but requires at least two (2) days in the Sacramento Office. The position is posted on Cal Careers under posting JC-500907. Applications will be accepted through December 24, 2025.

Commissioner Transitions

In September, Commissioners Candis Bowles and Jolie Onodera transitioned from the Commission. Their vacancies were reported to their appointing entity and we are awaiting an update on the appointment status.

Commissioner Kim will be transitioning from the Commission effective January 1, 2026. The Speaker of the Assembly's office has started its process to appoint to the Commission's vacancies.

The Commission must have at least six (6) Commissioners in person to conduct business.

Commissioner on/off boarding strategy

Given the natural transition of Commissioners, staff will be building a on/off-boarding strategy to support getting new Commissioners up to speed and supporting transitioning Commissioners with gathering their recommendations for moving the work forward. The staff will share the proposed strategy with the Executive Committee and then the full Commission at a future meeting.



Fundraising and Development

On December 15, 2025, we participated in a Funders' Briefing providing an update on the status of the Framework and the next steps for the Commission, including opportunities for future investment.

Through our fiscal sponsor, East Bay Community Foundation, a no-cost extension request has been submitted to the California Endowment to continue supporting our community engagement efforts by direct funding community organizations to support resident engagement with the Commission.

2026 Meeting Cadence

Staff have developed a meeting cadence to outline our prospective dates and locations for the 2026 public meetings and community meet-n-greets. The staff remains supportive to reaching different areas across the state and planning meetings and as shared during the Community Engagement Committee meeting, we are working with an external contractor to use a more strategic, data driven approach to connect to and reach communities that have historically been excluded from engagement.