

**STAFF REPORT
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12/06/19
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**INFORMATIONAL UPDATE ON THE COMMISSION'S PARTICIPATION IN THE
GOVERNMENT ALLIANCE ON RACE AND EQUITY CAPITOL COHORT**

DISCUSSION:

The Government Alliance on Race and Equity, known as GARE, is a national network of local governments working to advance racial equity and increase opportunities for all. Over 150 organizations across the county are participating in the peer-network to exchange information, collaborate to advance a racial equity field of practice, and develop solutions to racial equity challenges.

In 2018, the Health in All Policies Task Force and GARE created the Capitol Cohort as a pilot program to advance racial equity in California. In 2018 and 2019, twelve teams of roughly 15 state employees each represented their departments, agencies, and offices and participated in the 100-hour curriculum and contributed to the development of a customized Racial Equity Action Plan tailored to their organization's needs. Race Forward supported this program in partnership with the California Health in All Policies Task Force, the Public Health Institute, and the California Endowment.

Commission staff participated in the 2018 and 2019 Capitol Cohort. At its November 2019 commencement, the Commission's team was recognized for advancing state government operations, investments, and policy initiatives that align with a vision for racial equity in which all people in California live in healthy, thriving, and resilient communities regardless of race. Our cross-divisional team this year included Afifa Awan, Brian Bugsch, Chris Beckwith, Chris Scianni, Emma Kennedy, Grace Kato, Katie Robinson-Filipp, Lina Ceballos, Lisa Lloyd, Lucien Pino, Maren Farnum, Mary Murray, Matt Fossum, Noel Saito, Sam Blakesley, Sheri Pemberton, and Wendy Hall.

Key resulting actions from our GARE participation include developing a Racial Equity Action Plan, releasing an employee survey about racial equity, and developing and circulating a staff newsletter called Equity Matters. The survey is intended to assess staff knowledge, skills, and experiences related to race and equity and to help inform our future work to advance racial equity.