Jedi Unifiers

"One Team. One World. One Love."

Trainees:
(*O.N.E. Representative)

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2022 PoC Beta Testers:

[Cohort 2022 Beta Testers](#)

Cal IPGCA

Cohort 2022 Innovation Deployment Plan Priorities

Cohort 2022 Background Information:

* [Video Overview](#)

* [Moonshot Outcome Report/Recommendations](#)
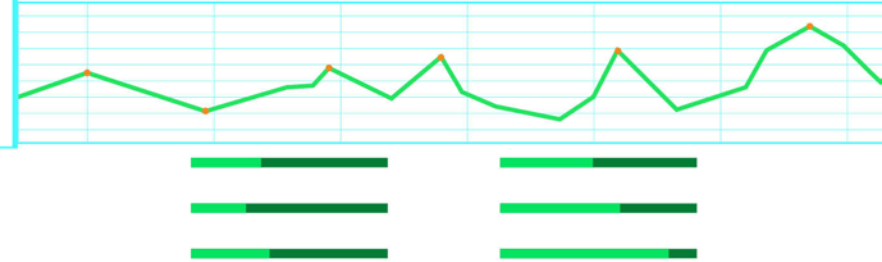
* [Team Bios](#)
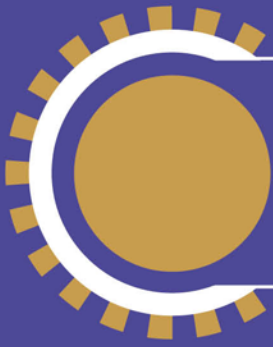
Beyond Racism:
ONE SYSTEM. ONE STATE. ONE WORLD. ONE PEOPLE.

PROBLEM STATEMENT:

Racial inequity is an obstacle that holds people back. It truncates growth and prosperity opportunities for all.
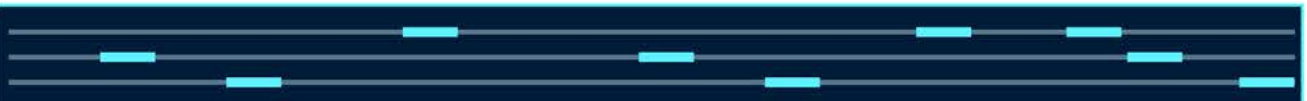
MOONSHOT DEPLOYMENT PLAN STATEMENT:

- "Bring[ing] awareness to diversity, equity, and inclusion is necessary to create safe and secure workplaces." The call for "Urgency for Change" – this is the vision created by the last cohort.

