

Racial Equity Commission

# Commission Meeting: December 17, 2025 1:00 PM

**California Natural Resources Agency (CNRA)**  
**Meeting Room 2-301**

715 P Street | Sacramento, CA 95814

# Call to Order & Opening Remarks

Commissioner Traco Matthews

Chair

December 17, 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

December 17, 2025, Commission Meeting

# Community Acknowledgement

Dr. Larissa Estes  
Executive Director  
California Racial Equity Commission

December 17, 2025, Commission Meeting

# Review of the Agenda

Dr. Larissa Estes  
Executive Director  
California Racial Equity Commission

# Public Meeting Agenda

- Welcome & Call to Order
- Consent Agenda – Meeting Minutes
- Bylaw Update
- Standing and Ad Hoc Committee Appointments
- Director's Report
- Break
- Committee Reports
- Proposed Guidance for Government Entities to Implement the Statewide Racial Equity Framework
- Next Steps for Staff Action
- Public Comment on matters not on the agenda
- Adjournment

# Remarks from Distinguished Guests

Commissioner Traco Matthews

Chair

December 17, 2025, Commission Meeting

# Establishment of Quorum & Public Comment Process

Jessica Gadow

Program Analyst

Office of Land Use and Climate Innovation

December 17, 2025, Commission Meeting

# 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
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## Virtual

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# Consent Agenda – Approval of October 14, 2025 Meeting Minutes

Commissioner Traco Matthews  
Chair

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# Bylaw Update

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

December 17, 2025, Commission Meeting

# ARTICLE VII, Section 2, F

How it currently reads:	Proposed amendment:
N/A - NEW	<u>Evaluation Committee – will develop recommendations including best practices and strategies for evaluating the implementation of the Racial Equity Framework</u>

**Rationale for change:** Aligns the operations of the Commission with the Racial Equity Framework, creating a formal committee space to provide staff guidance and recommendations on how to evaluate the implementation of the Framework.

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# Standing and Ad Hoc Committee Appointments

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

December 17, 2025, Commission Meeting

# Proposed Committees

March 21, 2024

Committee	Proposed Membership
<b>Standing</b>	
Executive	Wood and Wright
Data	Matthews, Pastor, and Richardson
Budget Equity	Bowles, Kim, Maldonado, and Onodera
Community Engagement	Bowles, Hedrick, Matthews, and Salas
Implementation & Technical Assistance	Hedrick, Kim, Onodera, and Salas
<b>Ad Hoc</b>	
Framework Development	Pastor and Richardson
Fundraising	Maldonado and Salas

# Proposed Committee Appointments

Committee	Membership
<b>STANDING</b>	
Executive	Matthews and Wright
Data	Pastor and Richardson
Budget Equity	Maldonado and Hedrick
Community Engagement	Hedrick and Salas
Implementation and Technical Assistance	Richardson and Wood
<b>Evaluation (NEW)</b>	Pastor and Wood
<b>AD HOC</b>	
Fundraising	Maldonado and Salas

# Public Comment

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# Executive Director's Report

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

December 17, 2025, Commission Meeting

# Program Updates

Published **Racial Equity Framework** and delivered Framework to Legislature and Governor

## Framing a California for All

California Racial Equity Commission  
Framework Now Available

[Read the full report today](#)



[racialequity.lci.ca.gov](http://racialequity.lci.ca.gov)

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**RACIAL EQUITY  
COMMISSION**

# Program Updates

Adding **Program Manager** to the team to lead the planning and execution of programming in alignment with the framework



