



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



Capitol Collaborative on Race & Equity (CCORE) 2022-2023 Learning Cohort Program Details

What is the Capitol Collaborative on Race & Equity (CCORE)?

CCORE is a community of California state government teams working together to advance racial equity since 2018. CCORE participants learn about, plan for, and implement activities that embed racial equity approaches into institutional culture, policies, and practices.

CCORE implements a commitment by the Health in All Policies (HiAP) Task Force, under the auspices of California's Strategic Growth Council (SGC), to increase the capacity of state entities to advance health and racial equity.

CCORE Learning Cohort – Aspirational Goals & Objectives

1. California State entities with racial equity readiness and organizational change supports build capacity to implement racial equity tools, draft Racial Equity Action Plans, and be publicly transparent with their commitments.
2. Organizations build functioning (inspired, motivated, sustainable) cross-departmental racial equity implementation teams and provide leadership for racial equity within the organization.
3. Executive Sponsors have opportunities to lead on racial equity, support organizational racial equity teams, and network with other executives across the state enterprise with racial equity visions.
4. Team Coordinators have opportunities to lead on racial equity, support organizational racial equity teams, and network with executives, other team coordinators, and participants across the state enterprise with racial equity visions.
5. All participants learn the history of government and racism, implement racial equity tools with accountability, transparency, and fidelity to the approach, build relationships across their organization and with other entities centered on racial equity, and grow in their ability to communicate about race/ism and its connection to their own work.

Why should my organization participate in the CCORE Learning Cohort?

Racial inequities are deep, pervasive, and persistent. Without an intentional focus on race, government institutions will fall further behind in reaching our collective purpose of keeping all people healthy, safe, and thriving. CCORE offers state government an opportunity to build skills, access tools, cultivate relationships, and identify systems change opportunities to advance racial equity.

Who convenes CCORE?

The [Public Health Institute](#) collaborates with the California Strategic Growth Council (SGC) to co-host CCORE. PHI is a non-profit, non-governmental organization, with significant capacity and expertise in training governmental partners to advance equity and facilitating cross-sectoral initiatives. SGC coordinates and works collaboratively



with public agencies, communities, and stakeholders to achieve sustainability, equity, economic prosperity, and quality of life for all Californians. The SGC is committed to achieving racial equity in its operations, investments, and policy initiatives and to achieve its *Vision for Racial Equity: All people in California live in healthy, thriving, and resilient communities regardless of race*. PHI is grateful to many supporting organizations including Race Forward and Government Alliance on Race & Equity (GARE), SGC, and the California Department of Public Health, which provide leadership and staffing support throughout this initiative, as well as The California Endowment and The California Wellness Foundation.

Who provides the training & technical assistance?

PHI leads the training team, produces the training environment and cohort experience, and provides training support to teams and their leadership between training sessions. Training team partners include [O&G Racial Equity Collaborative](#), [Race Forward](#), and [Othering and Belonging Institute at UC Berkeley](#), who partner seamlessly to deliver the initiative. PHI facilitated the 2018 & 2019 pilot racial equity capacity building training program and the 2020-2021 CCORE Learning Cohort.

What will my organization get out of participating in the CCORE Learning Cohort?

By participating in the Learning Cohort, your organization will:

1. Receive training sessions for an 8–12 person racial equity team in a virtual learning environment, using experiential and project-based adult learning techniques. During sessions, participants join the entire multi-sectoral cohort (including teams from other CA state entities) and also work within their own teams to leverage shared strategies. Training curriculum includes:
 - Racial equity concepts, history, language, practices, policies, and tools, including training on Race Forward's Racial Equity Tool (RET).
 - Application of the RET to a team-chosen pilot project, including identifying a results statement, mapping root causes, identifying racial equity strategies, and equitable community engagement.
 - Understanding the RET as a precursor and foundational starting point in drafting a Racial Equity Action Plan, which team members will begin to create, tailored to your organization's needs.
 - Training on structures to institutionalize racial equity within organizations.
 - Practices for communicating about racial equity and how it is connected to organizational mission and policy goals.
 - Skill building, strategy development, and peer-to-peer networking on racial equity and adjacent topics.
2. Receive Team Coordinator training sessions in a virtual learning environment (by phone or on Zoom). These training sessions support learnings specific to the team coordinator role in convening state government teams, implementing learnings from the training sessions, and engaging with Executive Sponsors. Organizations may designate up to two Team Coordinators.
3. Receive training on identifying strategies for racial equity including increasing workforce and contracting equity, communicating about racial equity, and centering and engaging community.
4. Learn in a training environment that supports structured cross-sector, peer-to-



peer interactions focused on problem solving around common goals such as workforce equity, training, data collection and analysis, leadership engagement strategies, and external stakeholder engagement.

Who is eligible for the CCORE Learning Cohort?

The CCORE Learning Cohort is open to California state government entities, e.g. agencies, departments, commissions, boards, and offices, that 1) submit applications, 2) are invited to participate, and 3) complete the enrollment activities (e.g., executive sponsor commits to PHI they will enroll the organization, organization begins the contracting process for enrollment, a completed team roster is submitted to PHI, team members commit to uphold the accountability & expectation agreements). Teams will be invited to enroll that demonstrate their organization has racial equity readiness.

Application, Selection, & Enrollment Process

A limited number of organizations will be invited to participate in the 2022 CCORE Learning Cohort. Selection is based upon organizational readiness in the 5 application question areas: 1) commitment to racial equity; 2) commitment to an intentional & strategic team recruitment process; 3) organization size and reach; 4) commitment to supporting the racial equity team's development and needs; 5) commitment to supporting transformational actions. Organizations will be more competitive in the selection process if their racial equity teams are already formed or in the process of forming.