- To support the Governor's Strategic Growth Council's plan: Capitol Collaborative on Race and Equity (CCORE) was developed and regular meetings continue to further the agenda of creating equity in race for the state government.
  - Consequently, Government Operations Agency (Gov-Ops) is interviewing for a senior position for equity.
- Focus on mandated diversity, equity, and inclusion training for state employees. Planning includes the following actions from CalHR and all State agencies/departments.
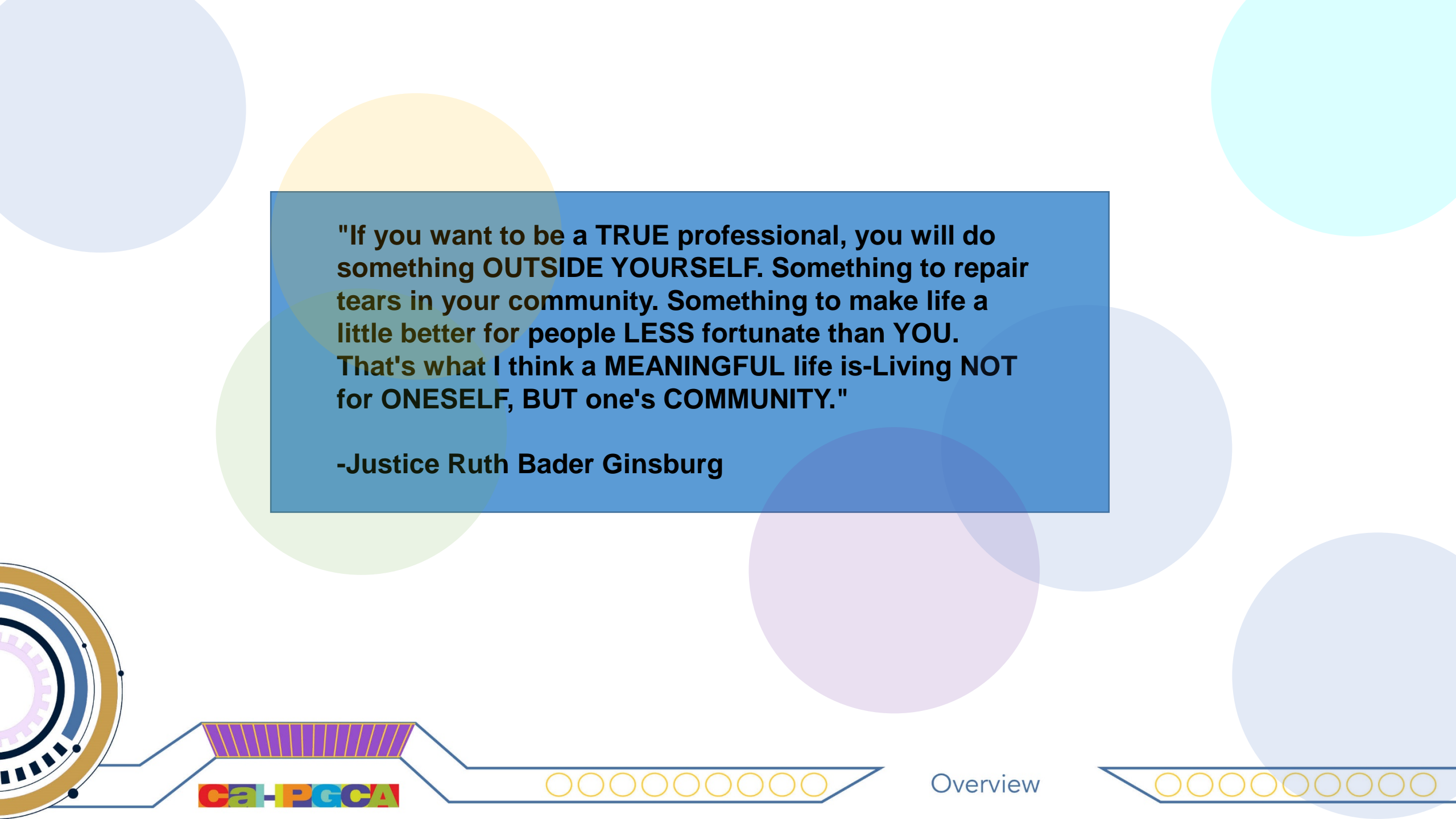
To help develop a true wheel of justice, Team Unifiers (Jedi) proposes development and implementation of the following:

- Racial equity action plans at each state agency
- Racial equity tools
- Mandated diversity, equity, and inclusion training with a healing component for all State classification
- Accountability measures
- Facilitate further development of the proposed legislation to establish an Office for Equity in California

MOONSHOT DEPLOYMENT PLAN ELEMENTS:

- Integration of the Governor's Strategic Growth Council's Racial Equity Resolution & Racial Equity plan;

- Integrating racial equity into Council leadership operations, programs, policies, & practices;

- Identifying and implementing concrete measurable actions to achieve racial equity and to report on progress of the Council as a whole, as well as that of every member agency; and

- Working with State Boards, Departments, and Offices to align and advance the Council's commitment to racial equity.
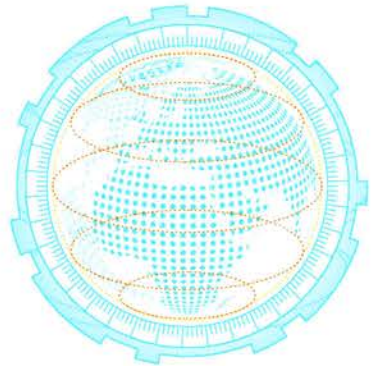
"If you want to be a TRUE professional, you will do something OUTSIDE YOURSELF. Something to repair tears in your community. Something to make life a little better for people LESS fortunate than YOU. That's what I think a MEANINGFUL life is-Living NOT for ONESELF, BUT one's COMMUNITY."

-Justice Ruth Bader Ginsburg

America is housing a **racially traumatized** workforce. Many managers are ill-equipped to lead and connect with Black, Indigenous, and people of color (BIPOC) employees. The physical traits, values, behaviors, and **workplace identities** of BIPOC employees continue to be compromised, minimized, and excluded. The reality is that professionalism has become the pseudonym for assimilation.