# Program Updates

**Three Commissioners**  
transitioning from service

Building Commissioner  
**On/Off Boarding Strategy**



**Candis Bowles**  
Budget Equity,  
Community  
Engagement



**John Kim**  
Budget Equity,  
Implementation &  
Technical Assistance



**Jolie Onodera**  
Budget Equity,  
Implementation &  
Technical Assistance

# Program Updates

Ongoing engagement with **philanthropy**

## Community Engagement Fund

- Engage at least 8-10 communities

## Strategic Communications and Engagement

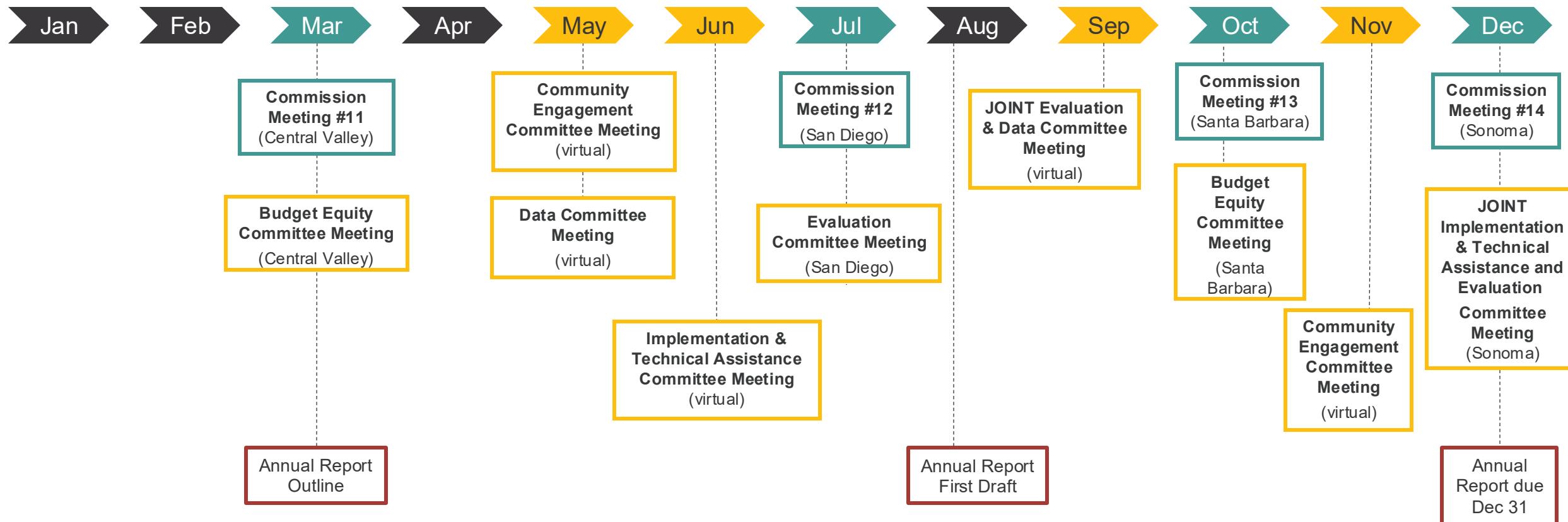
- Multi-model outreach and engagement strategy

## Implementation and Evaluation of Framework

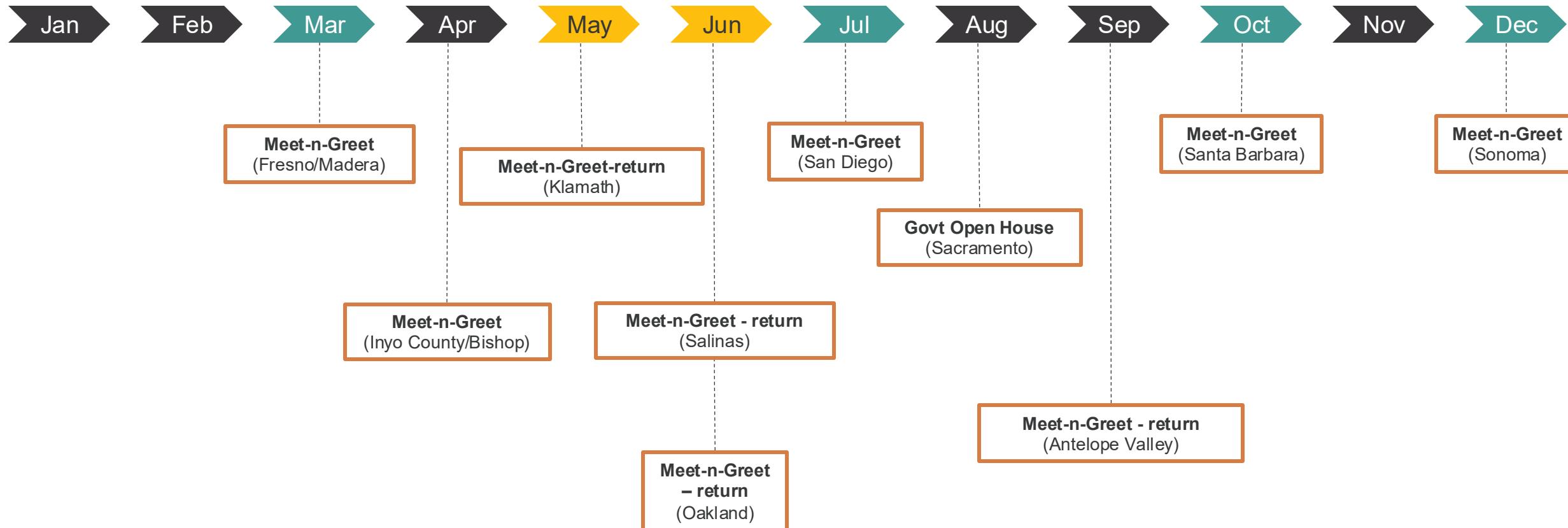
- Statewide change management and training
- Facilitate at least three (3) rounds of evaluation
- Equity indices
- Data sharing strategy



