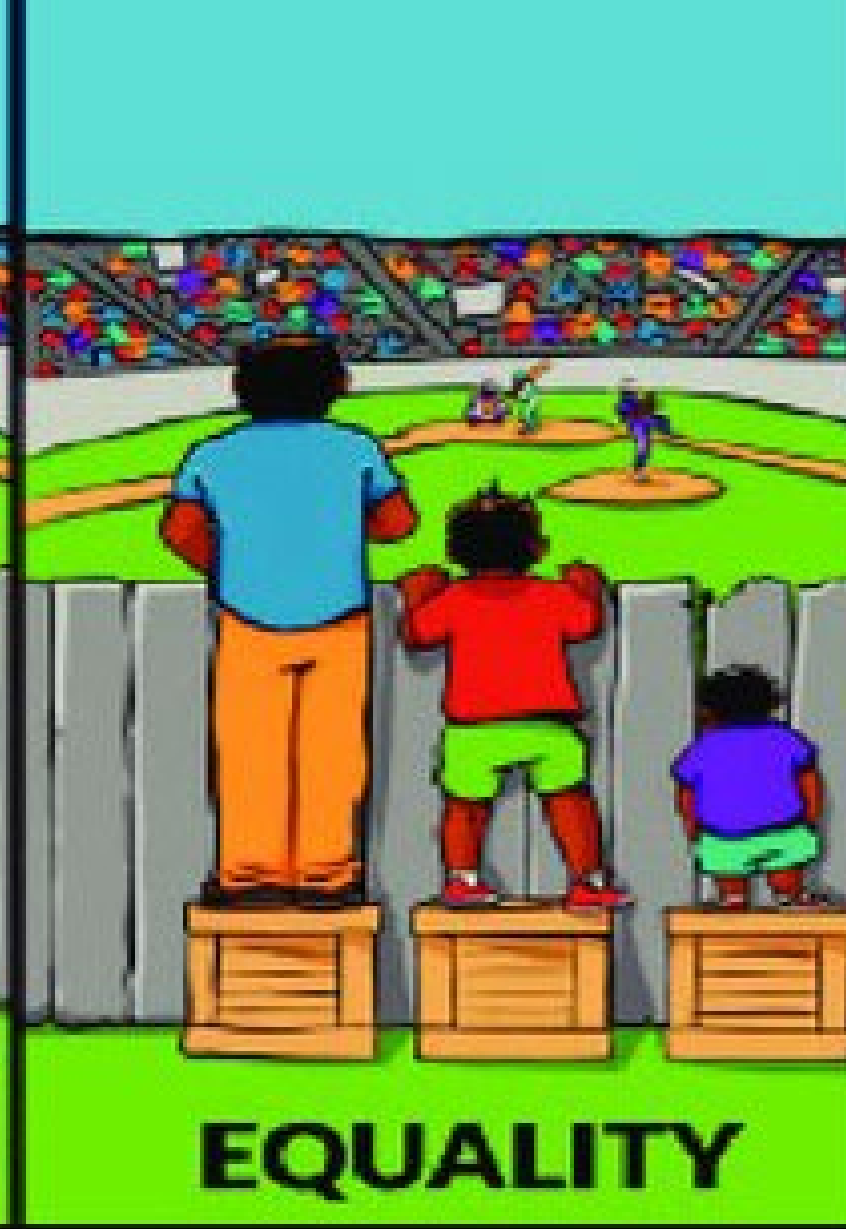
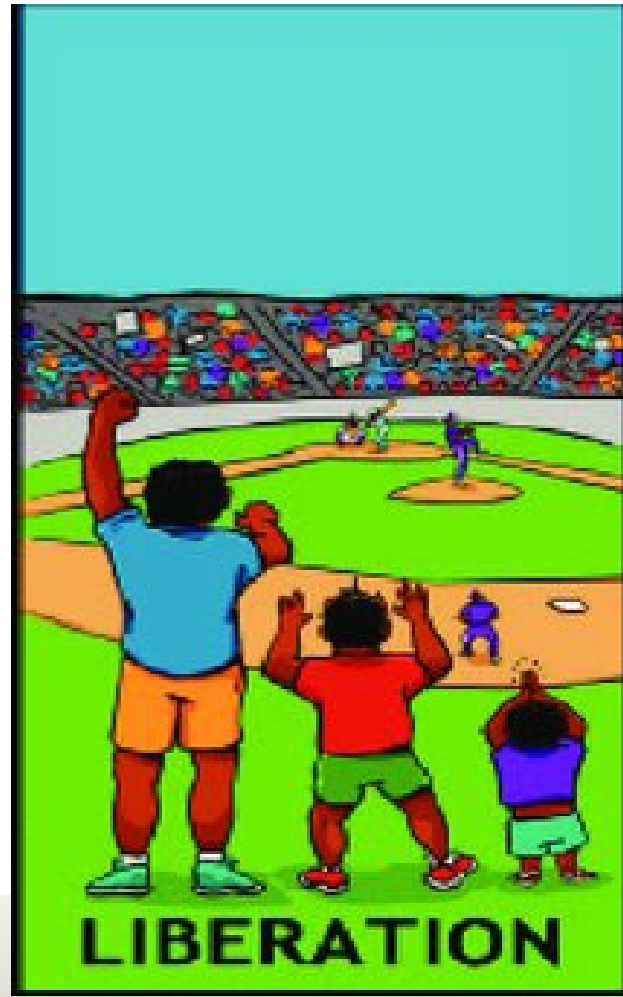