Harvard Business Review

Step 1: Urgency
Make the Case for Change
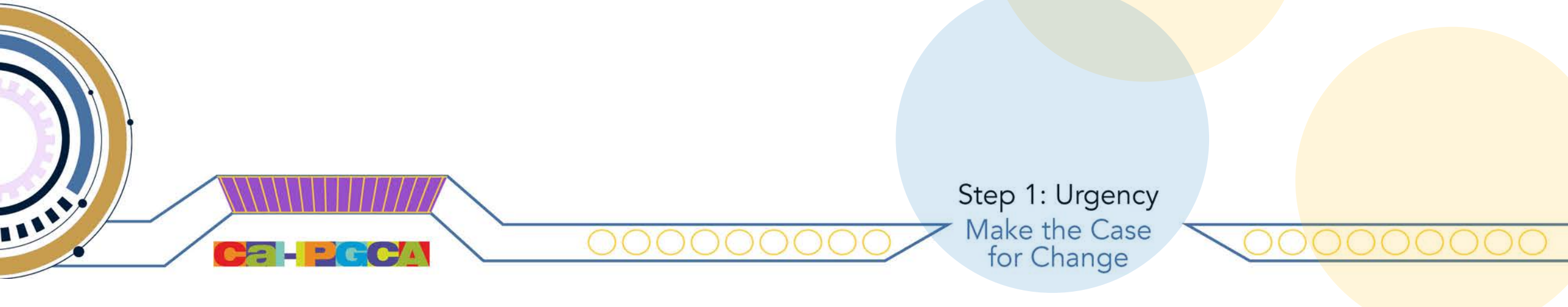
"To create a brighter future for all Californians...with concrete actions as outlined in our Race & Equity Action Plan... and the establishment clear metrics for accountability in order to achieve the following commitments."

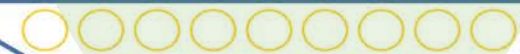- Cross Agency Participation
- Ability to Create a Safe Place
- Network Connections throughout State Leadership
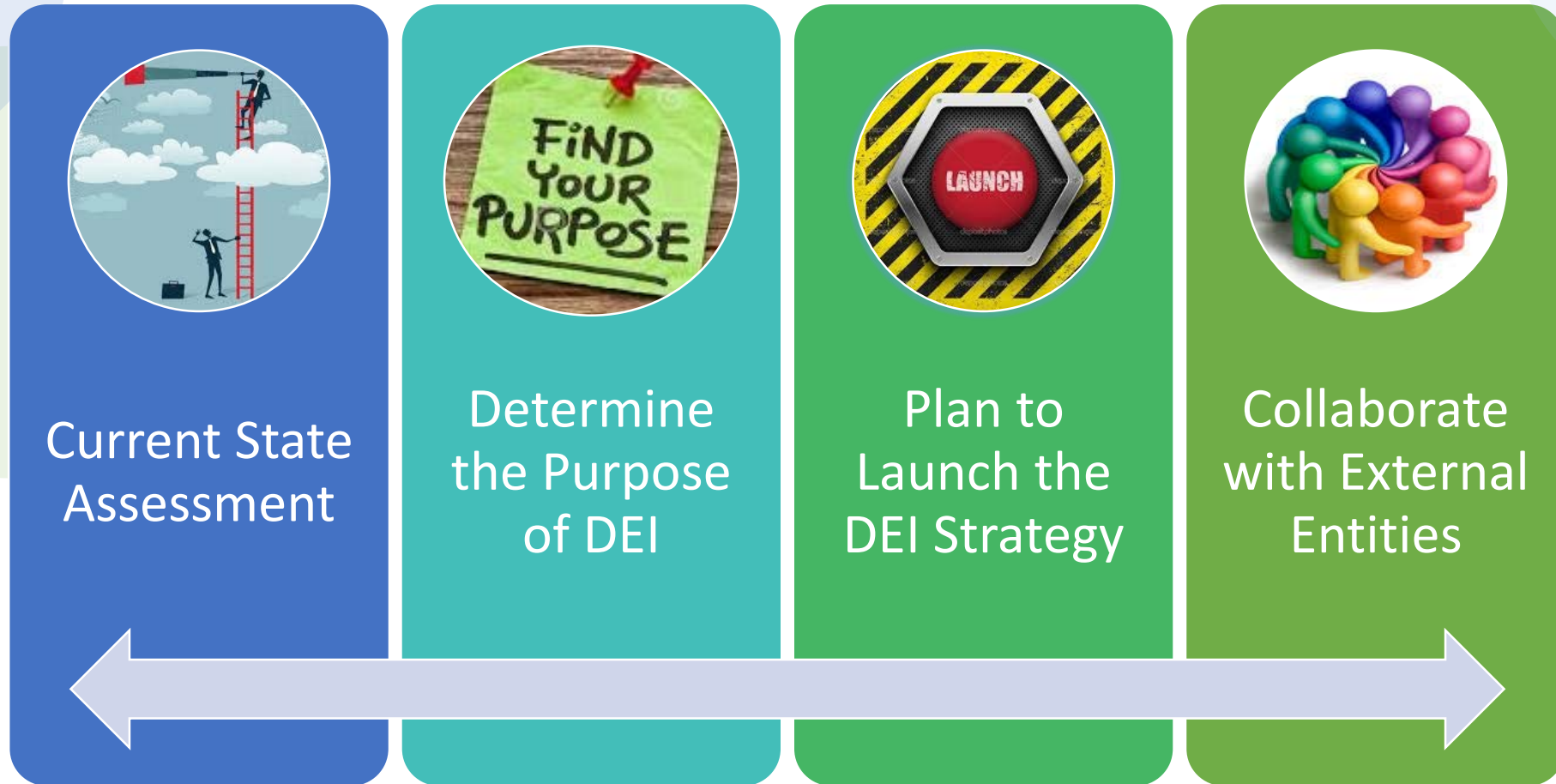
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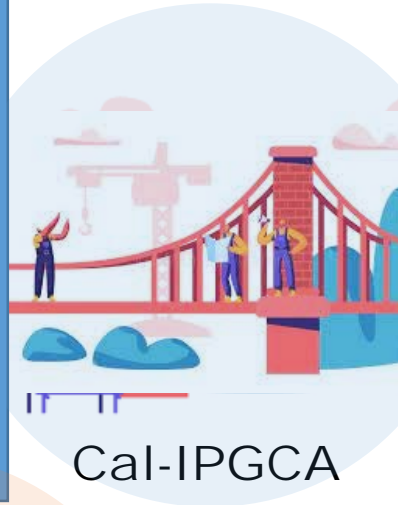
- Governor Alignment
- Agency Leadership
- Personal Empowerment

