



# Racial Equity Commission

Public Meeting  
March 21, 2024  
9:00 AM

Bakersfield College, Delano Campus  
Delano Science and Technology Building, Room 118  
1450 Timmons Avenue  
Delano, CA 93215

# Call to Order & Opening Remarks

Commissioner Dr. Luke Wood, Chair

# 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 Planning and Research.

# Land Acknowledgement

Commissioner Dr. Luke Wood, Chair

# Establishment of Quorum & Public Comment Process

Agustin Arreola, External Affairs Manager, Office of Planning and Research

# Public Comment

March 21, 2024

## 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

- Visit [racialequity.opr.ca.gov/meetings](https://racialequity.opr.ca.gov/meetings), and complete the public comment form linked there to be added to the queue
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# Review of the Agenda

Dr. Larissa Estes, Executive Director, Racial Equity Commission

# Agenda

March 21, 2024

## Public Meeting Agenda

Welcome & Opening Remarks

Land Acknowledgement

Remarks from Distinguished Guests

Proposition 209 and Affirmative Action- OVERVIEW

Consent Calendar- ACTION ITEM

Standing and Ad Hoc Committee Appointments – ACTION ITEM

15 Minute RECESS

Aim Statement Development

Asset Analysis Update - DISCUSSION

45 Minute RECESS



# Agenda (Cont'd)

March 21, 2024

## Public Meeting Agenda (Cont'd)

Community Forum Welcome

Racial Equity Strategies in Communities & Across the State -  
DISCUSSION

15 Minute RECESS

Exploring Priorities to Support Racial Equity – COMMUNITY  
DISCUSSION

Public Comment

Adjournment

# Remarks from Distinguished Guests

Commissioner Dr. Luke Wood, Chair

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# OVERVIEW

## Proposition 209 & Affirmative Action

Erwin Chemerinsky, Dean, UC Berkeley Law

Lisa Holder, President, Equal Justice Society

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# ACTION

# Consent Calendar

Commissioner Dr. Luke Wood, Chair

# Consent Agenda

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March 21, 2024

- Approve January 24, 2024 Meeting Minutes
- Approve amendment to Bylaws
  - Update Article VIII. ~~Ad Hoc~~ Committees
    - **Add** Section 1. Ad Hoc Committees
    - **Add** Section 2. Standing Committees
      - Executive Committee
      - Data Committee
      - Budget Equity Committee
      - Community Engagement Committee
      - Implementation and Technical Assistance Committee
    - **Add** Section 3. Parliamentary Authority
      - Directs Commission to use Robert's Rules of Order, Newly Revised to facilitate the decision making process during Commission and Committee meetings.

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**ACTION**

**Standing & Ad Hoc**

**Committee Appointments**

Commissioner Dr. Luke Wood, Chair

# 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

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**ACTION**

**Standing & Ad Hoc**

**Committee Appointments**

Commissioner Dr. Luke Wood, Chair

RECESS

15 Minutes

We will be back at

DISCUSSION

# Aim Statement Development

Dr. Larissa Estes, Executive Director

Joyce Chiao, Consultant, Abundance Strategies

# Framing

March 21, 2024

- Purpose: An Aim Statement provides structure and may manage expectations for the work the Commission will advance in the immediate future. This is a working statement.
- **What do we know?**
  - The end product is a Racial Equity Framework that includes
    - Methodologies, tools, resources to advance racial equity and address structural racism
    - Data collection and analysis best practices
    - Budget equity assessment best practices to analyze impact of budget allocations
    - Best practices for community engagement
  - April 1, 2025 deadline to submit the racial equity framework to the Governor, Legislature, and post for public access, with annual reports thereafter
  - Commission to provide technical assistance to agencies, departments, and local jurisdictions across California implementing racial equity strategies
- **What does the commission need to define to get to the end product by April 1, 2025?**
  - **Who?** Audience(s) for the framework
  - **What?** Content to include in the framework

# What is an Aim Statement?

An **Aim Statement** provides structure and may manage expectations for the work the Commission will advance in the immediate future. This is a working statement.

