



Mental Health Services
Oversight & Accountability Commission

Capitol Collaborative on Racial Equity (CCORE): Racial Equity Action Planning

The Commission's Mission

- *The Commission works through partnerships to catalyze transformational changes across service systems so that everyone who needs mental health care has access to and receives effective and culturally competent care.*

CCORE Team Members

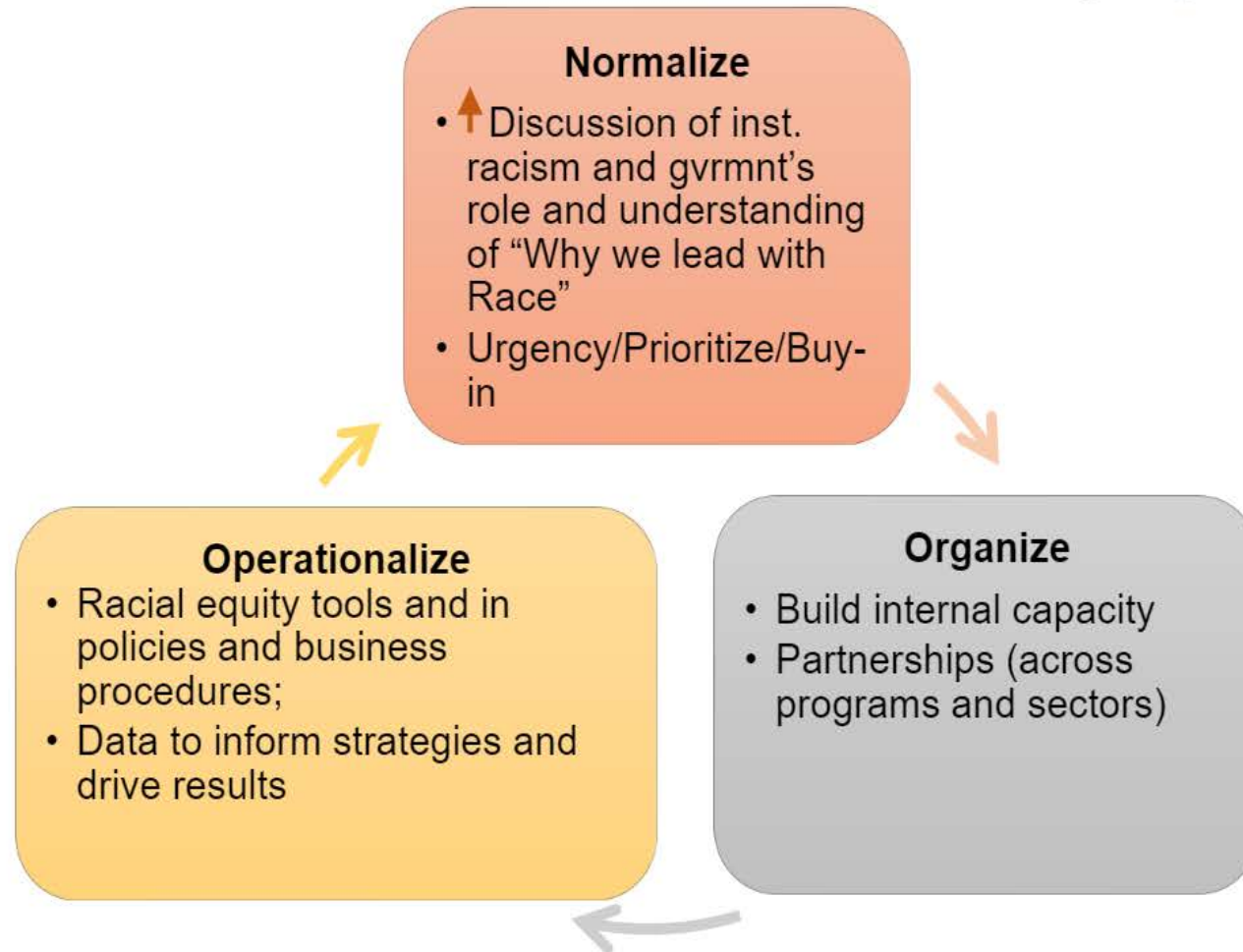
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A person is sitting on a wooden floor, painting blue wavy lines on a white canvas. They are wearing a blue and white striped shirt and blue jeans. A paint palette is visible on the floor next to them.