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Step 2: Opportunity
Show them what the future can hold

Phased Approach

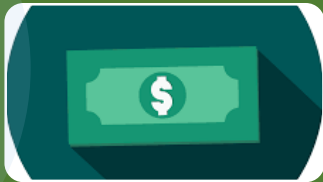| Current State Assessment | Determine the Purpose of DEI | Plan to Launch the DEI Strategy | Collaborate with External Entities |

Step 2: Opportunity
Show them what the future can hold

Provide grants to support new DEI training and enhance successful existing programs.

Additional DEI training opportunities for individual employees based on their training level, and allowing motivated employees to gain greater opportunities.

Grant funding for agency based on their employee's training level in DEI.
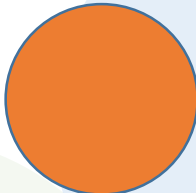
Create badges and certifications for organizations and employees with superior DEI training.

Step 3: Incentives
What can they get out of this?

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California Strategic Growth Council

The SGC's Racial Equity Action Plan is a monumental resource for future team-members who aim to align their racial equity efforts with the highest levels of California state government.

Agency Racial Equity Core Teams

Agency Racial Equity Core teams are a relatively new teams who are at varying stages of their development and implementation of their agencies Racial Equity Action Plan.

Capitol Collaborative on Race and Equity

The CCORE's Racial Equity Action Plan is the most cohesive and can be used as a template for other agencies building and develop their Racial Equity Action and Training Plans.

California Human Resources (CalHR)

CalHR's Annual Census of Employees in State Civil Service report is an objective and complete demographic data source for state civil service.

Government Alliance on Race and Equity

GARE a critical resource for justification for racial equity work. The resource guides produced by GAR are a must read to understand how to advance racial equity can be achieved in government.

