



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Framework Development Committee Report to the Commission – June 14, 2024

Commissioners in attendance (virtual):

Manuel Pastor, Yolanda Richardson

Committee Recap and Key Takeaways:

- Commissioners discussed defining what is a framework and how the term should be applied. Commissioner Richardson the importance of being clear on what is actionable vs. conceptual – particularly for individuals working with in large systems.
- Commissioners further discussed being clear on the audience and using the aim statement development process to do this work. Commissioner Pastor emphasized the need for a time dimension to be part of the aim statement and the inclusion of some language around closing racial gaps and disparities.
- Commissioners explored the importance of creating the “a-ha” moment for those implementing elements of the framework so that they are positioned to look at all facets of disparities and inequities, see the opportunity and take action to transform systems. This includes understanding what are disparities and key drivers of disparities.

Next steps:

- Continue ongoing conversations on defining framework.
- Review the asset analysis survey and key informant interview questions.
- Staff will develop a roadmap and begin to flesh out how that intersects with providing users with best practices, tools, methodologies, guidance on implementation, and measuring impact.

Intersection with Commission Strategy:

- Interaction with state agencies and departments is important for the Commission to ensure that it is being responsive and building a relationship of support and mutual interest of advancing racial equity and addressing system racism.
- It is important for users of the framework to understand the data and why this work is important.