Government Alliance on Race and Equity Capitol Cohort

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May 29, 2019
Agenda

1. Overview of Government Alliance on Race and Equity (GARE) Capitol Cohort
2. Strategic Growth Council’s Racial Equity Action Plan
3. Report on Racial and Gender Pay Equity in CA Civil Service
4. Resources for State Agencies
A Brief History of Government and Race

Initially explicit

Government explicitly creates and maintains racial inequity.

Became implicit

Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

Governing for racial equity

Proactive policies, practices and procedures that advance racial equity.
What is the Government Alliance on Race and Equity (GARE) Capitol Cohort?

GARE is a national network of government working to achieve racial equity and advance opportunities for all.

- 135 participating jurisdictions across 35 states and more than 150 cities – 35 in California!
- Providing tools and resources to put theory into action

California is the first state in the country to participate in GARE through the Capitol Cohort
- The Capitol Cohort is a California focused racial equity capacity building pilot led by the Strategic Growth Council’s (SGC) Health in All Policies Program in partnership with GARE.
Who is participating in the Capitol Cohort led by HiAP?

1. California Air Resources Board
2. California Arts Council
3. California Coastal Commission
4. California Department of Community Services and Development
5. California Department of Corrections and Rehabilitation
6. California Department of Education
7. California Department of Housing and Community Development
8. California Department of Public Health
9. California Department of Transportation
10. California Department of Social Services
11. Governor’s Office of Planning and Research
12. California State Lands Commission
13. California Strategic Growth Council
14. California Environmental Protection Agency
   • CalRecycle
   • Department of Pesticide Regulation
   • Department of Toxic Substances Control
   • Office of Environmental Health Hazard Assessment
   • State Water Resources Control Board
“Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.”
– Government Alliance on Race and Equity

Graphic: https://healthequity.globalpolicysolutions.org/about-health-equity/
Racial Disparities in California

Life Expectancy

- Asian: 80.2
- White: 80.2
- Latino: 80.2
- Native American: 80.2
- Pacific Islander: 80.2
- Black: 72.2

Data and graphics: Race Counts (www.racecounts.org)
Racial Disparities in California

Individuals Below Poverty

- White: 10.2%
- Asian: 10.2%
- Two or More Races: 10.2%
- Pacific Islander: 10.2%
- Latino: 25.3%
- Native American: 25.3%
- Black: 25.3%
- Other: 25.3%

Data and graphics: Race Counts (www.racecounts.org)
Why lead with race?

• Across any measure of success (health, income, housing, education, criminal justice, utilities, etc.) there are deep and persistent differences in outcomes based on race

• Racial anxiety is on the rise – if it doesn’t get explicitly called out it will go unaddressed

• Specificity matters to achieve success - strategies to achieve racial equity differ from those to achieve equity in other areas

• Learning an institutional and structural approach to reversing racism will help us tackle other areas of inequities (gender, ability)
What does a department get from participating in GARE Capitol Cohort?

<table>
<thead>
<tr>
<th>Goal</th>
<th>Services</th>
<th>Cost</th>
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| Strategies and capacity building to **normalize** conversations about race, **operationalize** new policies and institutional culture, and **organize** to achieve racial equity. | 50 hours of training and workshops per year  
  • Targeted coaching and technical assistance  
  • Peer-to-peer strategizing and problem-solving  
  • A range of tools and resources (racial equity tool and action plan, sample policies and practices that advance racial equity)  
  • Advancing Racial Equity speaker series open to all state employees | For teams of 15:  
  $50,000  
  Total  
  *In 2018-19, philanthropic contributions helped reduce the cost |
SGC Racial Equity Vision and Action Plan

**Vision:** All people in California live in healthy, thriving, and resilient communities regardless of race.

**SGC will advance racial equity by:**
- Council Leadership and Staff Training
- Promoting fair access in hiring, greater opportunity in contracting, and targeted outreach and engagement
- Distributing funding and resources
- Providing technical assistance and capacity-building opportunities
- Leveraging inter-agency partnerships

**SGC Website:**
- www.sgc.ca.gov
Creating an Equitable Workforce
Workforce Equity Best Practices

• **Analyze Data** – collect data (both qualitative and quantitative)

• **Support, engage, and organize others** - engage hiring managers

• **Use Racial Equity Tools** - analyze personnel policies and practices for implicit bias

• **Create a workplace culture where racial equity is a value and operationalized** – make it an agency-wide value and bake it into existing work planning efforts

• **Initiate and implement pipe-line development programs** – provide training and educational opportunities

• **Set goals, track progress, and focus on accountability** – shift strategies as needed

Example: SGC Hiring Pilot

• Desired Results
  • SGC staff across all levels reflect California’s diverse communities.

