

Racial Equity Commission

Framework Development Committee Meeting: March 20, 2025 at 9:00am

Imperial Valley College | College Center (Building 600)

380 E Aten Rd, Imperial, CA 92251

Call to Order & Opening Remarks

Commissioner Dr. Manuel Pastor

Framework Development Committee Member

Commissioner Yolanda Richardson

Framework Development Committee Member

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 Dr. Manuel Pastor
Framework Development Committee Member

Commissioner Yolanda Richardson
Framework Development Committee Member

Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

Public Meeting Agenda

- Welcome & Call to Order
- Public Comment on matters not on the agenda
- Research Presentations – Communications and Practical Implementation of Racial Equity Strategies
- 15 Min RECESS
- Overview of Committee Activities and Discussion – ACTION ITEM
- Next Steps for Staff Action
- Adjournment

Establishment of Quorum and Public Comment Process

Agustin Arreola

External Affairs Manager

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

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Public Comment on matters not on the agenda

Agustin Arreola

External Affairs Manager

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

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Research Presentations – Communications and Practical Implementation of Racial Equity Strategies

Stephen Menendian

Assistant Director

Othering & Belonging Institute

March 20, 2025 Framework Development Committee Meeting

Principles and Guidance for Remedying Racial Inequality

DATE

March 20, 2025

PRESENTER

Stephen Menendian,
Director of Research,
Othering & Belonging
Institute

AUTHORIAL SUPPORT

N/A

I. Defining DEIB

Diversity



- **Diversity:** Diversity is a multi-dimensional concept that refers specifically to the ratio of represented groups in a space or institution.
 - Depending on the group dimension (race, religion, ethnicity, tribe, etc.) and the number of groups counted (4, 5, 6, etc.), diversity is a quantifiable concept that runs from low to high.
 - There is an index, known as the Thiel Index, which measures diversity quantitatively.
- **Example:** Increasing representation of under-represented groups in admissions and/or enrollment is an attempt to diversify a student body and to facilitate a greater exchange of ideas and perspectives.

Equity

- **Equity:** moves beyond *formal* equality of treatment by recognizing that the fair distribution of resources sometimes means *different* or unequal distributions or inputs. Thus, equity has a fairness component that is not present in 'equality,' and is more outcome oriented, although not strictly so. It recognizes that sometimes fairness requires different treatment, because treating everyone exactly the same can be unfair.
- **Example:** providing extra resources for marginalized students in a school, such as specialized mentoring, counseling, etc. to compensate for socioeconomic or other disadvantages.
- **Example 2:** Providing English language support for non-English speakers, or other special supports.

Inclusion

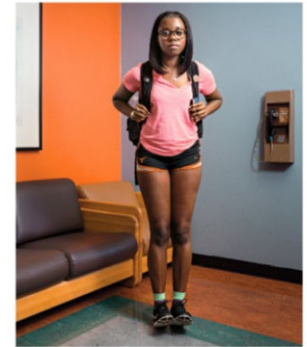
- **Inclusion:** deliberately allowing entry into communities, spaces, institutions or organizations those members of groups who have historically or traditionally been excluded.
- **Example:** When Yale allowed women to apply and enroll in the 1960s. It was "including" women into the undergraduate program.



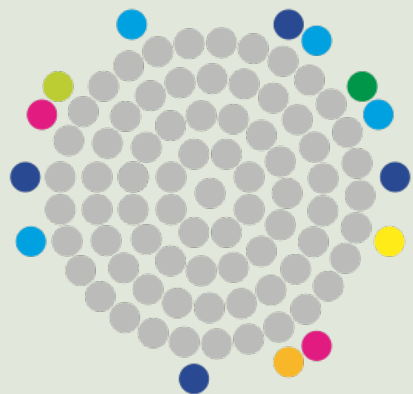
Belonging

- **Belonging:** Belonging moves beyond equity, in that it has an "affective" or psychological component, meaning that it changes the way that the target group regards the thing (the policy, institution, etc.) as well as expresses that the target group belongs, and generally gives the target group a role in shaping that organization or the thing.
- There is a co-constitutive element to it and a psycho-social component that is generally absent in 'equity' interventions.
- **Example:** UT Austin Mind-set Intervention

