

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

December 17, 2025, Commission Meeting

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

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 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
Standing	
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
Ad Hoc	
Framework Development	Pastor and Richardson
Fundraising	Maldonado and Salas

Proposed Committee Appointments

Committee	Membership
STANDING	
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
Evaluation (NEW)	Pastor and Wood
AD HOC	
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

STATE OF CALIFORNIA
**RACIAL EQUITY
COMMISSION**

STATE OF CALIFORNIA
**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

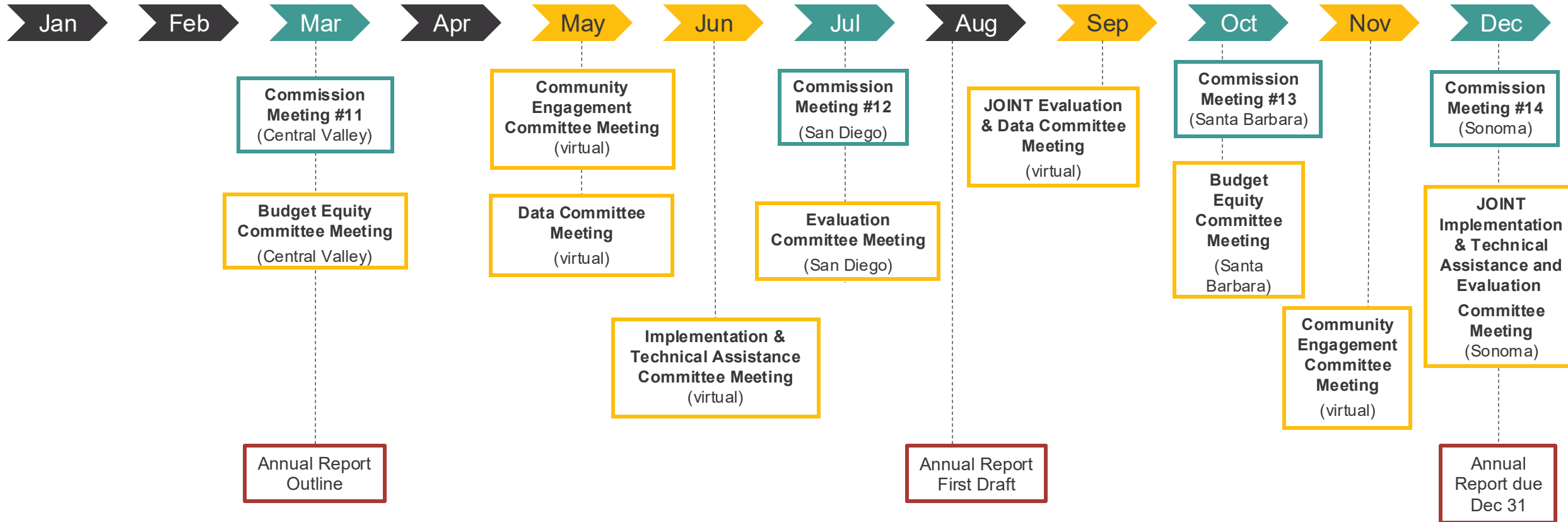
- Multi-model outreach and engagement strategy

Implementation and Evaluation of Framework

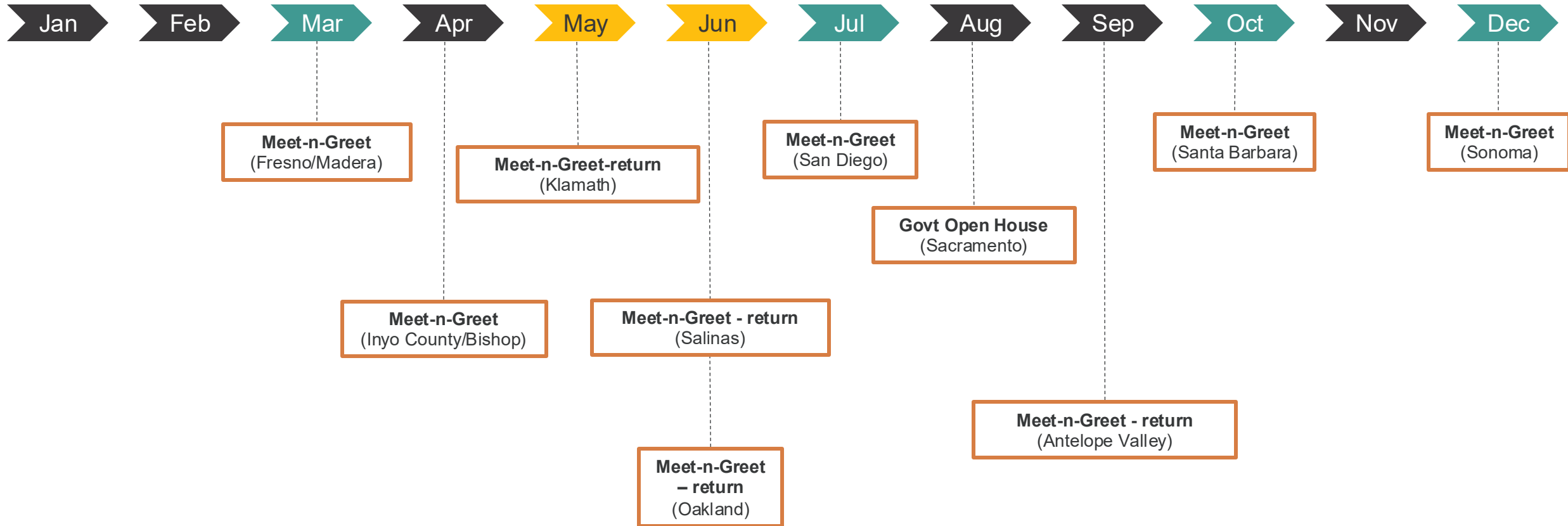
- Statewide change management and training
- Facilitate at least three (3) rounds of evaluation
- Equity indices
- Data sharing strategy



