

# Evaluating the Racial Equity Framework

**POSSIBILITY LAB**  
UNIVERSITY OF CALIFORNIA BERKELEY

# Project Overview

## Racial Equity Commission & The Possibility Lab

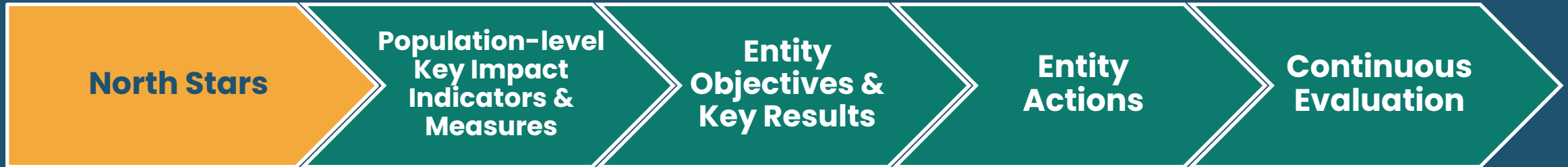
The Possibility Lab has worked with the Commission and staff since the Commission's launch in 2024 — first conducting a statewide asset analysis to document existing racial equity efforts across state agencies and producing a change management literature review, both of which informed the development of the Racial Equity Framework

## Current Phase of Work

The Possibility Lab supports the Racial Equity Commission in building the tools and guidance for evaluating the Racial Equity Framework.

# From North Stars to Action

A coherent chain connecting California's vision for racial equity down to what each agency does every day.



# From North Stars to Action: Illustrative Example

**NORTH STAR : Broad directional vision for California's racial equity goals within a specific area**

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- Housing displacement

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**ENTITY OBJECTIVE & KEY RESULT: Goals and metrics that entities may set for themselves to track progress towards a specific indicator**

Illustrative Entity Objective: Further Housing Fairness

Illustrative Key Result: Increased consumer access to diverse loan officers/realtors representative of underserved communities.

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## **ENTITY ACTIONS: Tools, strategies, or actions entities may choose to execute to achieve their internal goals**

Conduct outreach to community based organizations of mortgage professionals in order to partner with more diverse loan officers.

# Proposed North Star Areas

*The overarching foundational structure that guides all North Star measurement and entity actions*

## **Racial Equity Framework**

**Civil Rights & Participation**

**Criminal Justice**

**Economic Opportunity & Wealth Gap**

**Education**

**Environmental Justice**

**Health Outcomes & Access**

**Housing & Land Use**

# Research Methods

## Desk Research

- Review CBO goals and priorities to build out North Stars
- Review and synthesize grey- and peer-reviewed literature to build out evidence base and substantiate North Star areas
- Confirm data sources are publicly available, racially disaggregated, and consistently updated
- Review strategic plans to identify entities and departments relevant to each KII/KII measure and Identify existing goals and initiatives already working toward KII-relevant outcomes
- Pull examples of implementation and evaluation frameworks from comparable equity efforts

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## Entity Engagement

- Conduct informational interviews with agency staff related to their existing racial equity processes
- Gather insights on relevance and feasibility of proposed North Stars, KIIs and data sources
- Focus groups and informational interviews with agency staff on challenges and barriers they want guidance around, existing evaluation or monitoring efforts to inform guidance
- Engagements with state entities to obtain feedback on draft guidance

## **Project Timelines**

### **July – August 2026**

- Conduct initial state entity engagements
- Finalize North Stars, Population-Level KIs, and Population-Level Measures

### **September – October 2026**

- Draft state-entity guidance
- Host feedback engagements with state entities

### **November – December 2026**

- Finalize evaluation strategy