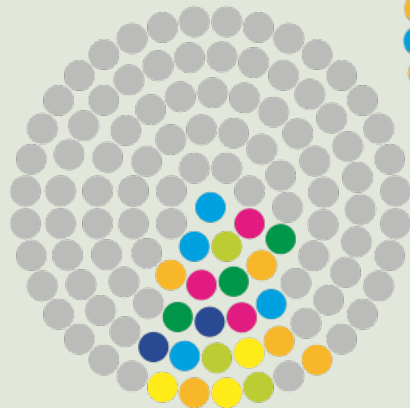
Who Gets to Graduate?



Vanessa Brewer. Bill McCullough for The New York Times



Exclusion

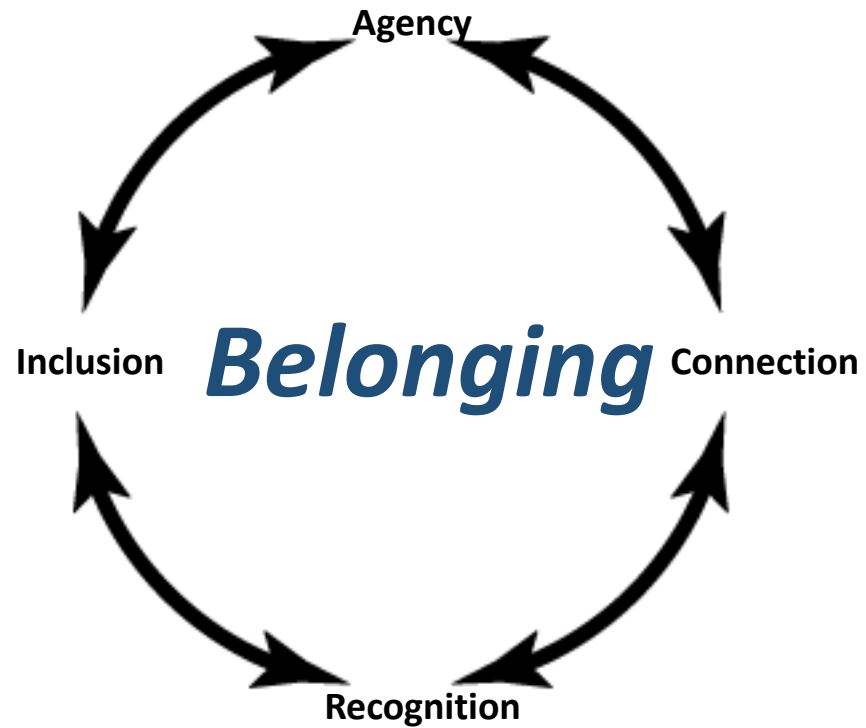



Inclusion



Belonging

The Four Elements of Belonging





II. Legal Parameters for Remedying Racial Inequality

Key Legal Parameters on Race-Consciousness

- Proposition 209 (Article 1, Section 31 of the Cal Const.)
- The Equal Protection Clause of the US Const.
- Title VI (federal funds) of the Civil Rights Act of 1964
- Title VII (employment), Title VIII (housing)
- Section 1981 (contracts and grants)

Federal Law

- In general, and to simplify somewhat, federal law prohibits two general practices:
 - Intentional discrimination (motivating factor)
 - The use of racial classifications (use of race as a selection or decision criterion at the individual level)
- Also prohibited (statutorily) is so called “disparate impact” AKA discriminatory effects.

