

Capitol Collaborative on Race & Equity (CCORE) 2024 Learning Cohort Program Details

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

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

CCORE implements a 2018 commitment by the Health in All Policies (HiAP) Task Force to increase the capacity of State government to advance health and racial equity. CCORE provides: 1) intensive capacity building for State government entities, 2) a community of practice for State employees, and 3) ongoing technical assistance and support to the CCORE community. In 2024, California State entities can participate in the CCORE community through the Transformative Leadership Cohort that centers Indigenous, Black and People of Color government workers, and the Learning Cohort.

CCORE Learning Cohort – Objectives

1. Participants understand introductory aspects of:
 - o institutional and structural racism within a governmental context;
 - o foundational concepts, terms, and methods related to communicating to advance racial equity;
 - o community engagement and power sharing for racial equity within a state government context;
 - o the value of race conscious policy analysis;
 - o leadership skills necessary to operate in alignment with racial equity values.
2. Participants build intra-organizational, and cross-departmental relationships with peers advancing racial equity.

Why should I 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 Learning Cohort offers state government an opportunity to build foundational skills, knowledge, and capacity, cultivate relationships, and consider system & administrative policy change opportunities to advance racial equity.

CCORE Learning Cohort participants should be interested in, excited about, and committed to advancing racial equity in government. You may apply to participate as an individual or as a part of an organizational team made up of up to 10 members. Participants in the cohort are 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.).

Who convenes CCORE Learning Cohort 2024?

[State of Equity](#), a program of the [Public Health Institute](#), collaborates with the California Strategic Growth Council (SGC) to co-host CCORE's Learning Cohort. 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. 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 support throughout this initiative, as well as philanthropic partners including The California Endowment, Blue Shield of California Foundation, and The California Wellness Foundation.

Who provides the training?

State of Equity leads the training team and produces the training environment and cohort experience. Training team partners may also include [O&G Racial Equity Collaborative](#), [Race Forward](#), and [Othering and Belonging Institute at UC Berkeley](#). State of Equity facilitated the 2018 & 2019 pilot racial equity capacity building training program and the '20-21 and '22-'23 CCORE Learning Cohorts as well as the '23-'24 pilot Transformative Leadership Cohort.

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

By participating in the Learning Cohort, your organizational teams and/or individual participants will:

1. Receive training sessions in a virtual learning environment. During sessions, participants join the entire multi-sectoral cohort (including participants from other CA state entities) to leverage shared learnings. Training curriculum includes:
 - An Introduction to foundational racial equity concepts, history, language, and practices, relevant for a State Government Context.
 - Practices for communicating about racial equity and how it is connected to organizational mission and policy goals.
 - Skill building and peer-to-peer networking on racial equity and adjacent topics.
2. Learn in a training environment that supports structured cross-sector, peer-to-peer interactions focused on practicing racial equity values, building leadership skills for racial equity, and practicing accountability.

Who is eligible for the CCORE Learning Cohort?

The 2024 CCORE Learning Cohort is open to California state government staff from 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., begins the contracting process for enrollment).

Application & Enrollment Process

A limited number of participants will be invited to enroll in the 2024 CCORE Learning Cohort. [Application forms are available here](#) and will be accepted until January 26, 2024.

CCORE staff will email invitations for enrollment and initiate the payment agreement process through February 2nd, 2024. During that time, if you decide to decline the option to enroll please let us know so we can offer your spot to another applicant. Once applicants respond via email to enrollment invitation, CCORE staff will connect participant's with State of Equity's contracting staff to continue the enrollment process.

Email CCORE@phi.org to request an application or for support submitting an application.

What are the costs of the training?

The fee for enrolling in the 2024 CCORE Learning Cohort training program is \$49,990 for an organizational team of up to 10 people or \$4,999 per person for individual enrollment.

CCORE 2024 Learning Cohort Participant Accountability & Expectations

By enrolling in the CCORE Learning Cohort participants are accountable for the following:

- Participate in CCORE Learning Cohort orientation & training sessions.
- Complete the post session evaluations following each training.
- Reach out to CCORE staff when you need support or will be absent.

CCORE Staff commit to host all training sessions grounded in our values: racial justice, accountability, self-determination, & collective-care and to 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 participant's enrollment.

What if I have questions about CCORE?

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

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CCORE Learning Cohort 2024 DRAFT Schedule Summary

Schedule is subject to adjustment, based upon participant needs and presenter availability. Learning sessions are open to cohort participants. All events will be virtual, and will not be recorded, unless otherwise noted.

1. **November 2023 – January 2024** Informational Briefings; interested participants submit applications; CCORE staff invite participants to enroll
2. **February 28, 2024** – Orientation, 9am-11am PST
3. **March 20, 2024** – Racial Equity for Government 101, 9am – 1pm PST
4. **April 24, 2024** – Racial Equity for Government 101 (continued), 9am – 1pm PST
5. **June 26, 2024** – Peer Exchange, 9am – 1pm PST
6. **August 28, 2024** - Communicating to Advance Racial Equity, 9am – 1pm PST
7. **September 25, 2024** – Community Engagement for Racial Equity, 9am – 1pm PST
8. **October 30, 2024** – Intro to Prop 209, Anti-Affirmative Action & Race Conscious Policy, 9am – 1pm PST
9. **November 20, 2024** – Peer Exchange, 9am – 1pm PST
10. **December 11, 2024** – Leadership for Racial Equity, 9am – 1pm PST