Why is this perspective of liberation NOT enough?



California Racial Equity Commission

Community Engagement Strategies

Dr. Larissa Estes, Executive Director

July 31, 2025

Equity Executive Order

N 16-22

Racial Equity Commission

Statewide Racial Equity Framework (December 1, 2025)

- Consult private and public stakeholders
- Methodologies and tools to advance racial equity and address structural racism
- Budget methodologies including equity assessment tools to analyze how budget allocations benefit or burden communities of color
- Processes for collecting and analyzing data effectively including disaggregation by race, ethnicity, and other key demographic variables
- Input and feedback from [community] stakeholders

Technical Assistance

- For state agencies implementing racial equity strategies consistent with the framework
- Engage stakeholders and community including quarterly stakeholder meetings
- Engage, collaborate, and consult with policy experts
- Technical assistance to local governments and encourage the formation and implementation of racial equity initiatives

Annual report

- Feedback from public engagement with community
- Data on inequities and disparities
- Recommendations on best practices and tools to advance racial equity

STATE OF CALIFORNIA
RACIAL EQUITY
COMMISSION



Traco Matthews
Chair



Angelica Salas



Candis Bowles



Gabriel Maldonado



John Kim



Jolie Onodera



Dr. Manuel Pastor



Simboa Wright
Vice-Chair



Dr. Luke Wood



Virginia Hedrick



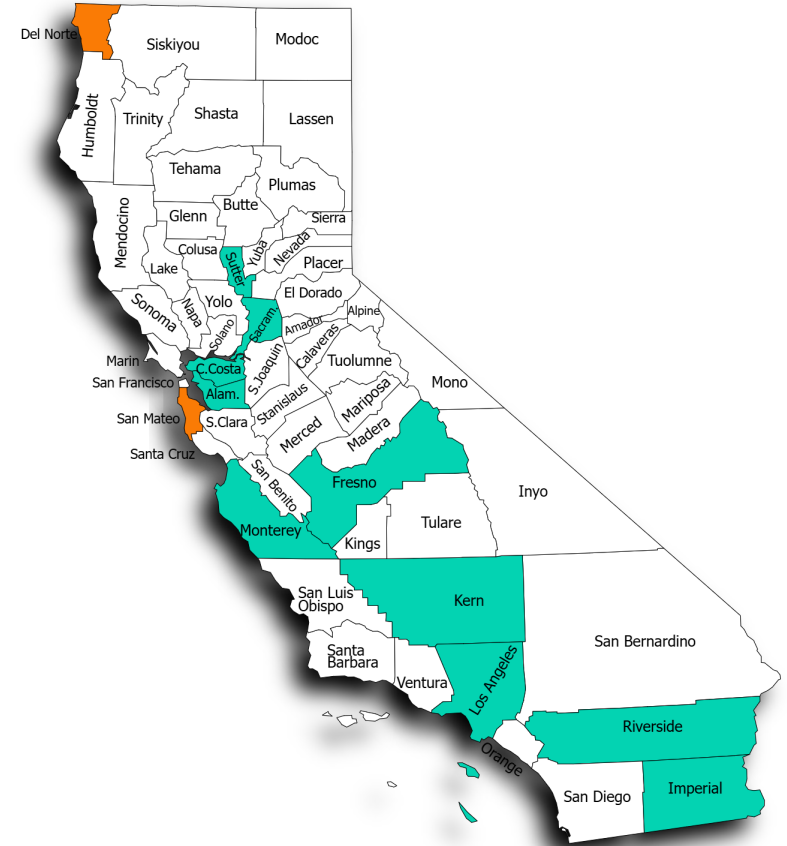
**Yolanda R.
Richardson**

Activities to Date

40 hours of public meetings

150 hours of meetings with community, advocates, and allies

Over 700 community residents have attended our meetings throughout the state



Activities to Date

- Established structure including leadership, bylaws, and committees.
- Developed community engagement plan that meets community where they are.
- Testimony and presentations from subject matter experts on budget, data, community engagement, and implementation and technical assistance.