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.***

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Committee Reports

Commissioner Angelica Salas
Community Engagement Committee Lead

Commissioner John Kim
Implementation & Technical Assistance Committee Lead

Overview: Proposed Implementation & Technical Assistance Strategy

Jourdan Ringgold

Senior Program Analyst

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

ONGOING

Quarterly
Commission
Meetings

Technical
Assistance
inquiries
via online
portal

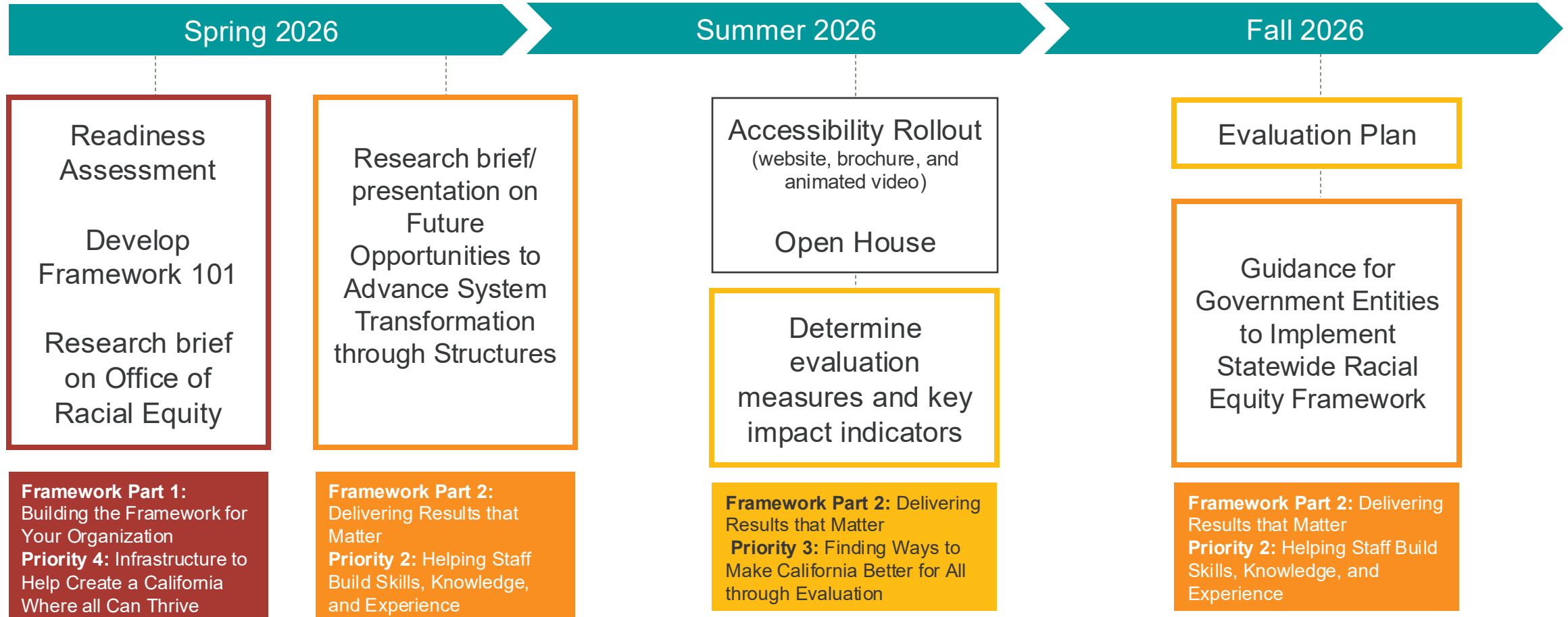
Review
documents,
tools, and
resources

Provide
guidance and
coaching

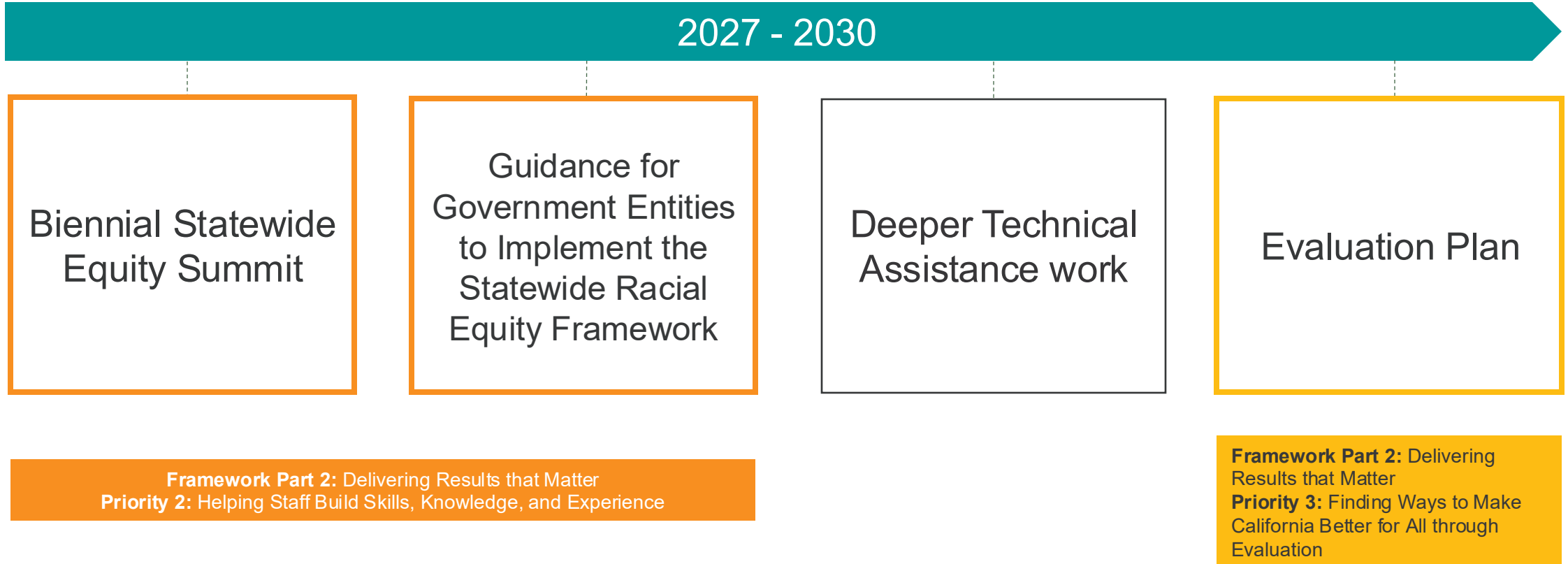
Participate in
speaking
engagements
(panels, presentations, etc.)

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

Implementation & Technical Assistance Strategy



Implementation & Technical Assistance Strategy



Resources to Support Implementation & Technical Assistance



Ends June 1, 2026



Ends June 30, 2026



Ends December 31, 2026

External Contractor
(animated video) – TBD

External Contractor
(evaluation) – TBD

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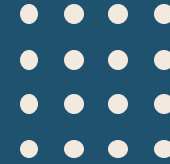
Proposed Guidance for Government Entities to Implement the Statewide Racial Equity Framework

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.