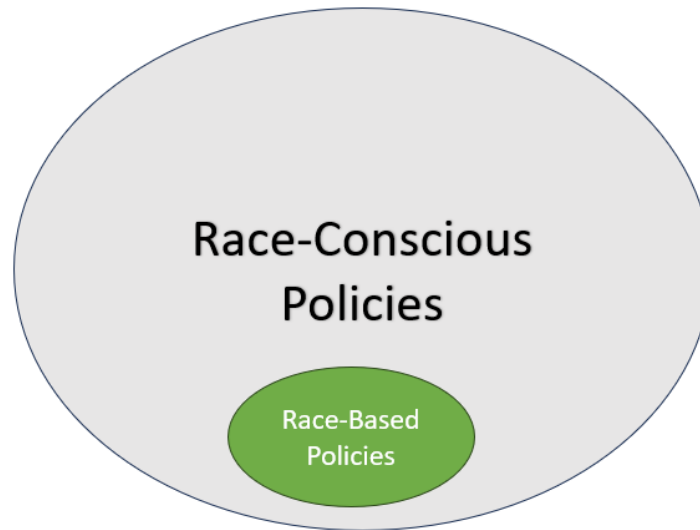
Prop 209

(a) The state shall not discriminate against, or *grant preferential treatment to*, any individual or group on the basis of **race**, sex, color, ethnicity, or national origin in the operation of **public employment, public education, or public contracting**.

(f) For the purposes of this section, “state” shall include, but not necessarily be limited to, the state itself, any city, county, city and county, public university system, including the University of California, community college district, school district, special district, or any other political subdivision or governmental instrumentality of or within the state.

Race-Consciousness IS Legal

- Race-consciousness is broadly permitted under law, as long as the means are race-neutral. Thus, race can be a goal or even a factor or consideration, but not at the individual level.



Advancing Racial Equity

Legal Guidance for Advocates


PUBLICATION | JUNE 29, 2023 | BY **STEPHEN MENENDIAN** |
UPDATED FEBRUARY 14, 2025



 **DOWNLOAD PDF** →

FAQ: Racial Equity Legal Guidance

PUBLICATION | FEBRUARY 24, 2025 | BY **STEPHEN MENENDIAN** |
UPDATED MARCH 6, 2025



III. Design Principles for Remedying Racial Inequality.

Key Principle:

1) “Positive Sum”, Not “Zero-Sum”

- One of the most serious impediments to public support for racial equity/ racial justice policies and program is either a reality or perception of ‘zero-sum.’
- Very few things are actually zero sum, but the perception that an intervention is zero sum can torpedo it, undermine support, make it more vulnerable, and engender backlash or resentment.
- Many policies and programs that are aimed at racial inequality can benefit or serve a larger population. See e.g. bail reform, poll tax amendment/ voting rights, baby bonds, affirmative action, diversity initiatives, etc.

2) Focus on Systems and Structures

- Much racial inequality is produced either by the interaction of institutional elements in larger systems (sometimes called “meta-effects”) or by the operation of structures.
- As a general matter, it is preferable to focus on systems and structures rather than orient policies on people or target them to people. This is both normative and analytic.
- Targeting structures rather than people produces a better fit between problem and solution.

The Problem with People Specific Interventions

- Most structural inequities affect or harm more than just the most affected group. People-specific interventions tend to be either under- or over-inclusive.
 - They either help people who aren't the most disadvantaged or fail to reach people also affected by the structural arrangement.
- By targeting structures, the policy will have a larger set of beneficiaries and thus stronger support.

3) Use Correlates, Proxies, and Multiple Factors

- Many non-racial factors correlate with specific racial-groups. They can generally be used to direct policy benefits disproportionately to particular racial groups. So long as those factors are not the race of individuals nor a subterfuge for the actual consideration of race of individuals, they are permitted.
- The term “proxy” is a bit tricky, but if the proxy is honestly considered on its own, and consistently applied to all cases, people or circumstances, irrespective of the race of the individual, then it is not technically race-based, even if it (or in combination with other factors) is highly correlated with race.
- In several contexts, factors such as socioeconomic status, poverty, neighborhood poverty, educational attainment, formerly incarcerated status, and single-parent households have been used as considerations in permissible race-conscious policies.
- Even better, if you are using *multiple* correlates, you can get a tight connection between racial disadvantage and the policy design.