Commission receives acknowledgement from LA County Supervisors Solis and Mitchell, May 2024

Activities to Date

- Conducted a landscape analysis on state legislation and executive orders related to equity.
- Developed a database of state and local racial equity efforts.
- Conducted an asset analysis of state agencies and departments to understand where they are on their equity journey.
- Established a community engagement plan to guide the Commission's efforts to ensure the voices of community are integrated into the framework.



Community residents discussing challenges in Antelope Valley, CA, April 2025

Key Themes from across California and Best Practices

Community Meet-n-Greets with Commission



Common Themes from Across CA

Access to basic
needs

Economic equity

Education
Equity

Language
access &
communication

Civic
engagement
and
representation

Racism and
systemic
discrimination

Youth voice and
empowerment

Faith, Culture,
and Storytelling

Common Themes from Across CA

Voices from Antelope Valley, Delano, Fresno, Imperial, Lamont, Oakland, Riverside, Sacramento, Salinas, and Yuba City

March 2024 to June 2025



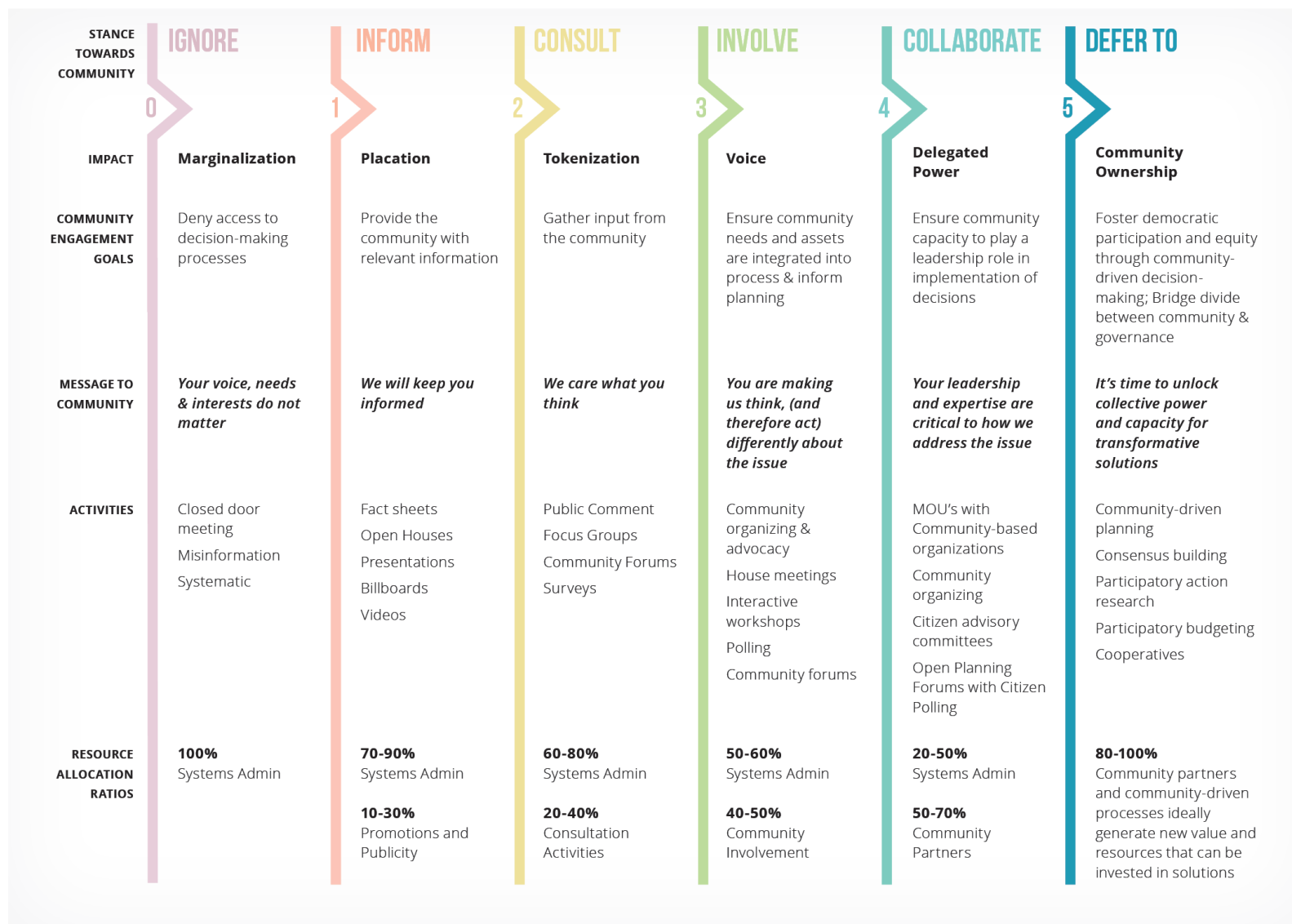
How Community has helped the Commission

- Community Acknowledgement
- Best ways to receive information – plain language, language access, and accessibility
- Learning how to tell our stories and using pictures to help – storytelling and infographics
- Understanding the state budget and how it impacts communities



