

# 2018 Racial Equity Capitol Cohort Teams

1. Dept. of Public Health  
(second year in program)
2. Dept. of Housing and  
Community Development  
(second year in program)
3. Strategic Growth Council &  
Office of Planning and  
Research
4. Dept. of Transportation
5. Coastal Commission
6. Arts Council
7. Dept. of Community  
Services and Development
8. Dept. of Education
9. Dept. of Corrections and  
Rehabilitation
10. Dept. of Social Services
11. State Lands Commission
12. Environmental Protection  
Agency, with representation  
from offices, boards, and  
departments



# Capitol Cohort: Requirements to Participate

- Recruit a *diverse* team of up to 15
- Make a financial commitment
- Identify a Team Lead
- Identify an Executive Sponsor
- Obtain approval to participate from department Director or Secretary
- Commit to 50 hours of training and learning





**Attendees gather in teams at the January 24<sup>th</sup> Kickoff**

# Highlights of the Capitol Cohort Learning Year

7 curriculum based learning sessions

- Structural Racism
- Results-based Accountability
- Workforce Equity and Community Engagement
- Effective Communications Strategies

Team Activities & Assignments

- Organizational assessment
- Racial equity narrative
- Racial equity tool

Racial Equity Action Plans

Team Lead Meetings



# Advancing Equity Speaker Series

- Role of State Government in Addressing Institutional Racism
- Advancing Racial Equity within a Proposition 209 Environment
- Trauma-Informed Workplace Strategies

Presentation recordings housed on the Strategic Growth Council Website: <http://sgc.ca.gov/programs/hiap/gare/>



# Team Interest Areas

- Recruitment, Hiring, Retention, & Promotion
- Language Access
- Environmental Justice
- Staff Capacity Building



# What's Next for the Capitol Cohort?

## Anticipated 2019 Implementation Year

- Finalize action plans
- Develop organizational structures
- Expand core team membership
- Deeper dive into social justice topics
- Connect with local GARE cohorts in California



# For More Information

**Health in All Policies Program Website:**

<http://sgc.ca.gov/programs/hiap/>

**Capitol Cohort Program Webpage:**

<http://sgc.ca.gov/programs/hiap/gare/>

