



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Implementation and Technical Assistance Committee Meeting Report – December 17, 2025

Commissioners in Attendance: John Kim (remote), Angelica Salas

Committee Meeting Recap:

- Commission Staff presented the proposed Implementation and Technical Assistance Strategy to support implementation of the Racial Equity Framework, emphasizing technical assistance, evaluation, and external partnerships with subject matter experts (Possibility Lab, Othering and Belonging Institute, and Vital Research)
- Commissioners discussed the proposed multi-year strategy and provided feedback to inform strategy refinement focused on communications and narrative strategies, proactive outreach, demand for technical assistance, and systems for managing inquiries
- Committee did not take formal action on the proposed strategy and directed Commission Staff to present proposed strategy to the full commission later that day

Key Takeaways:

- **Strong alignment with the Racial Equity Framework:** Commissioners affirmed that the proposed strategy is well-structured, clearly linked to the Framework, and thoughtfully sequenced across short- and long-term implementation phases.
- **Technical assistance strategy is primarily a responsive function:** Because the Commission provides technical assistance upon request, generating sufficient demand will be critical to the framework's impact.
- **Need for proactive outreach:** Commissioners emphasized the need for proactive outreach and the importance of intentional, relationship-based outreach to:
 - Executive leadership, program staff, and budget staff at state agencies
 - Legislative offices
 - Local governments (cities and counties)Outreach should complement—not replace—reactive technical assistance.
- **Narrative and communications support are essential:** Given the current political climate and resistance to DEI efforts, commissioners highlighted the value of narrative-building and communications strategies to help government staff advance equity work, especially with less receptive audiences.

- **Systems and tracking matter:** The Committee expressed strong interest in creating an IT-supported intake and tracking system (similar to a ticketing system) to:
 - Receive and triage technical assistance requests
 - Track fulfillment and follow-up
 - Document demand trends and capacity needs
- **Evaluation and feedback loops are critical:** Evaluation is not separate from implementation; it informs and strengthens technical assistance by identifying what works and where agencies need additional support.
- **Commissioner role in outreach:** Commissioners' relationships and networks were identified as a key asset in socializing the framework and encouraging engagement.

Next Steps:

- Staff will refine proposed strategy to include a balanced, proactive and reactive outreach approach to technical assistance
- Staff will follow up with the Othering & Belonging Institute on integrating narrative and communications strategies into implementation support.
- Staff will work with the internal IT team on developing a centralized tracking system for technical assistance inquiries and requests that support accountability, documentation, and data collection
- Staff will continue interagency engagement with ongoing conversations with the Department of Finance, Office of Data and Innovation, and legislative offices.
- The Commission will need to approve the proposed Implementation and Technical Assistance Strategy at the next meeting that meets quorum

Intersection with the Commission Strategy:

Strategies for other areas of the Commission's work can inform the Implementation and Technical Assistance strategy. For example, themes identified from community input at Meet-n-Greets can be utilized to identify priority agencies for targeted, proactive outreach. Community engagement work can also support outreach and engagement for implementation and technical assistance by bringing state agencies and departments as well as local government entities into community engagement events.

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