4) Avoid Over-Emphasizing Disparities

- Disparities are the diagnostic instrument for identifying structural racial inequities but avoid emphasizing it in policy or program design.
- Research shows that when people learn of disparities, they assimilate that knowledge into unhelpful frames, and it can undermine support for the policy or program.
- Instead, note the disparity, but emphasize the unfairness or injustice of the problem, and how the racial equity policy will produce broader benefits while reducing the disparity.

5) Consider Targeted Universal Design

- Targeted Universalism is a policy and program design process that sets universal goals but establishes multiple implementation strategies aimed at different groups, communities, and combinations thereof.
- Targeted Universalism rejects a one-size-fits-all approach in terms of implementation and helping groups reach the universal goal. It recognizes that different groups have both different needs, capacities, and disabling constraints.
- See separate T/U memo.

6) Avoid or Limit Process-Based Remedies

- The SR Remedies Repository shows an over-abundance of process-based interventions (e.g. trainings, forums, data dashboards, professional development, etc.) rather than substantive ones.
- There are many reasons for this. In general, institutional leaders find it easier to do this rather than engage or develop substantive interventions.
- But they create an impression of effort with far less effectiveness.

RESOURCE:

The Structural Racism Remedies Repository

Policing



Criminal Legal System: Municipal Court Reform



Criminal Legal System: Incarceration, Probation and Parole



Youth Justice



Education



Economic Justice



Housing and Transportation



This a repository of policy-based recommendations for addressing structural and systemic racism or advancing racial equity drawn from a vast array of published material. A complete list of sources is provided in an index at the bottom of this page, with a short-hand acronym for identifying the source in the repository. **An overview of this project, including selection criteria and main findings is available [here](#).** Please note that the recommendations in this repository do not necessarily reflect that of the authors or the Institute.

This repository was constructed by Eliza Brooks, Claire Parker, Nahlee Lin, Natalie Spievack, Amrutha Dorai, Sommer Iqbal, and Lara Schiffrin-Sands, under the direction of Stephen Menendian, with additional input from Perfecta Oxholm.

Last updated: May 16, 2024

Policing

Race-Targeted/Specific

Profiling

Research Methodology

- We extracted the specific policy recommendations from each of the foregoing sources and then organized them into a repository by issue area (e.g. housing, education, policing, etc.).
- Our repository is coded so that you can see how many sources make the same or similar recommendation.
- We plan to publish this repository as a searchable database using models we've uncovered.

Research Parameters for Policy Remedies

- We pulled every single book, report, or platform we could find advocating or demanding specific policy change.
- Examples:
 - **Platforms:** The Movement for Black Lives Platform (M4BL), 8ToAbolition, etc.
 - **Reports:** Urban Institute's "Next50" "Structural Racism: Promising Solutions," PolicyLink's "For Love of Country: A Path for the Federal Government to Advance Racial Equity,"
 - **Books:** Andre Perry's "Know Your Price," Patrick Sharkey's "Stuck in Place," Richard Rothstein's "Color of Law," Heather McGee's "The Sum of Us." Sandy Darity's "From Here to Equality," etc.
 - **Other:** We even looked at presidential platforms like the "Douglas Plan."
- All told, we looked more than 70 different sources that were self-consciously focused on "systemic" or "structural" racism and/or a larger racial justice or equity agenda.