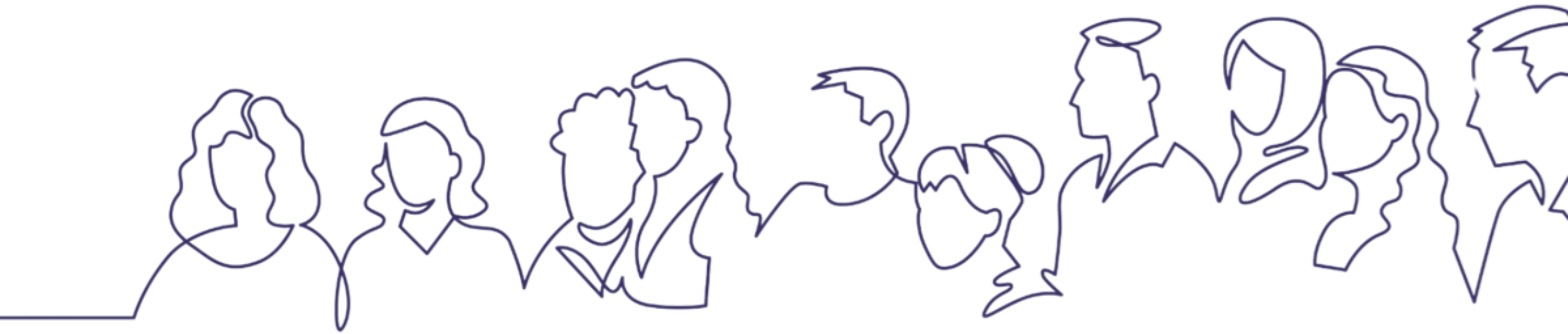
POSSIBILITY LAB

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


What we've done

Asset Analysis

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


What we learned

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


What we're doing

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



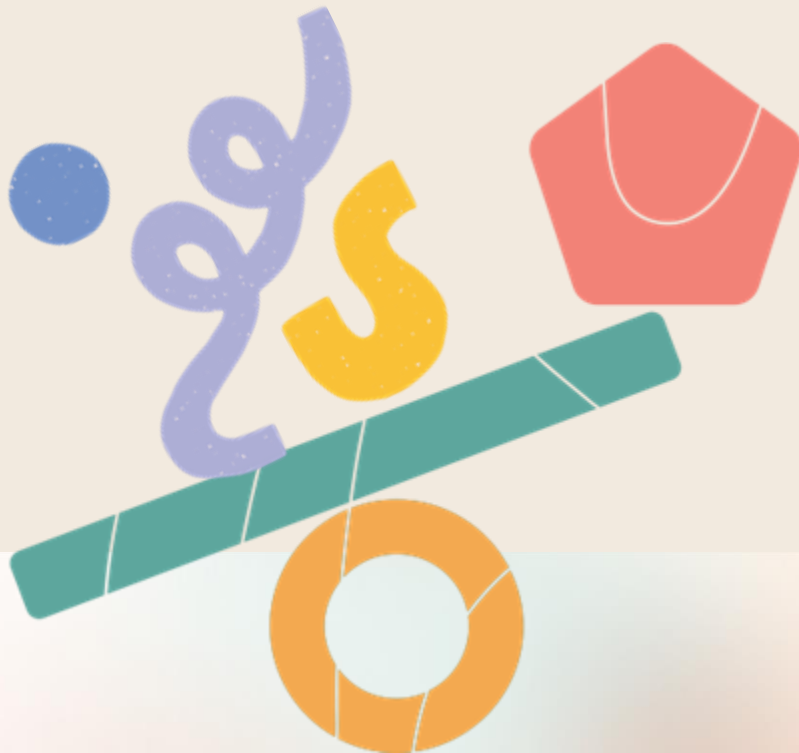
Guidance for Government Entities to Implement the Statewide Racial Equity Framework

PURPOSE

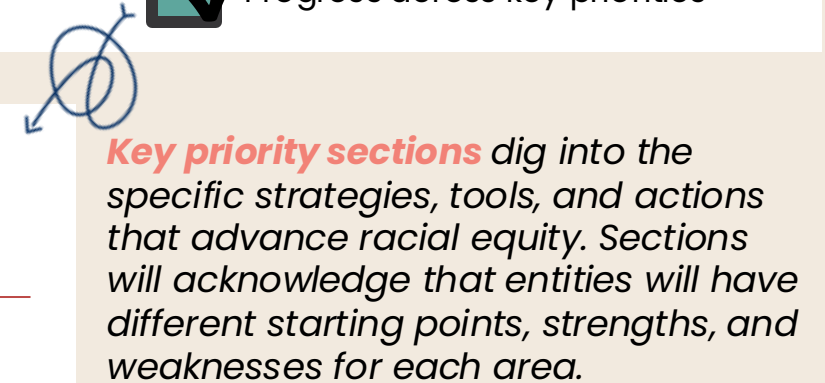
Provide an adaptable model that government entities will interact with to design a customized approach for implementing the Racial Equity Framework

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.



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

[illegible]



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

Public Comment

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Adjournment

Commissioner Traco Matthews
Chair

Next Racial Equity Commission Meeting



Commission Meeting

March 25, 2026 | Fresno/Madera TBD

Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@lci.ca.gov

Thank you!