Governor's Executive Leadership

The Governor's Executive Leadership action area refers to a set of actions that likely require elevation to the Governor's Office, Governor's Office of Planning and Research, or the California Strategic Growth Council. A set of 4 actions have been prioritized within the action area for implementation by Cal-IPGCA and future moonshot project teams.
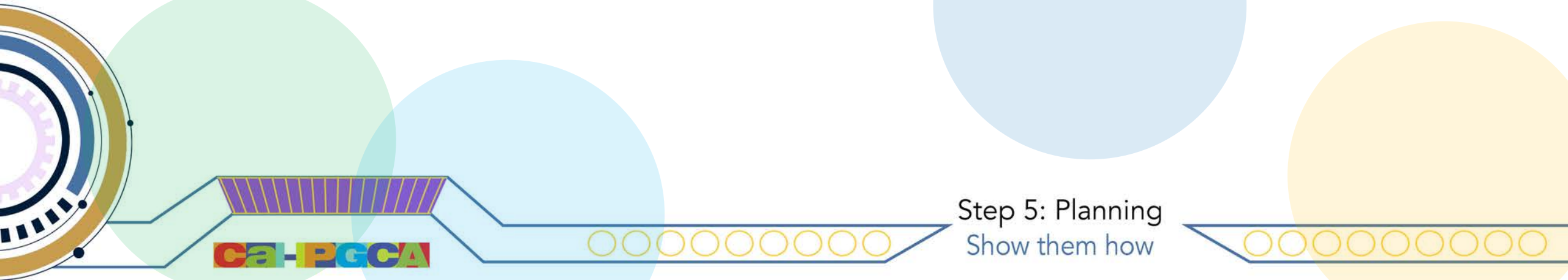
Step 5: Planning
Show them how

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Agency Leadership

The Agency Leadership action area refers to a set of actions that may be acted upon by leaders within our agencies such as the supervisors, managers, executive branch, and department heads. A set of four actions have been prioritized for implementation by Cal-IPGCA and future moonshot project teams.

Personal Empowerment

The Personal Empowerment action area refers to a set of actions that enhances awareness of racial equity issues to enable participation in racial equity initiatives from anyone with the state government. A set of 4 actions have been prioritized for implementation by Cali-IPGCA and future moonshot project teams.