# Proposed 2026 Meeting Cadence



# Proposed 2026 Community Meet-n-Greets



**Community Meet-n-Greets are primarily staff and community partner led.  
Up to two (2) Commissioners may attend Meet-n-Greets.**

# Public Comment

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# Committee Reports

Commissioner Angelica Salas

Community Engagement Committee Lead

Commissioner John Kim

Implementation & Technical Assistance Committee Lead

December 17, 2025, Commission Meeting

# Overview: Proposed Implementation & Technical Assistance Strategy

Jourdan Ringgold  
Senior Program Analyst

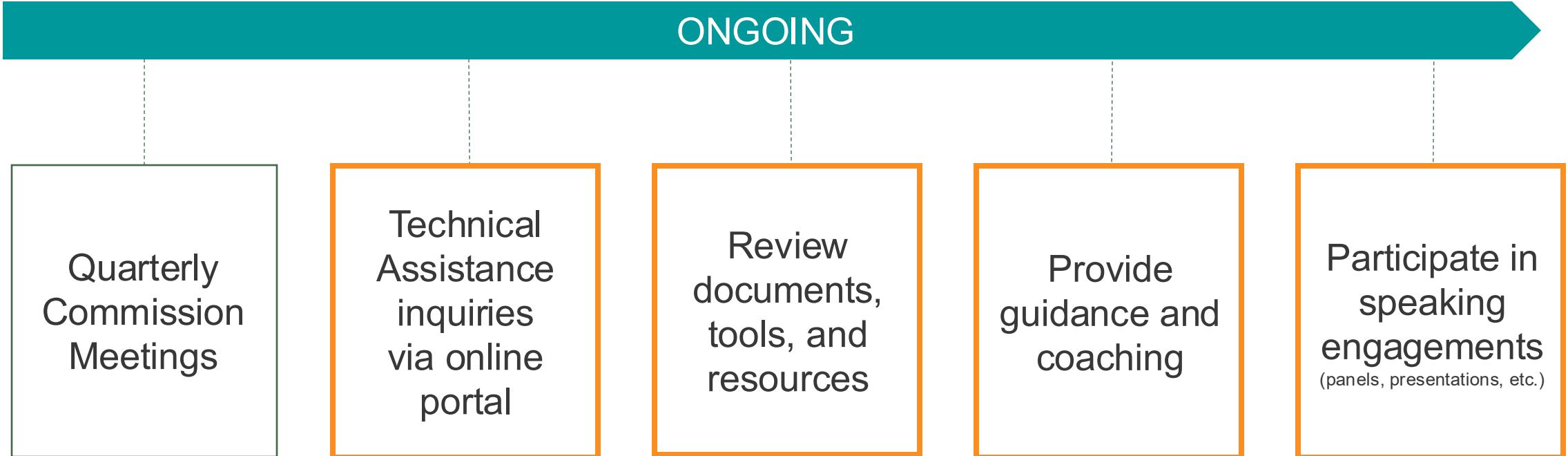
December 17, 2025 Implementation & Technical Assistance Committee Meeting

# Implementation & Technical Assistance Strategy

Upon request, the Commission is charged with providing technical assistance 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.