Aim Statement Components



What We Know

End product is a **Racial Equity Framework** that includes:

- Methodologies and tools to advance racial equity and address structural racism
- Data collection and analysis best practices
- Budget equity assessment best practices to analyze the impact of budget allocations
- Best practices for community engagement

**April 1, 2025** deadline to:

- Submit the Racial Equity Framework to the Governor and Legislature
- Post for public access, with annual reports thereafter

*After April 1: Commission to provide technical assistance to agencies, departments, and local jurisdictions implementing racial equity strategies*



# What is an Aim Statement?

An **Aim Statement** provides structure and may manage expectations for the work the Commission will advance in the immediate future. This is a working statement.

Aim Statement Components



What We Know

Racial Equity Framework

?

Audience(s) for the final product

April 1, 2025

?

Content to include in the framework

*What does the Commission need to define to get to the end product by April 1, 2025?*

# Questions to Build an Aim Statement

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**Who is Commission engaging? Who should the final product be for?**

- State agencies and departments
- Local jurisdictions
- Community organizations and residents



**What topic areas should the Commission engage in?**

- Budget
- Data
- Community Engagement
- What other best practices, tools, resources?

**What key issues impact racial equity in government structures?**

# Aim Statement Drafting

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By April 1, 2025, the California Racial Equity Commission will develop a racial equity framework for [insert here – end user] that includes [insert here – content in the end product].

# Next Steps

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- Staff develop draft Aim Statement for Commissioner review and discussion at a future meeting to allow for continue iteration
- Future discussion items at Committee and Commission level
  - Define a framework for the Commission
  - Define elements that should be included in a framework
  - Describe how the framework should be used

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# UPDATE & DISCUSSION

## Asset Analysis

Larissa Estes, Executive Director, Racial Equity Commission

Amy Lerman, Executive Director, Possibility Lab at UC Berkeley

Julia Caplan, Executive Director, State of Equity

# Asset Analysis Overview

March 21, 2024

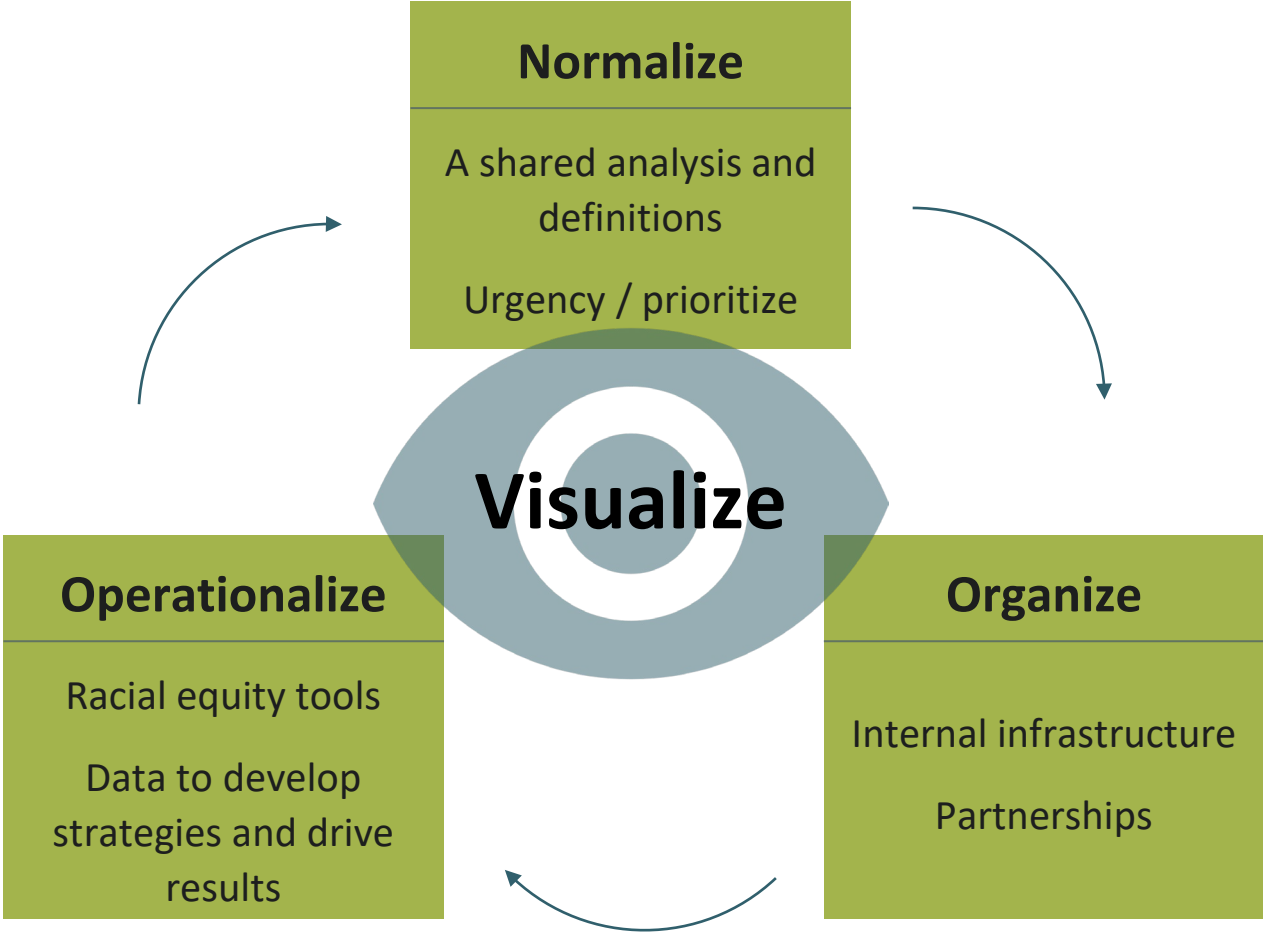
- Goal: Understand existing racial equity efforts, in alignment with the Executive Order N 16-22 to ensure the framework is complimentary and supportive of existing efforts
  - Methodologies, tools, resources to advance racial equity and address structural racism
  - Data collection and analysis best practices
  - Budget equity assessment best practices to analyze impact of budget allocations
  - Best practices for community engagement
- Methodology
  - Survey
    - Snapshot of racial equity best practices and efforts
    - Collection of tools, resources, methodologies used
    - Collect feedback on user design/experience needs for framework.
  - Key informant interviews
    - How efforts moved forward
    - Success stories and examples
    - Sharing resources used and produced