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

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

RECESS

15 Minutes

We will be back at 10:53

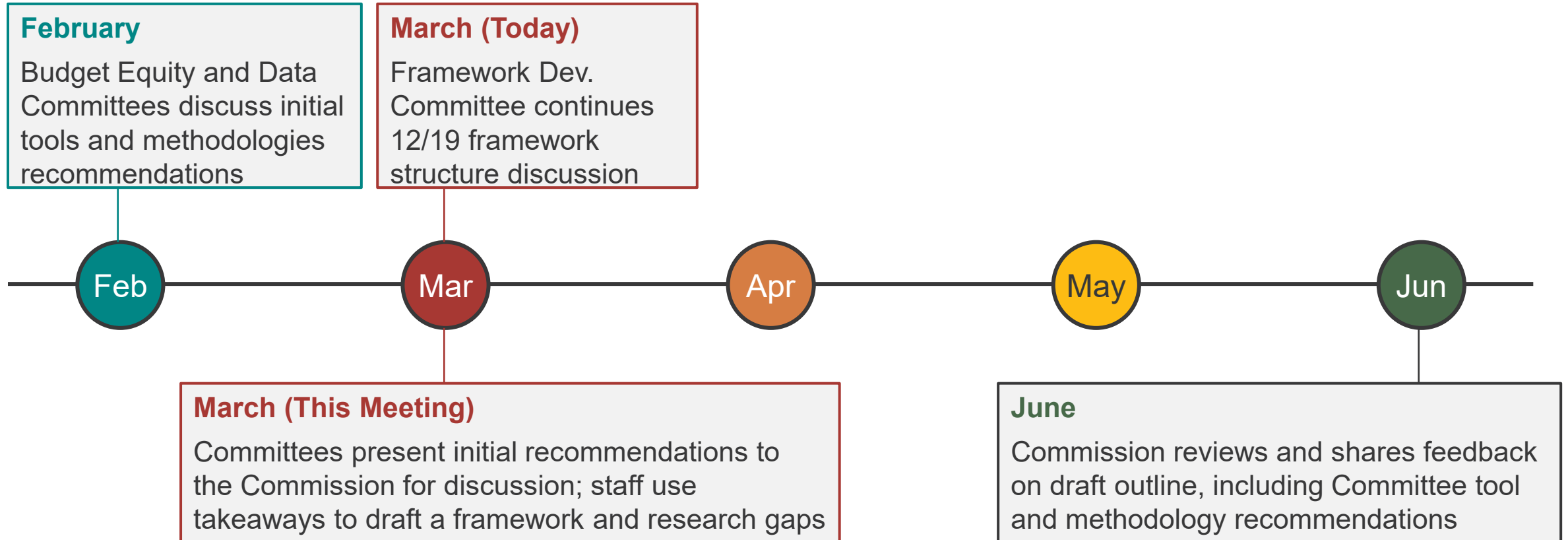
Discussion of Key Considerations and Additional Research – ACTION ITEM