What is a Racial Equity Action Plan?

Racial Equity Action Plans.....

Put a theory of change into action



Racial Equity Action Plans are.....

- A means to an end; NOT the end
- Both a process and a product
- Guided by a clear results statement/vision
- Structured to achieve meaningful and measurable results
- Transformative
- Policy documents
- Complementary to and leverage existing planning/policy documents
- used to create and maintain accountability

Examples from Other State Agencies

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Strategic Growth Council

- Leadership
- Operations
- Technical Assistance and Capacity Building
- Interagency Collaboration



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Caltrans

- Communications
- Pilot Projects
- Policy

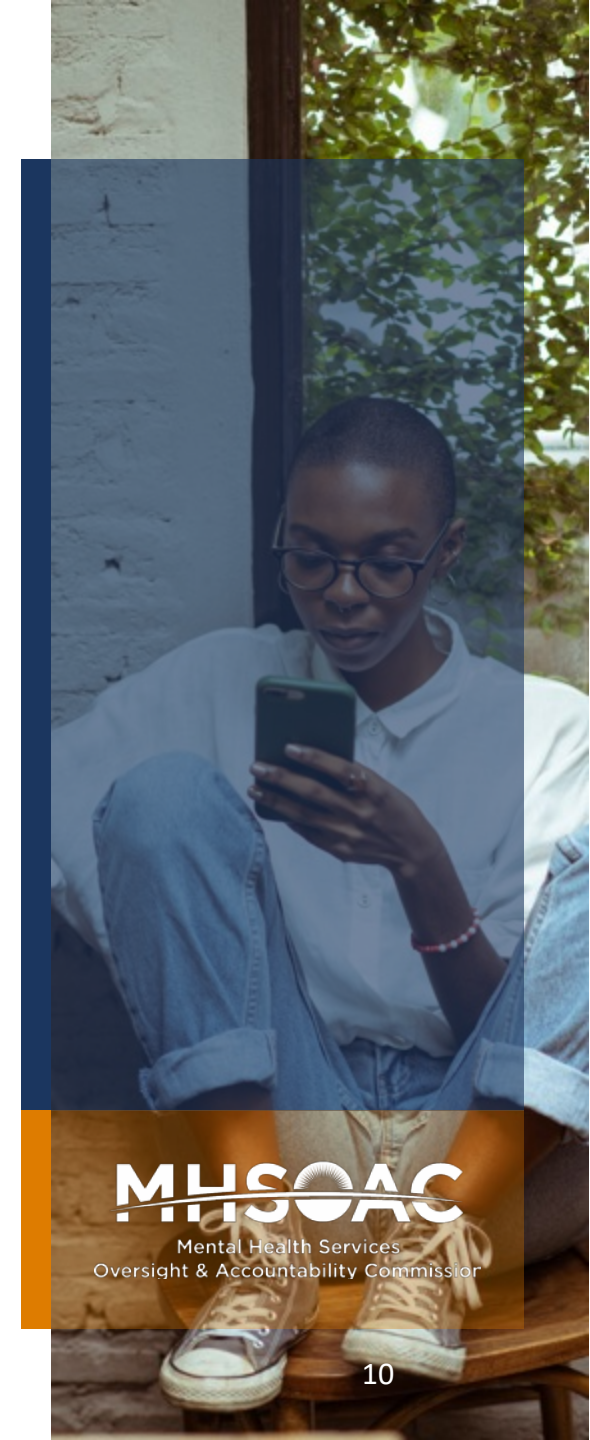


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California Coastal Commission

- Tribal Relations
- Staff Training and Support
- Public Participation



A person is running up a set of wide, light-colored stone steps. The person is wearing dark blue or black leggings and bright, multi-colored sneakers with white soles. The camera angle is from below, looking up at the person's legs and feet as they ascend. The text "The Commission's Plan Under Development" is overlaid in white, bold, sans-serif font in the center of the image.

The Commission's Plan Under Development



Racial Equity Action Plan

Working Results Statement from the CCORE Team

“All people in California experience a sense of well-being as a valued community member.”

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Root Cause Analysis: “Hot Roots”

- The CCORE team worked on a root cause analysis and identified these issues as central to racial disparities in mental health:
 1. Distrust of the mental health system due to trauma with multiple systems (e.g. education, welfare, incarceration, etc.)
 2. Mental health system is based on a Western medical model with emphasis on deficits and diagnosis, not focused on environmental stressors.

