

Capitol Collaborative on Race & Equity (CCORE)



Information Sheet

What is the Capitol Collaborative on Race & Equity (CCORE)?

CCORE (formerly the GARE Capitol Cohort) is a community of California State government entities working together since 2018, to learn about, plan for, and implement activities that embed racial equity approaches into institutional culture, policies, and practices. CCORE implements a commitment by the Health in All Policies Task Force to increase the capacity of State government to advance health and racial equity. The California Strategic Growth Council (SGC) and the California Department of Public Health (CDPH) convene the HiAP Task Force. In addition to the community of practice, CCORE offers two capacity building components: 1) a training program for State government entities, and 2) a staff team that provides technical assistance and support to the CCORE community.

Who convenes CCORE?

The [Public Health Institute](#) (PHI) works in collaboration with a number of State, philanthropic, and training partners to offer CCORE. PHI is a non-profit, non-governmental organization, with significant capacity and expertise convening and training governmental partners to advance equity and facilitates cross-sectoral initiatives. PHI is grateful to the many supporting organizations including: Race Forward, SGC, The California Endowment, The California Wellness Foundation, and CDPH, which provides leadership and staffing support throughout the initiative.

What are CCORE's anticipated outcomes?

1. State government entities establish Racial Equity Action Plans and organizational leadership structures to implement their plans.
2. State government increases transparency around racial equity commitments and progress.
3. State government pursues proposals for resources to advance racial equity.
4. State employees and leaders grow in their personal and interpersonal learnings about racial equity, strengthening their capacity and the implementation efficacy of institutional-level change strategies.
5. Executives across the State enterprise are informed about progress and cultivate a policy environment receptive to action for racial equity.

To learn more about CCORE, email CCORE@phi.org

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What are CCORE's key features?

KEY FEATURE #1: Training cohorts provide CCORE participants with foundational and technical lessons and experiential learning.

The curriculum is grounded in a goal-oriented change management framework that guides individual and organizational change. This developmental approach builds on previous learnings and revisits foundational content to support retention.

- CCORE Learning Cohort (August 2020 through October 2021) is designed for State entities that have not previously participated in CCORE, and do not yet have Racial Equity Action Plans. Training includes racial equity concepts, history, language, practices, policies, and tools, including the use of Racial Equity Tools and development of customized Racial Equity Action Plans.
- CCORE Advanced Implementation Cohort (2020 through 2021) is designed for State entities that participated in the 2018 and 2019 pilot initiative. Training modules include an expanded framework for addressing institutional & structural racism, and understanding individual power and privilege to catalyze organizational change. Participants will build technical skills for leveraging State processes to advance Racial Equity Action Plan implementation.

KEY FEATURE #2: CCORE entities receive support to make lasting systems change, tailored to their unique needs and opportunities.

Participating organizations receive:

- Coaching and technical assistance, using Health in All Policies methods, to implement racial equity policy and programmatic commitments.
- Peer mentorship from government innovators and movement builders across the nation.
- Transformational and adaptive leadership skills support a policy environment receptive to innovative racial equity policy and practice.

KEY FEATURE #3: Cross-agency networking and enterprise-wide executive engagement amplify racial equity progress to the highest levels of State government.

Participating organizations benefit from:

- Amplification of messages and strategies through executive briefings (i.e., Cabinet members) and reports, convenings, and other mechanisms.
- A State government network that collectively elevates racial equity values, collaborates on strategy, models leadership for racial equity, and supports transformational governance.