Joyce Chiao

Facilitator

Abundance

Timeline at a Glance



March 20, 2025 Framework Development Committee Meeting

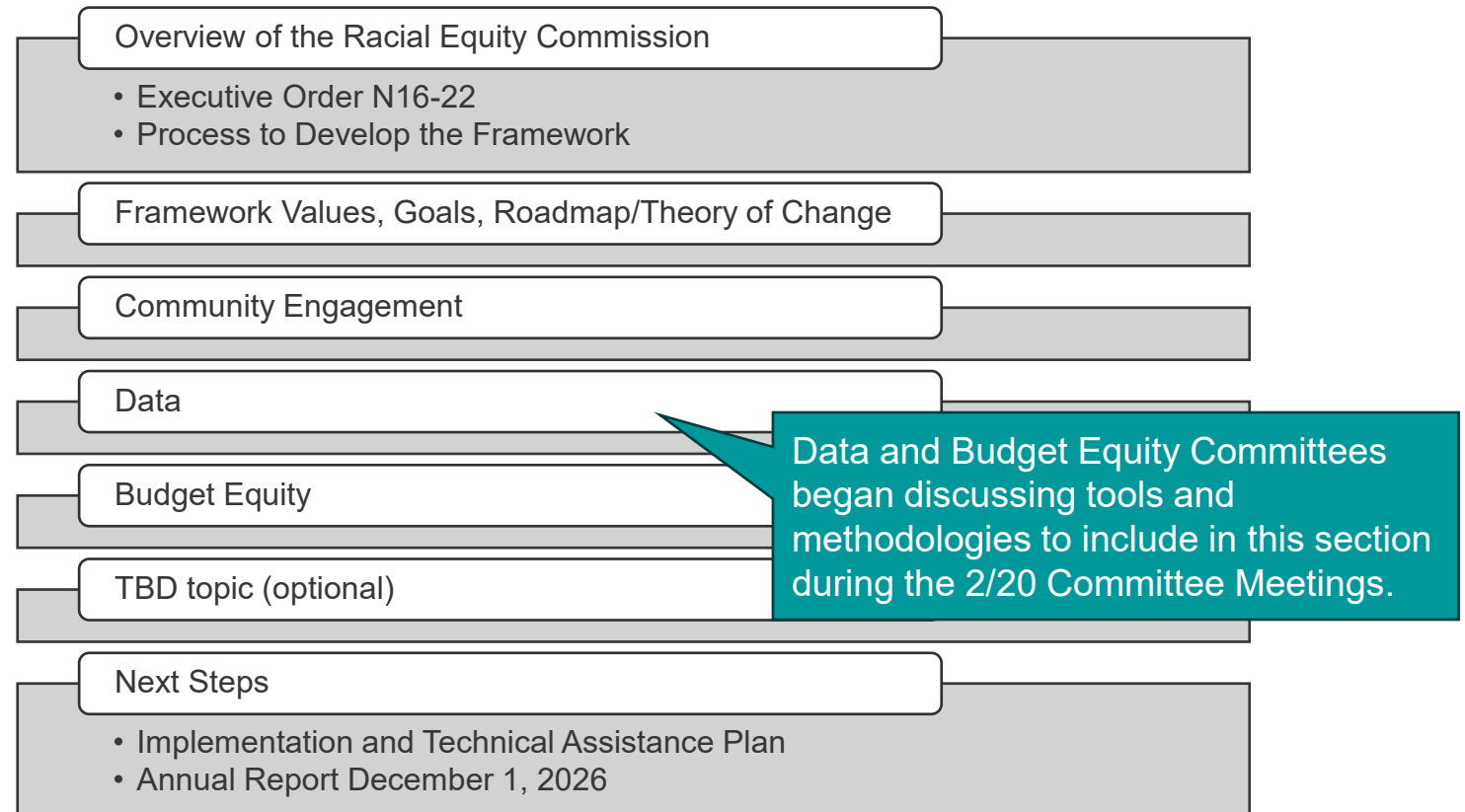
*From the Asset Analysis
initial findings presented at
the 12/19 Commission
Meeting:*

How can the Racial Equity Framework best support your organization's equity work?

- Create processes for collecting and analyzing data effectively and safely
- Define racial equity
- Develop and disseminate tools, resources, and models
- Establish requirements and resources for employee training
- Establish the baseline of staff capacity needed to support the work
- Facilitate networking opportunities
- Make presentations on the framework with clear expectations
- Monitor progress of implementation with data-driven metrics
- Offer a measuring tool and establish specific goals for how to embed equity
- Provide a structured approach for implementation
- Provide technical assistance for small agencies
- Provide training webinars, panel discussions, and feature experts to advance learning
- Support the allocation of resources for staff doing this work

Discussion #1: Proposed Framework Outline

To build upon the proposed outline approved at 12/19 Commission Meeting, what does the racial equity framework need to incorporate (in structure and content) to encourage sustained adoption? How should the tools and methodologies be presented?



Discussion #2: Framework Values, Goals, and Roadmap/Theory of Change

Focusing on the Framework Values, Goals, and Roadmap/Theory of Change section, how should this information be presented? Consider the Model for Transformation for reference.



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

- Visit **racialequity.lci.ca.gov/meetings**, and complete the public comment form linked there to be added to the queue
- Listen for your name
- When you hear your name, click “Raise Hand” under the “Participants” menu in your Zoom platform, or press *9 if you are joining by phone
- Staff will ask you to unmute your microphone
- Please adhere to the time limit determined by the Chair (2 minutes)

Discussion of Key Considerations and Additional Research – ACTION ITEM

Joyce Chiao

Facilitator

Abundance

Next Steps for Staff Action

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

Adjournment

Commissioner Dr. Manuel Pastor
Framework Development Committee Member

Commissioner Yolanda Richardson
Framework Development Committee Member

Next Racial Equity Commission Meeting



March 20, 2025 at 2pm – *Today!*

Imperial Valley College, College Center
Imperial, CA

In-Person and Virtual

Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@opr.ca.gov

Thank you!