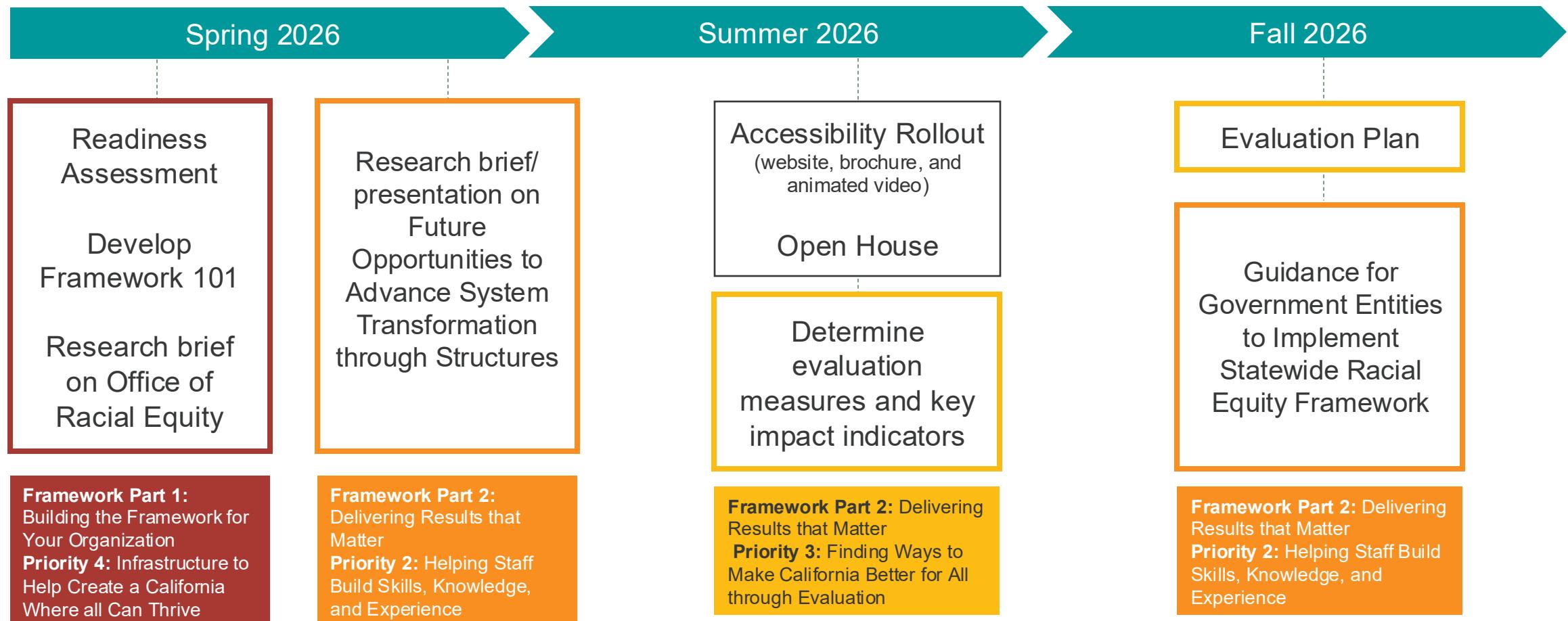


# Implementation & Technical Assistance Strategy



Framework Part 2: Delivering Results that Matter – Priority 2: Helping Staff Build Skills, Knowledge, and Experience

# Implementation & Technical Assistance Strategy



# Implementation & Technical Assistance Strategy

2027 - 2030

Biennial Statewide  
Equity Summit

Guidance for  
Government Entities  
to Implement the  
Statewide Racial  
Equity Framework

Deeper Technical  
Assistance work

Evaluation Plan

**Framework Part 2:** Delivering Results that Matter  
**Priority 2:** Helping Staff Build Skills, Knowledge, and Experience

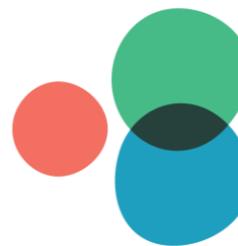
**Framework Part 2:** Delivering  
Results that Matter  
**Priority 3:** Finding Ways to Make  
California Better for All through  
Evaluation