# Government Alliance on Race and Equity

## National effective practice

### Model of Organizational Change

March 21, 2024





# Key Categories of Inquiry

March 21, 2024

	Normalize	Organize	Operationalize
External Engagement	X	X	X
Data, Research and Quality Improvement	X	X	X
Staff Training	X		
Planning, Operations, Budget Equity	X	X	X
Existing Resources and Asset Allocation			X
Technical Assistance and Resources			X

- Survey
  - Check all that apply, drop down menus
  - Short answer for additional details
  - Attachments of resources and tools
- Key Informant Interviews
  - What's is being implemented and what was the journey to get there
  - Successes
  - Examples to share

## Next Steps

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March 21, 2024

- Develop survey and interview questions and structure
- Share survey and interview questions with Framework Development Committee and the Administration for feedback
- Explore piloting survey and interview questions with OPR
- Collaborate with the Administration on survey dissemination

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March 21, 2024

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RECESS

45 Minutes

We will be back at

# Community Forum Welcome

Commissioner Dr. Luke Wood, Chair

# Public Comment

March 21, 2024

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Community Panel:  
Racial Equity Strategies in  
Communities and Across the State



# A Conversation with Dolores Huerta



**Commissioner Traco Matthews**  
(he/him/his)  
Chief Health Equity Officer, Kern  
Health Systems



**Dolores Huerta**  
(she/her/ella)  
Founder,  
Dolores Huerta Foundation

# Community Panel



**Commissioner Traco Matthews**  
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Chief Health Equity Officer, Kern  
Health Systems



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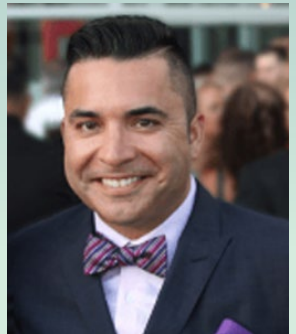
**Camila Chávez** (she/her/ella)  
Executive Director, Dolores  
Huerta Foundation



**Claudia Catota, J.D., M.A.** (she/her/ella)  
Chief Diversity Officer &  
Special Assistant to the President,  
CSU Bakersfield



**Reyna Olaguez, MPA**  
(she/her/hers)  
President/CEO, Building Healthy  
Communities Kern



**Russell Roybal** (they/them/theirs)  
Chair, California Commission on  
the State of Hate

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# Preparing for Community Discussion