Metrics

1. Agency Racial Equity Action Plan Rank Order Plot

2. Agency Racial Equity Action Plan Scorecard

3. Labor Pool Demographics
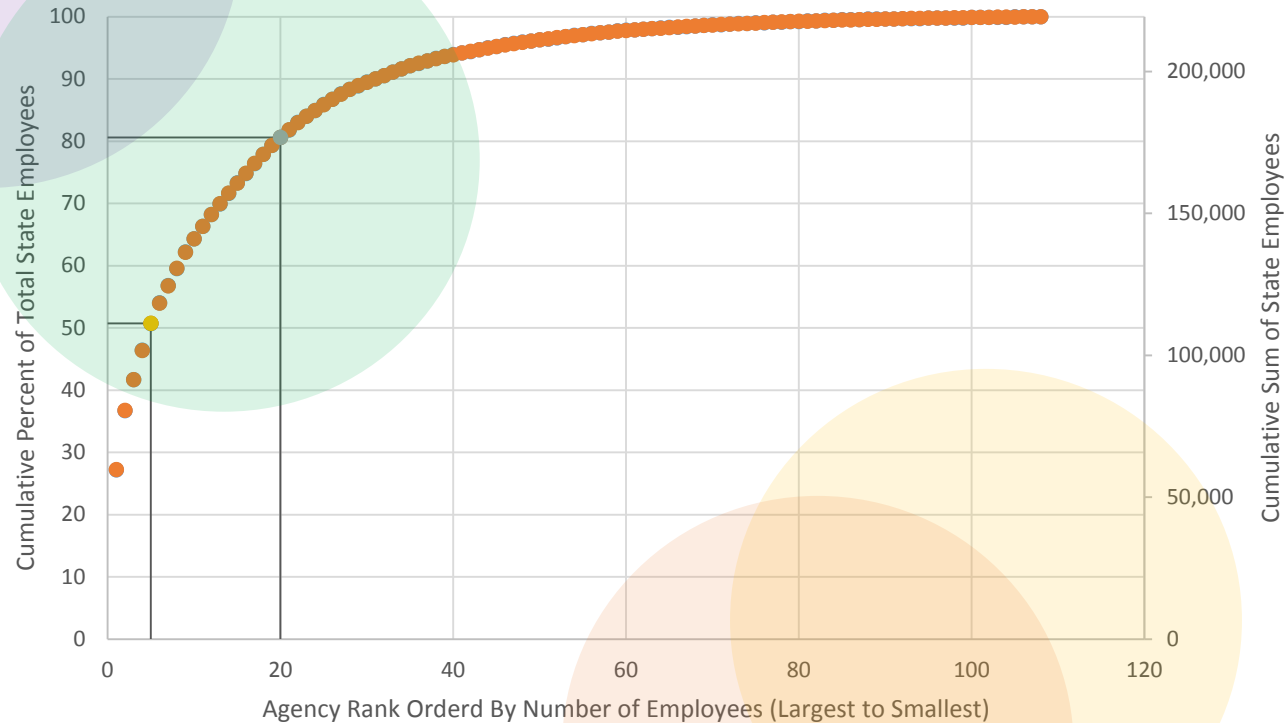
4. Salary Bin Demographics

Annual Census of Employees in State Civil Service 2019

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES · CALHR ·

Step 7: Metrics
What gets measured gets done

Agency Racial Equity Action Plan Rank Order

~50% of State Employees are Employed in the Top 5 Largest Agencies

~80% of State Employees are Employed in the Top 20 Largest Agencies

Step 7: Metrics
What gets measured gets done

Agency Racial Equity Action Plan Scorecard

Name of California State Agency	# of Employees in Agency	Percent of California State Employees	Agency Enrolled in CCORE REAP Development Training (y/n)	Agency Has Approved REAP (y/n)	Published and Publicly Available REAP (y/n)	REAP Passes Quality Check (y/n)	All Year One Milestones Reached (y/n)	All Year Two Milestone Reached (y/n)
California Department of Corrections and Rehabilitation	59,741	27.2	Y	N	NA	NA	NA	NA
Department of Transportation	20,823	9.5	Y	Y	Y	TBD	TBD	TBD
Department of State Hospitals	10,815	4.9	N	NA	NA	NA	NA	NA
California Highway Patrol	10,329	4.7	Y	N	NA	NA	NA	NA
Department of Motor Vehicles	9,550	4.4	Y	N	NA	NA	NA	NA