# Resources to Support Implementation & Technical Assistance



**VITAL**  
RESEARCH

Ends June 1, 2026



Othering  
& Belonging  
Institute

Ends June 30, 2026

**POSSIBILITY LAB**  
UNIVERSITY OF CALIFORNIA

Ends December 31, 2026

External Contractor  
(animated video) – TBD

External Contractor  
(evaluation) – TBD

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# Proposed Guidance for Government Entities to Implement the Statewide Racial Equity Framework

Amy Lerman, Executive Director, Possibility Lab at UC Berkeley

Phoebe Lin, Postdoctoral Researcher, Possibility Lab at UC Berkeley

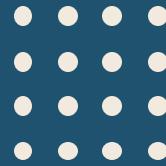


**POSSIBILITY LAB**  
UNIVERSITY OF CALIFORNIA BERKELEY

# Guidance for Government Entities to Implement the Statewide Racial Equity Framework

**Possibility Lab**

December 17, 2025



→ UC Berkeley's **Possibility Lab** bridges the gap between **government** and **community** to drive policy impact.



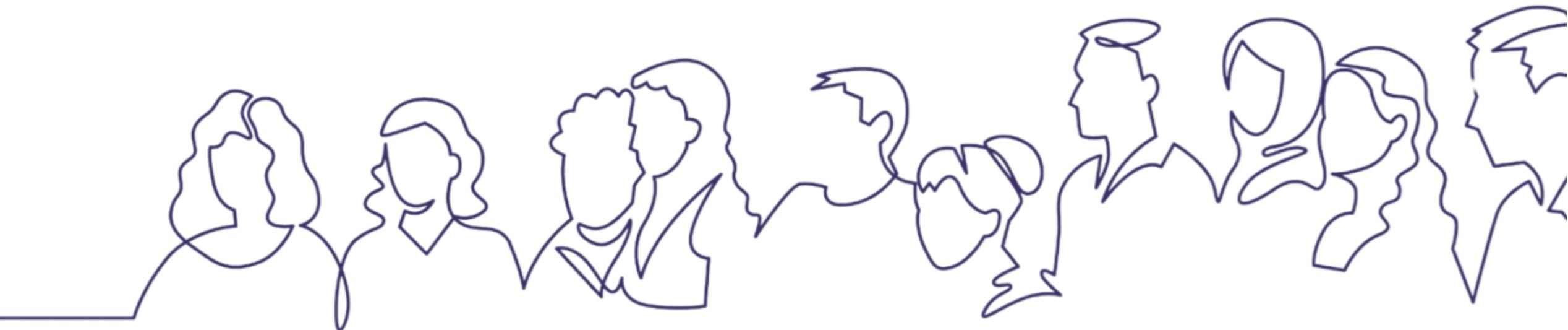
# **POSSIBILITY LAB**

UNIVERSITY OF CALIFORNIA BERKELEY

Our team of researchers and practitioners work with **state** and **local partners** to design, pilot, and scale new models of community participation for public-sector problem solving.

UC Berkeley's Possibility Lab is building a **POLICY LABORATORY** that connects informed and inclusive public deliberation to decisions at the highest levels of state and local government.

# WE ARE FINDING **NEW WAYS**



FOR GOVERNMENT AND COMMUNITIES TO SOLVE PROBLEMS, **TOGETHER**

# Commission and Possibility Lab Collaboration

*Completed products assessed the current state of equity efforts and change management approaches*



## Asset Analysis

Surveyed California state government entities on their equity progress and existing practices

Most entities are early in their racial equity journeys and want structured guidance to progress.

## Literature Review

Reviewed change management literature for structures relevant to the Racial Equity Framework

Success depends on following a four-step model for change management: vision, readiness, implementation, and evaluation.

## Readiness Assessment

Designed a questionnaire to help entities self-identify where they are in their equity journey

An entity's equity infrastructure, progress, and strengths will inform how they implement the Racial Equity Framework.

