



To: California Racial Equity Commissioners
From: Dr. Larissa Estes, Racial Equity Commission Executive Director
Re: Executive Director Report to the Commission – September 18, 2024

Staffing Updates

- The Commission has welcomed Toya Davis has joined the Commission Staff to serve as the Commission Operations Manager. Toya will focus on the planning and execution of Commission meetings. The Commission has also welcomed Dylun Turner-Keener as a senior program analyst. Dylun will support planning of Commission Meetings, conduct research in support of the development of the framework and lead the thinking around our technical assistance strategy.
- The Commission anticipates recruiting one (1) a Senior Program Analyst to lead research in support of the development of the framework.

Program Updates

Committee Meetings

- The following Committees have met and will be providing brief report after this agenda item. The Data and Fundraising Committee reports are available and posted. The Executive, Framework Development, and Community Engagement Committees will be providing verbal reports in an upcoming agenda item today. Written reports for those Committees will be developed and posted online after the Commission meeting.
 - **Data** July 17, 2024
 - **Fundraising** (Ad Hoc) August 23, 2024
 - **Executive** September 3, 2024
 - **Framework Development** (Ad Hoc) September 6, 2024
 - **Community Engagement** September 17, 2024
- The Implementation & Technical Assistance Committees will be convened in the next three months.

Funders Briefing

- The Executive Committee and Executive Director met with several Philanthropic organizations on August 29, 2024 to provide an overview of the Commission and opportunities for investment. Investment areas may include (1) the establishment of a Community Engagement Fund to support the participation of residents and grassroots community-based organizations public meetings; (2) a strategic communications and sustainability strategy to build buy in and ensure sustainability of the framework; and (3) a implementation and impact evaluation strategy to support the implementation of the



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framework and measure its impact as it relates to process, populations, and policy outcomes.

Commission Timeline

- The Executive Committee met on September 3, 2024 to discuss the meeting cadence for the next 15 months to support the development of a framework no later than December 1, 2025.
- Staff proposes the following:
 - Increasing the cadence of meetings and introducing new meeting structures (e.g. virtual, joint, etc.) while managing staff capacity.

Date	Meeting(s)
December 2024	Full Commission, Community Engagement Committee
February 2025	JOINT Budget Equity and Data Committees (virtual)
March 2025	Full Commission (Salton Sea), Framework Development and Implementation & Technical Assistance Committees
April 2025	Budget Equity, Data Committees (virtual)
May 2025	Community Engagement Committee (virtual)
June 2025	Full Commission (Monterey/Salinas), Implementation & Technical Assistance Committee
September 2025	Full Commission (Weed), Community Engagement, Framework Development Committees
October 2025	Full Commission (TBD)
November 2025	Full Commission (virtual)
December 2025	Full Commission (Sacramento)

- Using Commission and Committee meetings through June 2025 to review and discuss research findings, synthesize key theme and initial recommendations, and review and discuss framework outline/structure.
- Hosting a roadshow (July-Aug 2025) to further engage community and reflect how their input translates into a racial equity framework that focuses on budget, data, and community engagement. This strategy would support ongoing engagement and connection with community.
- Holding a 30-day public comment period in Fall 2025 for the review of the proposed framework and reviewing the proposed final draft.

Asset Analysis Update

- The Framework Development Committee met on September 6, 2024 to discuss their comments on the survey and key informant interview questions.
- Based on the feedback from the Framework Development Committee, the staff will
 - Explore how to use focus groups to understand best practices and identify potential solutions to support the implementation of the racial equity framework.
 - Add additional information to the survey notification emails on why we are doing the survey and how information will be used.



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- Follow up with the Administration on engagement with senior leadership at the Agencies and Departments.
- The staff and research team anticipate the survey going live before the end of September.

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