Scorecards enable a systematic way to track the progress of agencies on the development and roll out the racial equity action plans
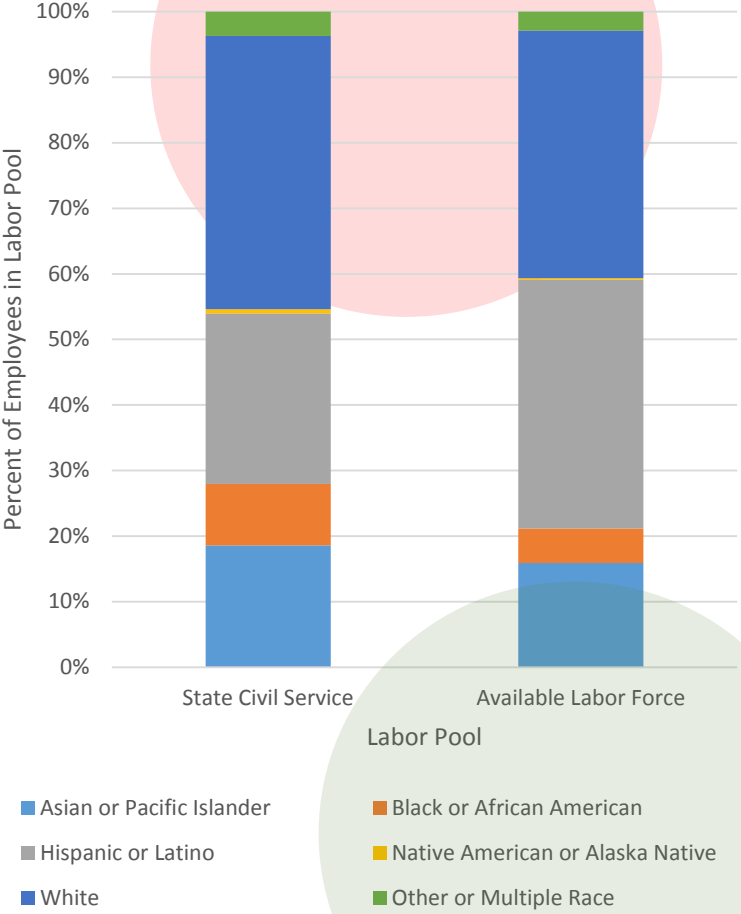
Step 7: Metrics
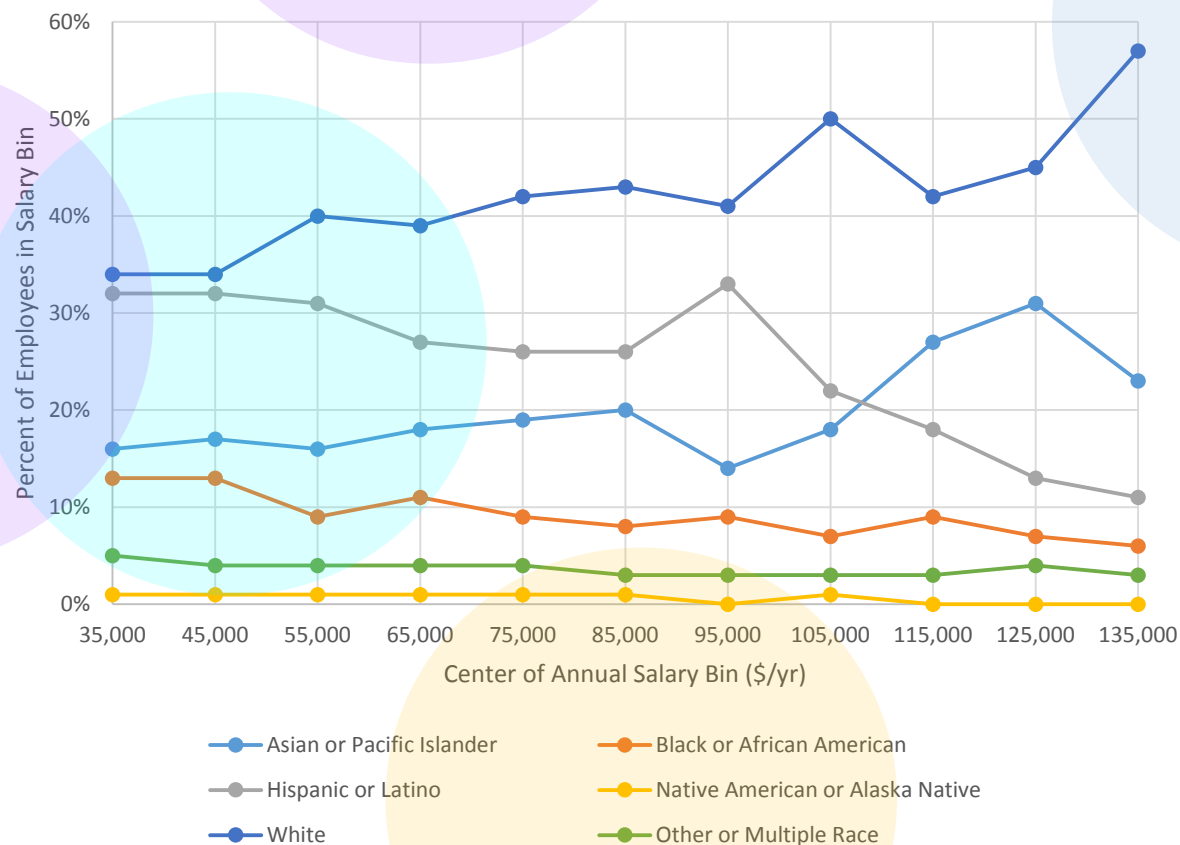What gets measured gets done

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Labor Pool Demographics

Apparent underrepresentation of Hispanic or Latino individuals in the State civil service pool when comparted to the available labor force

Legend:
- Asian or Pacific Islander
- Black or African American
- Hispanic or Latino
- Native American or Alaska Native
- White
- Other or Multiple Race

Chart: Percent of Employees in Labor Pool (0% – 100%) by Labor Pool categories: State Civil Service, Available Labor Force

Step 7: Metrics
What gets measured gets done

Salary Bin Demographics

Suggests positive advancement biases for 'White' and 'Asian or Pacific Islander'

Suggests negative advancement biases for 'Black' and 'Hispanic or Latino'

Step 7: Metrics
What gets measured gets done

Thank You!

"If you are neutral in situations of injustice, you have chosen the side of the oppressor. If an elephant has its foot on the tail of a mouse and you say that you are neutral, the mouse will not appreciate your neutrality."

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