*In-progress products will help entities operationalize the Racial Equity Framework and institute organizational change*



## Guidance for Government Entities to Implement the Framework

Developing an adaptable model that entities will interact with to design a customized approach for adopting the Racial Equity Framework

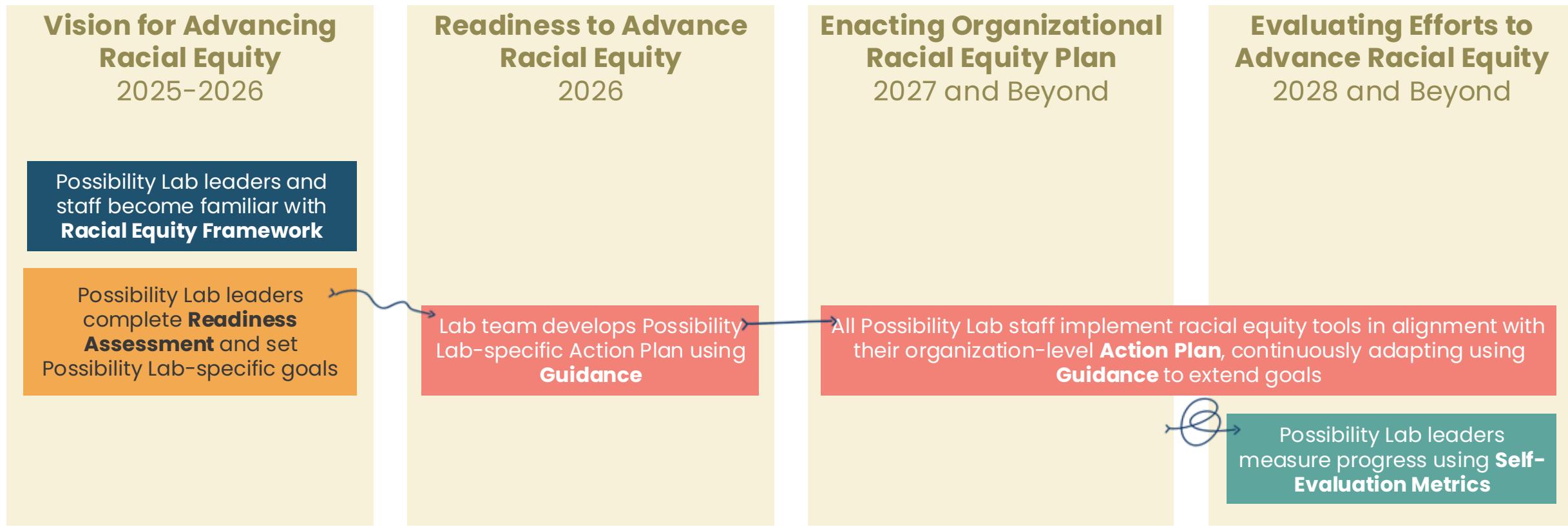
## Self-Evaluation Metrics

Identifying guidelines for measurement that support organizational change while allowing flexibility in the specific metrics

# Supporting State Government Entity Framework Implementation Journeys

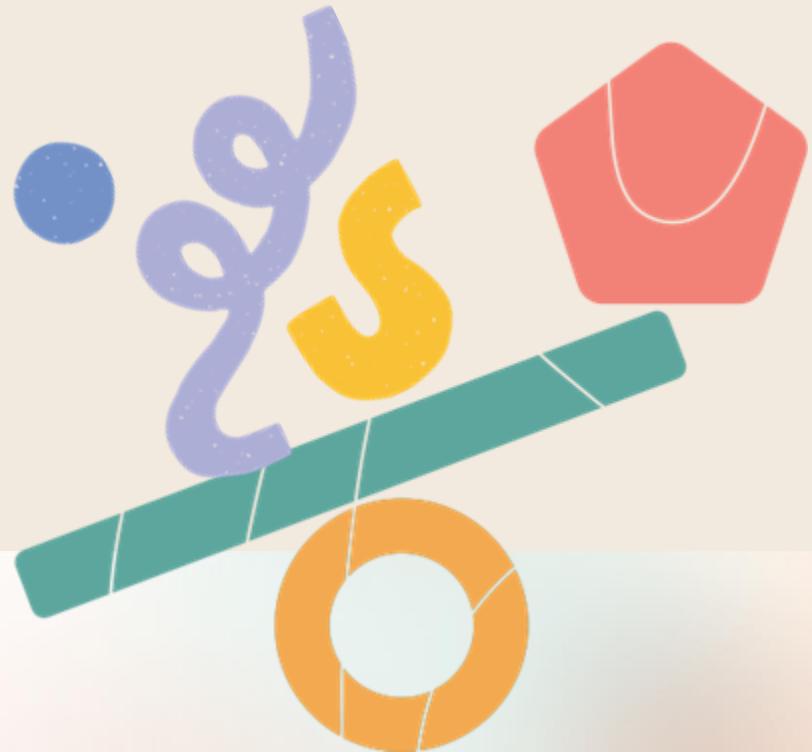
The Readiness Assessment, Guidance for Government Entities, and Self-Evaluation Metrics will guide entities through the four phases of the change management process. **The example below imagines the Possibility Lab as an organization implementing the framework.**

