



Update on CARB's Racial Equity, and Diversity Efforts

Informational Update
May 19, 2022

Goal of Informational Item

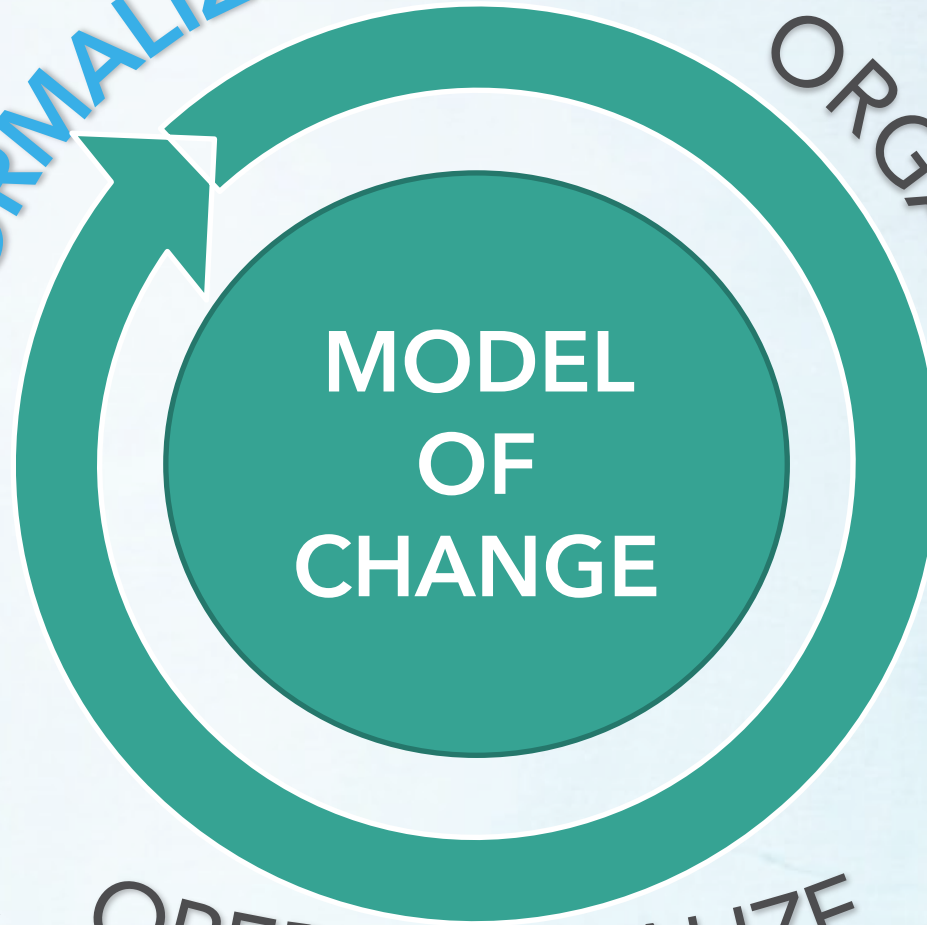
- Provide an update to the Board and the public on CARB's racial equity and diversity efforts including:
 - ❖ Share the organizational model of change that CARB is using to advance racial equity.
 - ❖ Share perspectives of CARB staff on CARB's work to advance racial equity to date.
 - ❖ Hear from the public and the Board on the racial equity work so far.

Use a shared racial equity framework

Operate with urgency and accountability

Use racial equity tools

NORMALIZE



Build organizational capacity

Partner with stakeholders and community organizations

Be data-driven

OPERATIONALIZE

[Government Alliance on Race and Equity \(GARE\)](#)

[Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action](#)

What is DaRE?

Members

- Socio-demographic
- Gender identity
- Job classification
- Location

Tasks

- Hiring and recruitment
- Workplace culture
- Future vision for CARB

Focus

- Diversity
- Equity
- Inclusion
- Belonging



How is DaRE normalizing the conversation around racial equity?

- Implicit Bias Training
 - Dr. Bryant T. Marks
 - Morehouse College



“If you are human, you have implicit bias.”

The National Training Institute on Race & Equity (NTIRE) at Morehouse College is a social-impact and educational entity.



How is DaRE normalizing the conversation around racial equity?

