

Implementation and Technical Assistance Strategy

A key component of the Commission's charge as part of the [Executive Order N-16-22](#) includes providing technical assistance upon request to state agencies and departments as well as local government entities to support their implementation of racial equity strategies and programming that are consistent with the Racial Equity Framework.

In addition, the Commission will continue to recommend and develop resources, best practices, and tools for advancing racial equity in consultation with government entities and through the engagement of community members to seek input on the Commission's work.

Implementation Strategy



| Focus | Timeline |
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| Readiness Assessment The Possibility Lab at UC Berkeley developed a Readiness Assessment tool to help state government entities gather baseline information to: <ol style="list-style-type: none"> 1) self-identify areas for organizational change and improvement 2) start internal dialogue to build understanding and commitment 3) share information, resources, support, and tools 4) build accountability within the organization. The Readiness Assessment tool will support the process of organizational shifts to advance equity within the state of California. | Jan-May 2026 |
| Infrastructure The Commission will work with Vital Research to research best practices and recommended structures for an Office of Racial Equity, which is one example of infrastructure that may support <ol style="list-style-type: none"> 1) the implementation of the Racial Equity Framework; 2) coordination and alignment with best practices and resource-sharing across government entities; 3) capacity building among government entities through training and technical assistance opportunities; and 4) strengthen accountability through self-evaluation and impact evaluation efforts. | Jan-May 2026 |

| Focus | Timeline |
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| <p>Resource-Sharing</p> <p>Government entities can consider forming working groups and participate in learning communities to support their racial equity work. Best practices, resources, and tools can be shared through these spaces. The Racial Equity Toolbox will provide agencies and departments with toolkits, worksheets, exemplars, and other resources to use as guidance within their own organizations.</p> <p>In addition, planning a biennial statewide equity summit could be an opportunity for racial equity practitioners to come together to share resources, best practices, and tools to advance racial equity initiatives and strategies within their respective organizations.</p> | <p>Ongoing</p> <p>2027</p> |
| <p>Training</p> <p>For racial equity to be implemented and woven into systems and organizational practices, the Framework will need to have accompanying training to inform agencies and departments on how to use the Framework and the Toolbox. Commission staff, with the support of an external contractor, will design a Framework 101 primer for agencies and departments.</p> <p>In addition, the external contractor, with guidance from Commission staff, will develop and coordinate an ‘Open House’ event to support agencies and departments in operationalizing and embedding racial equity tools and strategies into their practices, policies, and programs.</p> | <p>Spring 2026 (Framework 101)</p> <p>Summer 2026 (Open House)</p> |
| <p>Technical Assistance</p> <p>The Commission’s Technical assistance efforts will include creating an online portal for agencies and departments to submit technical assistance inquiries. Commission staff will review documents, provide guidance on strategies to advance racial equity, and participate in speaking engagements such as panels, presentations, etc. Commission staff have started providing technical assistance by reviewing agency strategic plans, presenting at working groups, and allowing government staff to shadow Commission staff during public meetings.</p> <p>Technical Assistance will include Commission Staff providing both inquiry-based and generalized guidance on navigating the Commission website to access the Framework and accompanying tools as well as coaching government employees on where to start, identifying goals and next steps, questions to consider, and ways to utilize the Framework as well as the resources in the Toolbox.</p> <p>In addition, Commission staff and an external contractor will support with the accessibility components of rolling out the Framework via a brochure and animated video.</p> <p>The Possibility Lab at UC Berkeley will design Guidance for Government Entities to Implement the Statewide Racial Equity Framework that the Commission will adapt and disseminate to support government entities with implementing the Framework.</p> <p>The Othering and Belonging Institute at UC Berkeley is available to support with Technical Assistance inquiries and Commission staff may explore a level of support with talking points and narrative-building. They will also develop a research brief and presentation on Future Opportunities to Advance System Transformation through Structures.</p> | <p>Ongoing</p> <p>December 2026 (PL)</p> <p>Jan-March 2026 (OBI)</p> |

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| Beyond 2026, the Commission staff will explore and identify deeper levels of technical assistance that the Commission can provide to state agencies and departments | 2027 – 2030 |
| <p>Evaluation</p> <p>An external contractor will develop an Evaluation Strategy to support the implementation of the Framework by</p> <ol style="list-style-type: none"> 1) measuring and evaluating equity achievements, impacts, and identifying areas of improvement, 2) establish quality improvement mechanisms to track progress, and 3) provide agencies and departments with clear implementation and evaluation guidelines to strengthen and sustain their equity efforts. <p>The evaluation strategy will also include guidance on how government entities can self-assess their equity efforts to identify opportunities for continuous improvement for services and programs and ongoing learning.</p> | <p>Spring 2026 (measurement metrics)</p> <p>Fall 2026 (Evaluation Plan)</p> |

Contracts for Implementation Strategy

Vital Research (ends June 1, 2026)

Othering & Belonging Institute at UC Berkeley (ends June 30, 2026)

The Possibility Lab at UC Berkeley (ends December 31, 2026)

External Contractor (Evaluation) – TBD

External Contractor (animated video) – TBD