## Possibility Lab as Organization-Level Example



STATE OF CALIFORNIA

# **Guidance for Government Entities to Implement the Statewide Racial Equity Framework**



## **PURPOSE**

Provide an adaptable model that government entities will interact with to design a customized approach for implementing the Racial Equity Framework

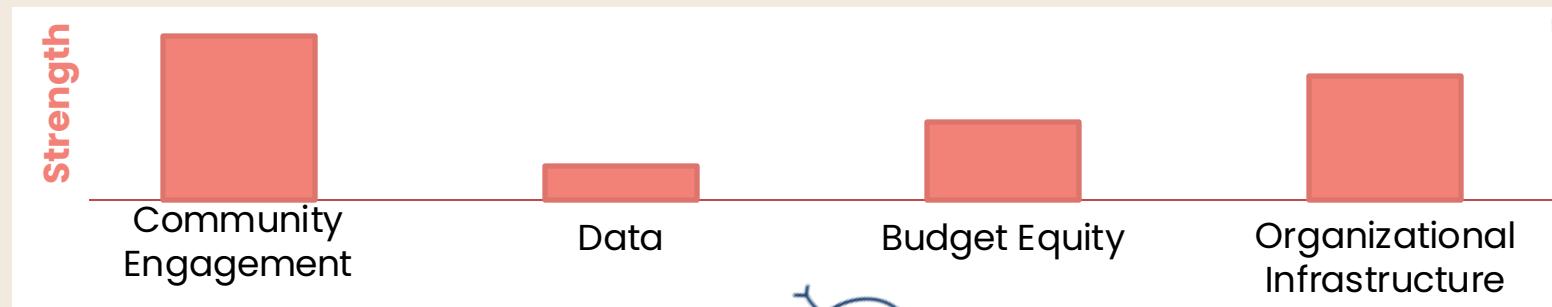
## **GUIDING PRINCIPLES**

- Each entity will have a different starting point.
- There is opportunity for improvement no matter where an entity is in their journey.
- There is no single “right” way to implement the Framework.

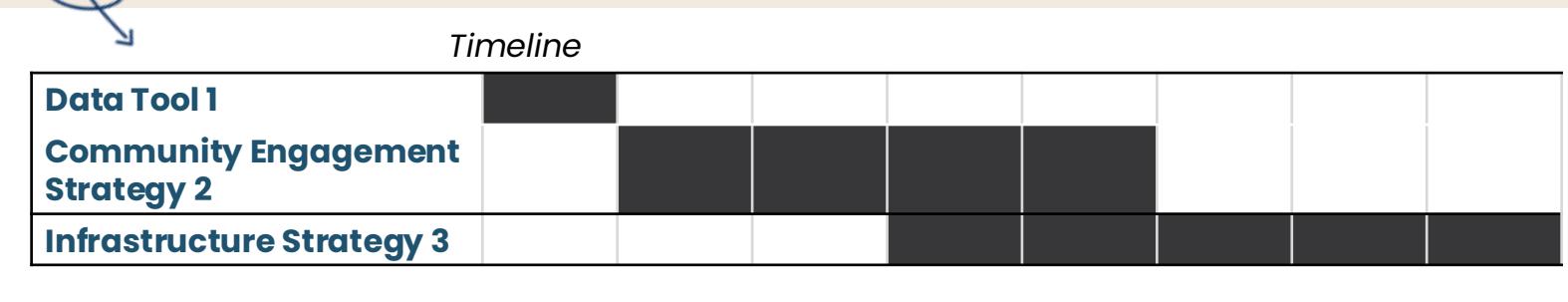
# Guidance Structure

**Readiness assessment** questions help entities determine where they are on their racial equity journey, their strengths and weaknesses, and the resources available to implement.