Our Process

- The CCORE Team conducted an Organizational Assessment and reviewed the following areas:
 - Organization Commitment
 - Leadership and Management
 - Hiring, Recruitment, and Retention
 - Competencies
 - Access, Involvement, and Partnerships
 - Budgeting and Contracting
 - Communications
 - Data Collection and Evaluation

Our Process

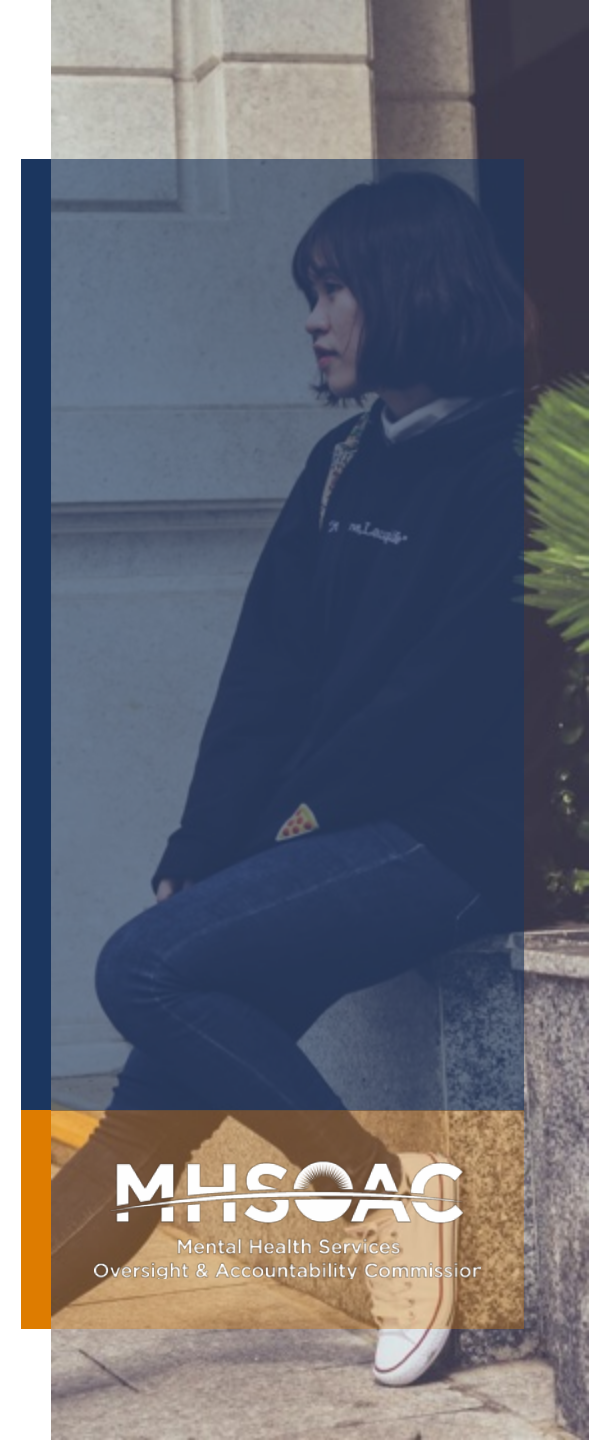
- Additionally, the CCORE Team has reviewed topics including:
 - Structural Racism and Policy
 - Results Based Accountability
 - Using a Racial Equity Tool
 - Community Engagement
 - Workforce Equity
 - Communicating about Race
- -> **Led to Potential Areas of Focus where the Commission can have impact**

Potential Areas of Focus

- Training and Education
- Hiring, Recruitment, Retention, and Promotions
- Communications
- Contracts and Grants
- Partnerships
- Technical Assistance and Capacity Building
- Data Collection, Analysis, and Reporting
- Interagency Collaboration
- Tribal Relations
- Projects and Programs

We Want to Hear from You

- **Overall:** How does racial inequity affect mental health outcomes in California?
- **Community Engagement:** What are some effective ways the Commission has engaged diverse communities in the past?
- **Contracting:** What core components should be included in our contracting processes to help the Commission engage diverse communities effectively ?
- **Data:** What data strategies should we use to measure progress on racial equity in mental health?
- **Implementation and Sustainability:** Have you worked with other government agencies that have implemented a REAP? How should we plan for sustainability?
- How would the CLCC like to be involved?