## Activity #1: Meet and Greet

**Find someone you do not know. Share:**

- Your name
- What brought you to this meeting today
- Your thoughts to this question:

**Who is someone you admire in your community? Why?**

## Activity #2: Racial Equity Brainstorm

- Scan the QR code, or open [PollEv.com/joycechiao372](https://PollEv.com/joycechiao372) in your browser.
- Enter a screen name to join the room.
- Respond to the question:

**When you think of *racial equity*, what words come to mind?**

Submit your response as a single word (e.g., “community” or “community-centered”). You may submit as many responses as you like.

### Reminders:

- This is open brainstorming! These questions are designed to be broad so you can respond in different ways.
- Any offensive language or hate speech will not be tolerated and will be removed from the pool of responses.



# RECESS

## 15 Minutes

We will be back at

### Optional Recess Activity #1: Meet and Greet

**Find someone you do not know. Share:**

- Your name
- What brought you to this meeting today
- Your thoughts to this question:

**Who is someone you admire in your community? Why?**

### Optional Recess Activity #2: Racial Equity Brainstorm

- Scan the QR code, or open [PollEv.com/joycechiao372](https://PollEv.com/joycechiao372) in your browser.
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# COMMUNITY DISCUSSION

## Exploring Priorities to Support Racial Equity

Joyce Chiao, Consultant, Abundance Strategies

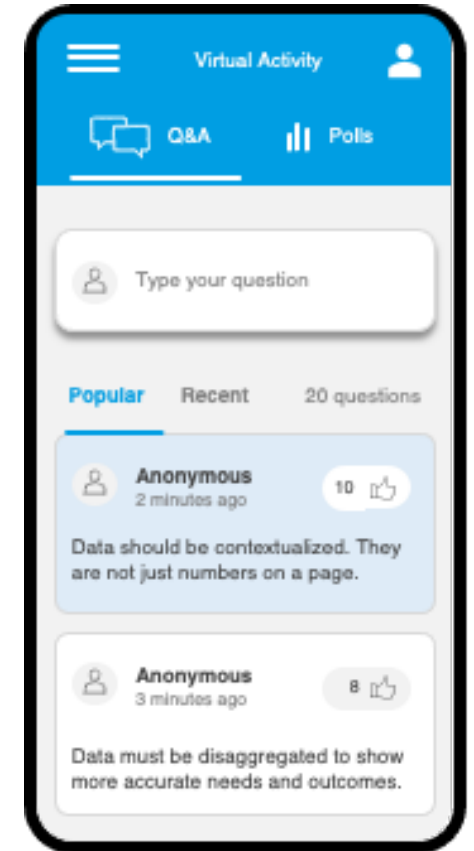
# Community Brainstorming

## To Join the Activity:

- Scan the QR code, or open [PollEv.com/joycechiao372](https://PollEv.com/joycechiao372) in your browser.
- Enter a screen name to join the room.

## To Participate:

- Respond to each question as they appear on the screen.
  - How do you think data should be used to inform government making decisions that impact community?
  - What do you think organizations need to consider when deciding how to spend money on issues that impact community?
  - What are three values that should be adopted for productive conversations?
- Read through the responses. Click the “thumbs up” button to agree with a response.



## Reminders:

- This is open brainstorming! These questions are designed to be broad so you can respond in different ways.
- Any offensive language or hate speech will not be tolerated and will be removed from the pool of responses.



# Community Discussion

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What themes or ideas  
are you noticing?



What surprised you or  
prompted you to want to  
learn more?



How might you continue  
to explore the thoughts  
shared in today's activity  
as a group?

Share your thoughts by scanning the QR code and submitting your responses by today, 3/21 at 3pm:





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# COMMUNITY DISCUSSION

## Exploring Priorities to Support Racial Equity

Joyce Chiao, Consultant, Abundance Strategies

# Public Comment

Commissioner Dr. Luke Wood, Chair

# Public Comment

March 21, 2024

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# Adjournment

Commissioner Dr. Luke Wood, Chair

Next Commission  
Committee Meeting and Public Forum

May 9, 2024  
Los Angeles, CA

In person and virtual

Website: [racialequity.opr.ca.gov](https://racialequity.opr.ca.gov)

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