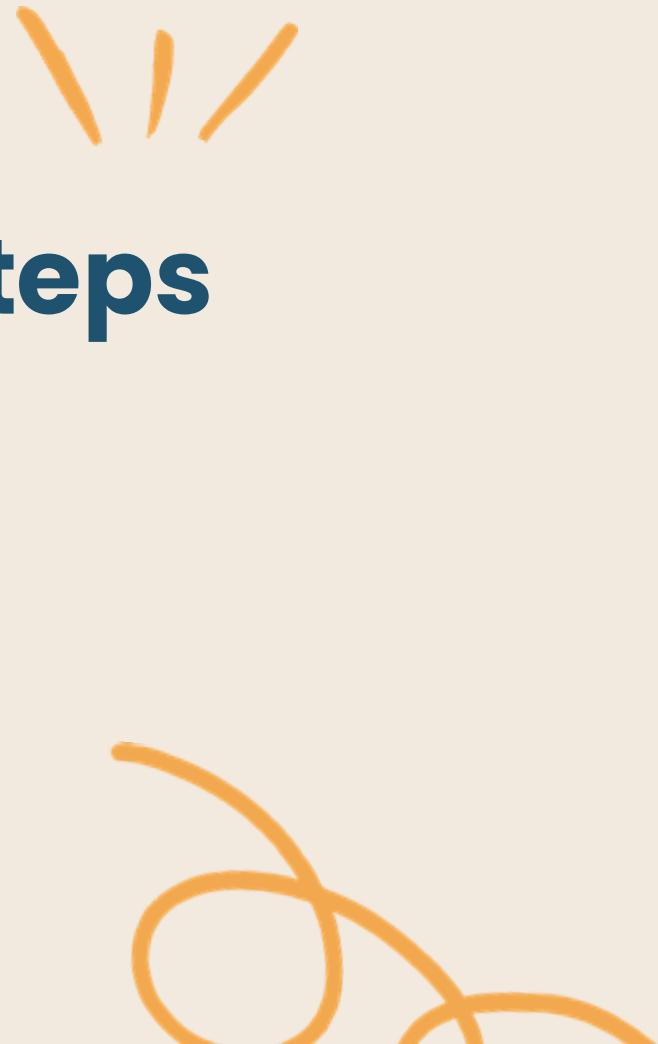
- Racial equity infrastructure
- Resources and capacity
- Organizational features
- Progress across key priorities



**Mapping strategies and tools for implementation** allow entities to plot out activities recommended in each section onto an overarching timeline.



# Next Steps



## **Spring 2026**

Socialize and iterate on readiness work

## **Summer 2026**

Engage leaders to discuss statewide government entity implementation and self-evaluation efforts

## **December 2026**

Official Guidance and Self-Evaluation shared with Commission



**POSSIBILITY LAB**  
UNIVERSITY OF CALIFORNIA BERKELEY

Questions?

# Public Comment

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# Next Steps for Staff Action

Dr. Larissa Estes  
Executive Director  
California Racial Equity Commission

December 17, 2025, Commission Meeting

# Public Comment on matters not on the agenda

Jessica Gadow

Program Analyst

Office of Land Use and Climate Innovation

December 17, 2025, Commission Meeting

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# Adjournment

Commissioner Traco Matthews  
Chair

December, 2025, Commission Meeting

## Next Racial Equity Commission Meeting

Commission Meeting

March 25, 2026 | Fresno/Madera TBD

Website: [racialequity.lci.ca.gov](http://racialequity.lci.ca.gov)

Email: [RacialEquityCommission@lci.ca.gov](mailto:RacialEquityCommission@lci.ca.gov)



# Thank you!

STATE OF CALIFORNIA  
**RACIAL EQUITY**  
**COMMISSION**  