- Common understanding through shared language:
 - Glossary of Terms for Racial Equity, Diversity, Inclusion, and Belonging
 - Developed by leveraging existing glossaries
 - California Department of Public Health
 - Government Alliance on Race and Equity
 - Others

How is DaRE normalizing the conversation around racial equity?

Heritage Month Celebrations

- Black History Month
- Women's History Month
- Arab American Heritage Month
- Asian-Pacific American Heritage Month
- South Asian Heritage Month
- LGBTQIA+ Pride Month
- Juneteenth
- LatinX/Hispanic Heritage Month
- Native American/Indigenous People Heritage Month
- International Day of Persons with Disabilities

DaRE celebrates... 

WOMEN'S HISTORY MONTH

**MARCH 8TH, 2022
9 AM - 10 AM**


Davina Hurt,
BAAQMD Member


Connie Leyva,
Ex Officio

**MARCH 17TH, 2022
NOON - 1 PM**


Sandra Berg,
Vice Chair


Tania Pacheco-Werner,
SJVAPCD Member


Nora Vargas,
SDAPCD Member

**MARCH 23RD, 2022
2 PM - 3 PM**


Liane Randolph,
Chair


Diane Takovian,
Public Member


Barbara Riordan,
MDAQMD Member

How is DaRE normalizing the conversation around racial equity?

- DaRE 90-Day Challenge
 - Two years in a row
 - Kicks off during Black History Month
 - 8 types of resources provided
 - Books, movies, videos, episodes, podcasts, web-based resources, prompts, training
 - Engagement events, emails, chat rooms
 - Reflections