Email CCORE@phi.org to request an application. Selected organizations will be invited to enroll and contract with PHI for the CCORE Learning Cohort 2022-2023 season. The enrollment process will coincide with a targeted orientation strategy, including separate orientations for team coordinators, executive sponsors & team coordinators, and one for all enrolled participants.

Accountability & Expectations

By participating in the CCORE Learning Cohort individuals and organizations are accountable for the following:

- Participants
 - Participate in CCORE orientation, training, intensive, and commencement sessions, complete homework assignments with organizational racial equity teams, participate in organizational racial equity team meetings.
 - Complete the accountability and expectation consent form and pre-cohort survey sent out via email prior to the cohort starting, and post session evaluations following each training.
 - Communicate with your team coordinator to keep them updated on your training session and working group availability.
 - Reach out to CCORE staff when you need support.
- Executives
 - Secure sign off from your most-senior leader for participation in the program.
 - Participate in CCORE Executive Sponsor Orientation & Commencement.

- Meet regularly with your Team Coordinator(s) to hear updates and strategize.
- Make yourself available to troubleshoot and offer support to your team.
- Attend training sessions as feasible and appropriate.
- Provide access, as necessary and appropriate, to the executive leadership team, including regular communications updates.
- Reach out to CCORE staff when you need support.
- Team Coordinators
 - Participate in CCORE orientation, training, and commencement sessions
 - Serve as the point of contact for CCORE staff and convene your organizational racial equity team regularly between meetings
 - Meet regularly with your Executive Sponsor to provide updates and strategize.
 - Reach out to CCORE staff when you need support.
- CCORE Staff
 - Host all training and working sessions grounded in our values: racial justice, accountability, self-determination, & collective-care.
 - Communicate with participants regularly and respond to requests for support as time allows.

These commitments are important to support the learning objectives of the cohort. Failure to sufficiently uphold these expectations may result in an evaluation of the organization's enrollment.

What is the participation commitment?

Time commitment for participants will vary over the course of the program, ranging between 4 -10 hours per month outside of training sessions. Team Coordinators will average 10 additional hours per month. Expectations include:

- Attend the training sessions & complete assignments between sessions.
- Teams should meet as a group at least once between each training session to complete collaborative homework assignments.
- Team Coordinators create calendar holds for your team members to ensure they are available for the training sessions and team meetings.
- At least twice during the learning cohort term, Executive Sponsors and Team Coordinators will brief organizational leadership on progress.

Tips for building your organizational racial equity team

PHI staff are available for consultation on team recruitment and formation on an as needed basis. More information about racial equity team composition can be accessed here [Racial Equity Core Teams: The Engines of Institutional Change](#). Further guidance is below.

- **Identify 1 or 2 Team Coordinators.** Team Coordinators convene the team to complete assignments, interface with the training team, shepherd the team through the cohort term, attend Team Coordinator training sessions, and disseminate communications to their team. EEO officers cannot be team coordinators but are welcome to participate on the team.
- **Identify 1-2 Executive Sponsors.** Executive Sponsors (e.g., Secretary, Director, Deputy Director, Commissioner, Chief Deputy) champion the work of the team.



They may or may not be a team member, but are available and accessible to the Team Coordinators for strategic guidance and direction, make decisions on behalf of the participating organization, and liaise with the Director or other Chief Executive(s) on behalf of the team.

- **Identify team members.** Recruit participants interested in, excited about, and committed to advancing racial equity in government. Teams may have up to 12 members (including Team Coordinator(s)). The recommended number of team members is no less than 8 and up to 12 people. Successful teams will be diverse in both professional and personal experience and identities, including leadership, programmatic, and administrative level staff (e.g., community engagement, human resources, budgets and accounting, legal services, grants and contracts, legislative affairs, civil rights officers, etc.).

What are the costs of the training?

The fee for the 18-month training program is \$125,000 for each organizational team of between 8 and 12 participants (including Team Coordinators). Executive Sponsors are not included in team member count unless they will attend training sessions as a team member.

What if I have questions about CCORE?

Contact PHI's CCORE staff at CCORE@phi.org

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CCORE Learning Cohort 2022 -2023 DRAFT Schedule Summary

Schedule is subject to adjustment, based upon participant needs and presenter availability. Learning sessions are open to cohort members. All events will be virtual unless otherwise noted.

1. **March 2022** - CCore Learning Cohort 2022 Informational Briefing, submit participation application & team roster, PHI invites organizations to enroll
2. **April 2022** – CCore Learning Cohort Orientations: Team Coordinators, Team Coordinators & Executive Sponsors, All cohort participants
3. **May 2022** – Racial Equity for Government 101
4. **June 2022** – Racial Equity for Government 101 (continued)
5. **July 2022** – Communicating to Advance Racial Equity
6. **August 2022** – Leadership for Racial Equity
7. **September 2022** – Racial Equity Tool Steps 1 & 2
8. **October 2022** – Racial Equity Tool Steps 1 & 2 Team Intensives
9. **November 2022** – Racial Equity Tool Step 3
10. **December 2022** - Racial Equity Tool Steps 3, Team Intensives
11. **January 2023** – Racial Equity Tool Steps 1, 2, & 3 Peer Exchange
12. **February 2023** – Racial Equity Tool Step 4
13. **March 2023** - Racial Equity Tool Step 4 Team Intensives or Peer Exchange
14. **April 2023** - Racial Equity Tool Step 5 & 6
15. **May 2023** - Racial Equity Tool Step 5 & 6 Team Intensives
16. **June 2023** – Racial Equity Action Plans
17. **July 2023** – Team Intensives
18. **August 2023** - Commencement