Community Engagement Best Practices

- Implement strategies that build trust
 - Partner with trusted community organizations
 - Publicly acknowledge challenges'
 - Focus on relationships not transactions or extraction of information
- Ensure language access and meeting accessibility
 - Offer translation services
 - Provide a hybrid meeting option
 - Use plain language (6th to 8th grade reading level)
 - Host meetings at times convenient to community residents



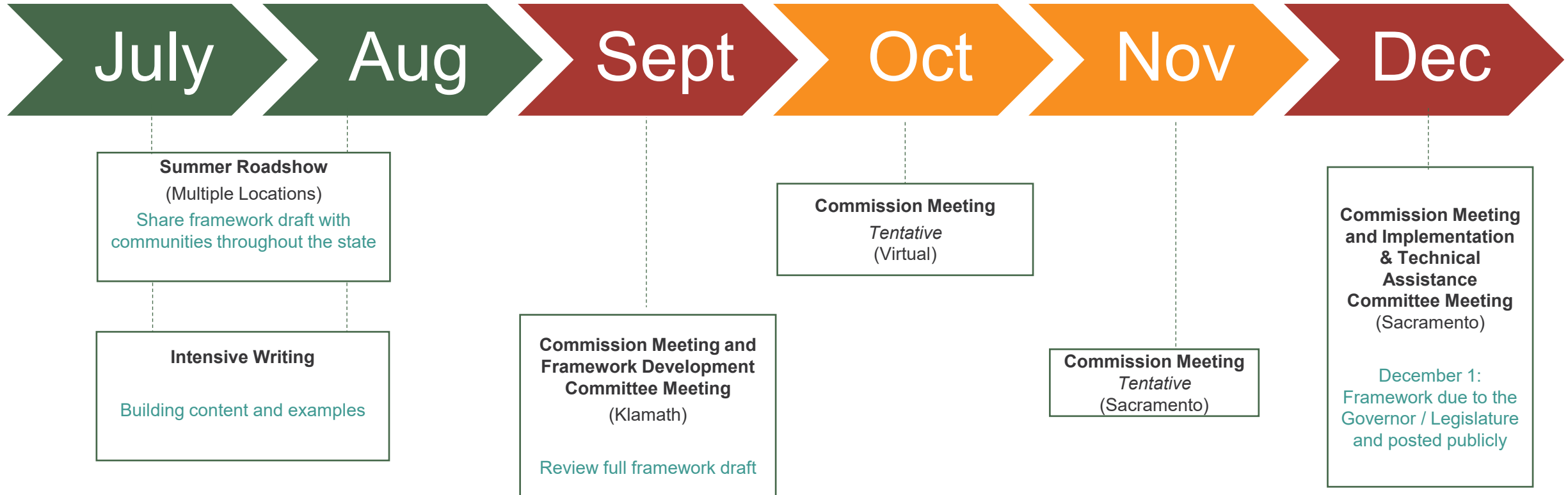
**Inequitable systems were not
created by accident and will not
be undone by chance.**

**New, liberating systems must be
designed with conscious intention and a
shared vision for a desired future state.**

- National Equity Project

Looking Ahead

2025



Overview of Framework Outline

Executive Summary

How to Use the Framework and Key Terms

Part 1: Building the Framework for Your Org

Part 2: Delivering Results that Matter

Part 3: Our Historic Journey with California

Part 4: A Hopeful Vision

Part 5: Appendix



Next Steps

- Continue to learn with and from Community
- Build a framework that state government entities can use to strengthen our work in service of all
- Make sure we know how well we are doing and make changes if we are not doing well



“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist.

Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”

- Ijoema Oluo

Contact Us



Larissa Estes, DrPH

racialequitycommission@lci.ca.gov

Website: racialequity.lci.ca.gov