Use a shared racial equity framework

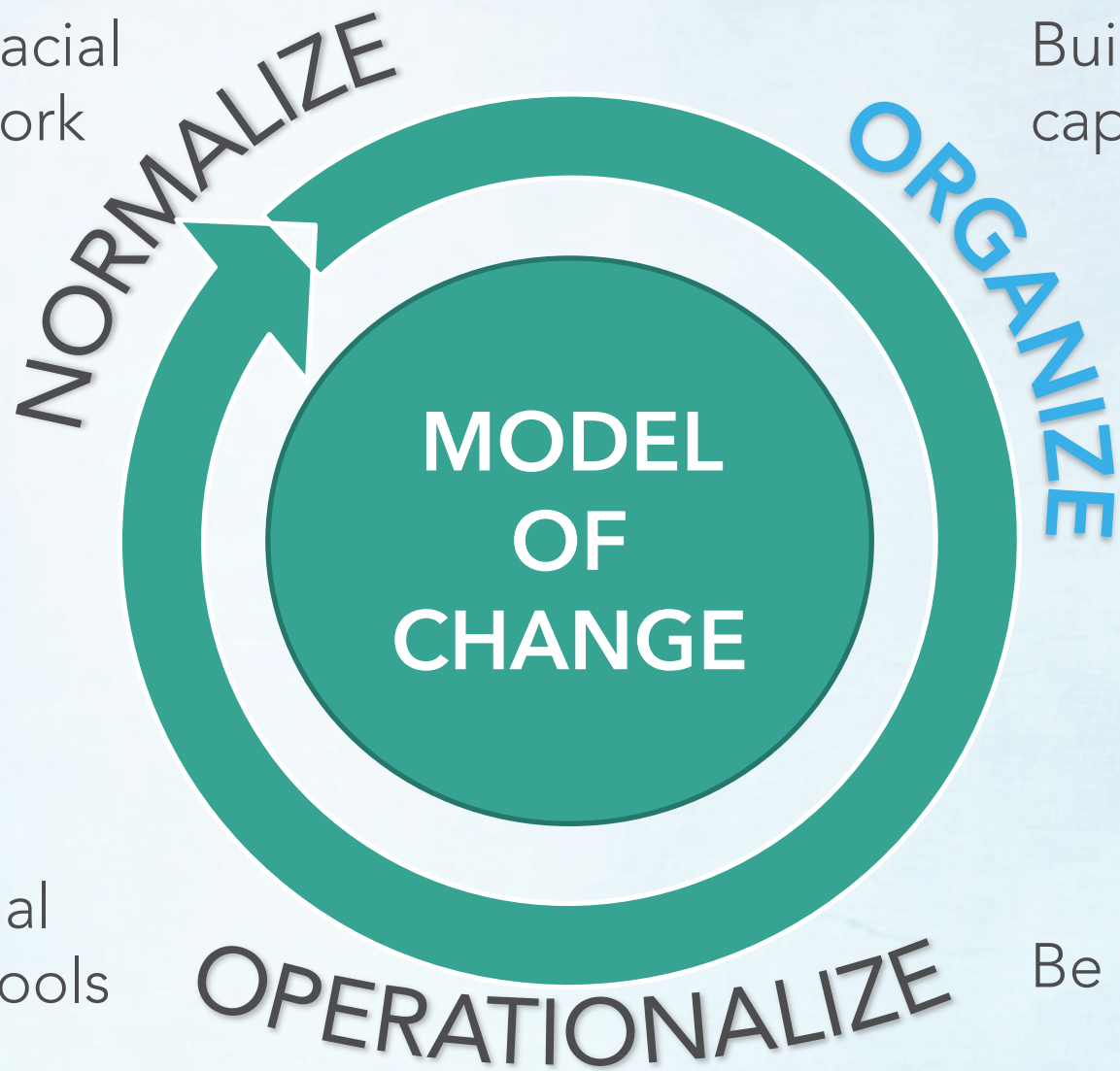
Operate with urgency and accountability

Use racial equity tools

Build organizational capacity

Partner with stakeholders and community organizations

Be data-driven



Government Alliance on Race and Equity (GARE)

Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action

Overview of REAL

Racial Equity Assessment Lens

- REAL is in development and is intended to serve as a racial equity tool.
- It will be a series of questions that make up a racial equity lens for CARB staff to plan, develop, and review regulations, policy documents, informational materials and for items going before the Board.
- It is intended to create a mechanism to conduct meaningful racial equity analysis.



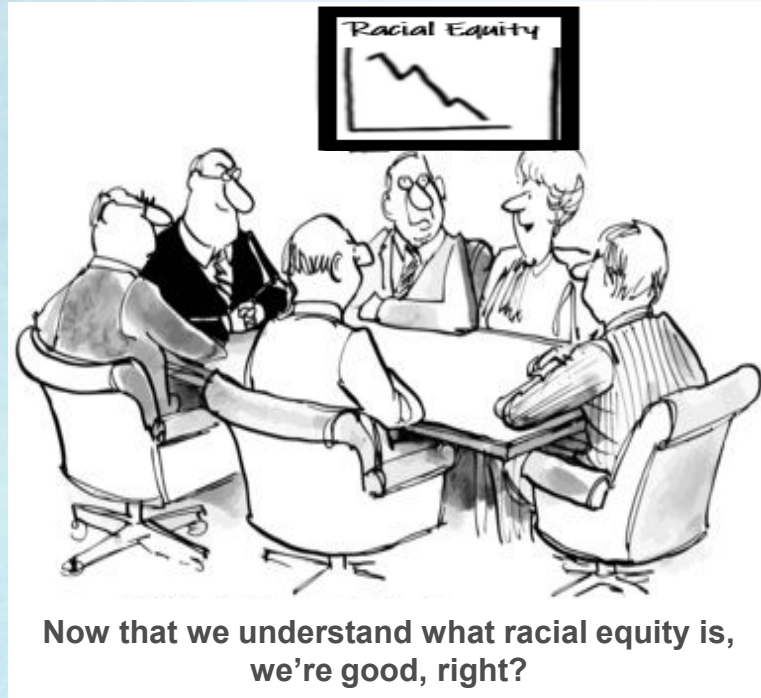
“Support can be occasional. It can be given and just as easily withdrawn. Solidarity requires sustained, ongoing commitment.”

-bell hooks

Overview of REAL

Racial Equity Assessment Lens

- REAL is intended to be both a tool and a process.



0. Screening
1. Proposal
2. Engaging Communities of Concern
3. Data and Analyses
4. Impacts
5. Implementation
6. Accountability and Communication

“No,” I said. “I mean there’s no single answer that will solve all of our future problems. There’s no magic bullet. Instead, there are thousands of answers—at least. You can be one of them if you choose to be.”