• Analysis of Data
  • Collect data from staff at moment of hire and share data with all hiring managers

• Implementation Strategies
  • Include a diversity, equity, and inclusion (DEI) statement and a DEI competency on all job descriptions, review job descriptions to remove unnecessary requirements, recruit broadly, anonymize applications, require race and gender representation on interview panels, ask a DEI interview questions
  • Develop an internal workforce equity team that can monitor progress over time

• Community Engagement and Accountability
  • Report progress to SGC staff and Council on an annual basis
2017 Analysis and Report: 

Racial and Gender Pay Gaps in California State Government: A Path Towards Workforce Equity

• Researcher: Hinnaneh A Qazi, MPP Student at the Goldman School for Public Policy at UC Berkeley
• Prepared at the request of the HiAP Task Force, with support from the California Government Operations Agency and California Department of Human Resources

Key Findings on Racial and Gender Pay Gaps in California State Government

- Pay gap between employees of color and White employees ~14%
- Pay gaps grow significantly when comparing females of color to White males, e.g. 35% gap between Hispanic females and White males
- Females of color disproportionately concentrated in part-time and seasonal work
- Minorities underrepresented in higher paying occupations and supervisor roles, 65% of highest 20% paid supervisors are White
- Pay gaps exist even when controlling for education level
- Disparities greater than federal workforce, less than CA's private sector
Average Pay by Race/Ethnicity and Sex

Source: Report 5102, 2017
Average monthly pay by race/ethnicity:
Asian ancestry - disaggreggated

- Pacific Islander - Samoan: $4,290
- Asian - Laotian: $4,982
- Native American or Alaska Native: $5,086
- Black: $5,180
- Hispanic: $5,184
- Asian - Cambodian: $5,217
- Pacific Islander - Guamanian: $5,219
- Pacific Islander - Other: $5,236
- Pacific Islander - Hawaiian: $5,319
- Asian - Filipino: $5,406
- Other or Multiple Race: $5,723
- South Asian: $5,964
- White: $5,967
- Asian - Other: $6,056
- Pacific Islander - Multiple: $6,075
- Asian - Chinese: $6,265
- Asian - Multiple: $6,282
- Asian - Japanese: $6,324
- Asian - Indian: $6,759
- Asian - Korean: $6,776

Average = $5,677

Note: All racial/ethnic groups n > 100 with exception of PI - multiple

Source: Report 5102, 2017
# Racial and Gender Pay Gaps in State Service

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<tbody>
<tr>
<td>Top Five Pay Gaps</td>
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<tr>
<td>Pacific Islander Females</td>
<td>White Males</td>
<td>21.2%</td>
<td>51.71%</td>
<td>36.46%</td>
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<tr>
<td>Hispanic Females</td>
<td>White Males</td>
<td>22.8%</td>
<td>46.33%</td>
<td>34.57%</td>
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<td>Native American/Alaskan Native Females</td>
<td>White Males</td>
<td>23.9%</td>
<td>43.12%</td>
<td>33.51%</td>
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<tr>
<td>URM Females</td>
<td>White Males</td>
<td>21.88%</td>
<td>41.87%</td>
<td>31.88%</td>
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<tr>
<td>Native American/Alaskan Native Females</td>
<td>Asian Males</td>
<td>24.88%</td>
<td>36.13%</td>
<td>30.51%</td>
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<tr>
<td>Within Gender Disparities</td>
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</tr>
<tr>
<td>Females URM</td>
<td>White Females</td>
<td>13.20%</td>
<td>21.60%</td>
<td>17.40%</td>
</tr>
<tr>
<td>Males URM</td>
<td>White Males</td>
<td>12.00%</td>
<td>17.91%</td>
<td>14.96%</td>
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<tr>
<td>Overall Racial/Ethnic Pay Gap</td>
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<tr>
<td>Persons of Color</td>
<td>White Employees</td>
<td>8.58%</td>
<td>18.80%</td>
<td>13.69%</td>
</tr>
<tr>
<td>All URM</td>
<td>White Employees</td>
<td>13.17%</td>
<td>21.31%</td>
<td>17.24%</td>
</tr>
</tbody>
</table>

Note: Only full-time year-round employees included

URM: Underrepresented minority (Hispanic or Latin@, American Indian, and Blacks)

Sources: Report 5102, 2017 & 2014-2016 ACS
Resources for State Agencies

  

• **Governor’s Office** Diversity Initiative for California State Government [https://www.gov.ca.gov/2019/01/18/inclusv/](https://www.gov.ca.gov/2019/01/18/inclusv/)

• **CalHR** Workforce Analysis and Census of Employees: [http://www.calhr.ca.gov/state-hr-professionals/Pages/WFA-and-Census.aspx](http://www.calhr.ca.gov/state-hr-professionals/Pages/WFA-and-Census.aspx)

• **Emerging Toolkits:** [https://www.ucop.edu/human-resources/coro/2018_forms/2018_uc_coro_northern_cohort_strategies_for_recruitment_and_retention.pdf](https://www.ucop.edu/human-resources/coro/2018_forms/2018_uc_coro_northern_cohort_strategies_for_recruitment_and_retention.pdf)
Questions:

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