Thank You

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Appendix: Examples from Other State Agencies

Strategic Growth Council: Leadership

Council-led Racial Equity Resolution

Council-Led Discussion of Racial Equity Milestones and Best Practices

Develop Equity in Grants Toolkit in collaboration with Council partners

Partner with CA Business, Consumer Services and Housing (BCSH) in
Equity in Housing Tool

Strategic Growth Council: Operations

Administer Workforce Survey in partnership with Race Forward/GARE

Develop language access objective to align with California for All agenda and learn from existing best practices of Council agencies

Promote organizational affinity groups and staff-led trainings

Identify way to verify and refresh records for racial and ethnic backgrounds

Continue developing a list of minority-owned media outlets and strengthening relationship with key media outlets to capture new audiences

Strategic Growth Council: Operations

Increase the representation and reach of SGC's listservs through targeted outreach and engagement

Continue to develop and expand story-driven content that highlights equity and amplifies diverse voices, including in SGC's Annual Report

Engage staff as experts on topics related to equity in webinar series co-hosted with the Office of Planning and Research

Translate materials on website

Strategic Growth Council: Technical Assistance and Capacity Building

Launch the Partners Advancing Climate Equity cohort

Launch evaluation contract to assess the degree to which TA has supported race equity

Implement TA Guidelines with partnering agencies including Tribal TA

Interface with Dept of General Services and Dept of Finance on advance payment and other contract equity considerations

Host engagement activities to build relationships with potential TA providers

Strategic Growth Council: Interagency Collaboration

In partnership with UC Berkeley's Othering and Belonging Institute, develop a strategic action plan for the HiAP Task Force that will engage state and local stakeholders and non-state actors

Develop racial equity best practices and case studies from the CCORE learning year to share with the Governor's Office, the Council, and the HiAP Task Force

Work with the TA Guidelines Working Group, which represents 13 State agencies, to identify opportunities to collaborate on TA efforts, expand the reach of TA, and elevate contract equity practices

CalTrans: Communication

Training and Awareness Classes, including train the trainer sessions

Lunch and Learn Sessions

Develop a Language and Topic Reference Guide

Reading, Podcast, and Videos Lists

Develop Intranet Site with Equity Toolkit

Maintain Partnerships with Other State Agencies in GARE

Listening Sessions with CBOs

CalTrans: Pilot Projects

Guide and assist Districts/Divisions on creating their own Action Plan

Program analysis with equity focus - Small Business, DBE, and DVBE

Work with Maintenance to deploy lowest emitting equipment in areas with poor air quality for maximum benefit

Place diversity and inclusion statement on job postings

DEI training for Managers and Supervisors who sit on hiring panels

Add DEI question to interviews

Statewide workforce demographics data analysis

CalTrans: Policy

Place Equity into Mission, Vision, and Goals

Develop Accountability: Equity targets and performance measurements tied to overall goals

Review of current Policies and Deputy Directives

Create a Racial and Social Equity Office

California Coastal Commission - Tribal Relations

As spelled out in the Tribal Consultation Policy, the Commission will work collaboratively with California Native American Tribes to better understand the significance of local and regional cultural concerns.

The Commission will seek out and learn from indigenous peoples' unique historical, cultural and ecological knowledge of California's land and resources.

Tribal representatives will receive acknowledgement equal to that of elected officials during general public comment and public comment on specific hearing items.

California Coastal Commission - Staff Training and Support

Submit formal budget requests to add environmental justice staff positions that will focus on policy implementation, community outreach and issue identification. This will include at least one senior level staff position.

Work with experts to develop an internal, required training program for all staff and Commissioners to address unconscious bias and related issues.

Provide training and financial support for staff members who are willing to serve as interpreters at community meetings and local events. Include such work in the description of the employee's job duties.

California Coastal Commission - Public Participation

Whenever possible, agendaize hearings that are relevant to disadvantaged communities at times and locations that are convenient for working families.

Provide language-appropriate training materials describing available online resources, how Commission meetings work, how to fill out comment cards, how to report violations and file appeals, and how to apply for grants.

Encourage broader participation by creating materials and supporting community workshops to show residents how to participate at Commission meetings.