-Octavia Butler



Next steps

- REAL development (Ongoing)
- Divisional outreach (Ongoing)
- Shared concept in latest rulemaking training for staff who work on regulations (May 2022)
- Pilot and Case Study (May-Summer 2022)
- Staff Training (Ongoing)
- Board informational item (May 19, 2022)

- External engagement design and planning(Ongoing)

Use a shared racial equity framework

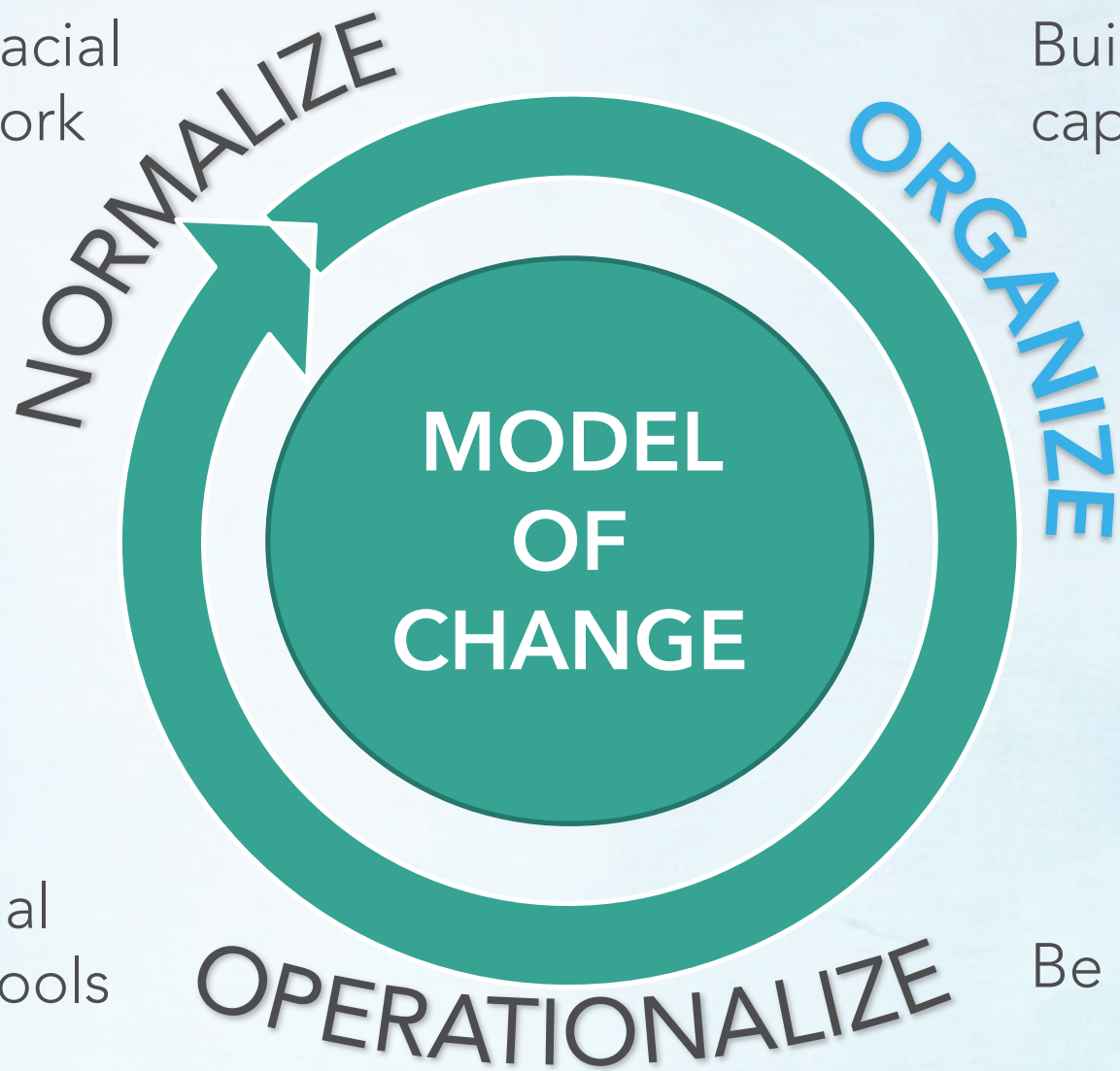
Operate with urgency and accountability

Use racial equity tools

Build organizational capacity

Partner with stakeholders and community organizations

Be data-driven



[Government Alliance on Race and Equity \(GARE\)](#)

[Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action](#)