

**Attachment 4:**

**To:** California Strategic Growth Council and Members of the Public

**From:** California Environmental Protection Agency Secretary Jared Blumenfeld

**Reporting Period:** August 2020 – April 2021

**Staff Lead:** Update on Racial Equity Resolution Implementation

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## History/Background

The California Environmental Protection Agency includes 2 boards, the Air Resources Board and the State Water Resources Control Board; 3 departments, the Department of Resources and Recovery and Recycling (CalRecycle), the Department of Toxic Substances Control, and the Department of Pesticide Regulation; and one scientific office to support the agency's regulatory work and other programs, the Office of Environmental Health Hazards Assessment.

- Since 2018 CalEPA has been a member of the national Government Alliance for Racial Equity, and made a commitment to support and engage in ongoing work to address longstanding and persistent racial disparities across the state, and across agency programs, activities, and its workforce.
- As a result of foundation setting trainings and capacity building work CalEPA and its staff engaged in through the inaugural Capital Cohort Pilot (2018) and continued work with the California Collaborative of Racial Equity, CalEPA developed a Plan of Action for Racial Equity (2019) that applies to all of its boards and departments.
- In 2020 and ongoing in 2021, CalEPA continues to revise its Racial Equity Goals and Action Items through both agency-wide efforts and, increasingly, through independent commitments made by its individual Boards, Departments and Office.
- Also, in 2020, CalEPA conducted its first ever Racial Equity survey, made available to all staff across the Agency. The survey was made available in late March and was open through May. Results were made available and analyzed in the fall and winter, and inform CalEPA's approach to training, capacity building and setting racial equity priorities for its staff moving forward.

## Highlights

- CalEPA released a public version of its previously internal racial equity website in early 2021, which hosts information regarding the 2019 Racial Equity Plan of Action, and the ongoing work of each of CalEPA's six boards department and offices. (<https://calepa.ca.gov/about/calepa-racial-equity-home/>)
- In February of this year, CalEPA also released a "Pollution and Prejudice" Story Map with data regarding the practice of Redlining in and across the state, and comparing the overlap between historically redlined communities and the highest scoring CalEnviroScreen census tracts (<https://storymaps.arcgis.com/stories/f167b251809c43778a2f9f040f43d2f5>).
- Also in February, as part of its release of a new version of CalEnviroScreen (v. 4.0), CalEPA and the Office of Environmental Health Hazards Assessment (OEHHA) released updated race demographic data and maps that accompany the pollution and health vulnerabilities tool. This supports CalEPA's goal to improve its collection and use of race data to both



measure and determine progress and milestones and addressing ongoing racial disparities (<https://calenviroscreen-oehha.hub.arcgis.com/app/f555670d30a942e4b46b18293e2795a7>).

- Several of CalEPA's boards, departments and Offices have also initiated their own racial equity and racial justice efforts, since 2020. This includes the Air Resources Board, which adopted a racial equity resolution passed in October 2020 (<https://ww3.arb.ca.gov/board/res/2020/res20-33.pdf>) and launched a Diversity and Racial Equity (DaRE) Task Force to carry out various staff-wide racial equity initiatives. It also includes the State Water Boards' launch of its racial equity work through the development of an internal working group and through conducting public listening sessions to obtain input on the direction and content of a forthcoming Racial Equity Resolution to go before its Board, as well as several training sessions for staff and all Executive Officers across the 7 regional water quality control boards.
- Throughout 2019-2020 CalEPA and all of its boards departments and offices conducted several staff training and capacity building efforts, and in 2021 will be launching a train the trainer program to further support staff capacity to engage in ongoing racial equity work.

## Next Steps

- CalEPA looks forward to launching its first train the trainer program – aimed at increasing the amount and quality of racial equity trainings offered to staff, managers and leaders across the Agency, and to enhancing the amount of resources made available to all staff for this work.
- CalEPA will be updating its 2019 Racial Equity Action Plan, and will incorporate aspects of its Strategic Plan, including progress metrics and other data driven milestones that will be periodically updated on its racial equity and the CalEPA homepage.
- CalEPA will also continue to explore and invest in ways to better track data regarding race and racial disparities, as well as improvements in addressing those disparities over time, across all programs and looks forward to public input on what the best, most accurate metrics might be.
- As a follow up to its inaugural racial equity survey, CalEPA will continue to conduct a racial equity survey periodically – every three years – to assess its progress in engaging in racial equity efforts among all staff.
- CalEPA continues to be a proud members of the National Government Alliance for Racial Equity Network and will attend the Annual GARE National Meeting in May 2021, focused on the nuts and bolts of governing for a more racially equitable and just future.
- CalEPA will continue to lead with race across all of its equity efforts including those related to its critical environmental justice programs and priorities.

