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Planning & Preparedness Intensive Training Cohort

October-December 2025

Offered by State of Equity, a program of the Public Health Institute

Are you working to preserve and grow your organization's progress, culture, and impact? Do you need support as you adjust strategies and build momentum for equity and access in 2026 and beyond?

State of Equity, a program of the Public Health Institute, is offering a 3-month Planning & Preparedness Intensive (PPI) virtual training program to help state government teams as they build an inclusive society that advances fairness, opportunity, and social justice for all.

The vision of California for All is more important than ever. By joining together, we can make California a place where all residents have what they need to thrive. Some people are trying to push our public systems away from this vision. Public workers are a critical part of the solution, and we are stronger and more effective when we face challenges together.

This work is mission critical

PPI will help state departments, agencies, offices, boards, and commissions fulfill a range of government mandates aimed at meeting the needs of their full populations. For example, California [Executive Order N-16-22](#) includes "designing and delivering state services and programs... to address unequal starting points and drive equal outcomes so all Californians may reach their full potential and lead healthy and rewarding lives."

Multi-team peer-exchange structure

PPI brings teams of state government staff together in a shared classroom environment. The team-based structure helps each group apply what they learn in their own organization. The cross-agency training setting fosters fresh perspectives, shared strategies, and peer learning. Together, participants develop skills to respond to change, prepare for the future, and make meaningful improvements inside their organizations.

Training topics

Training topics focus on priorities named by equity practitioners across state governments. Topics include:

- Leadership in times of change:
 - Maintaining a big vision while addressing immediate challenges
 - Implementing standard practices
 - Planning and preparedness for administration changes
 - Social change role and eco-system mapping
- Power, relationships, and trust:
 - Lived experience and personal opportunities for influence
 - Meaningful community engagement and partnership
 - Language and other forms of access
 - Psychological safety for stakeholders and workers
- Communications:
 - The use of language to protect and engage
 - Narrative strategies and storytelling
- Implementation and action:
 - Budget equity, program implementation, and setting universal goals with targeted strategies
 - Equity analysis tools for programs, including measurement and evaluation
 - Navigating an evolving and chaotic legal landscape

What is included:

- 6 group training sessions with other teams. The peer-exchange format supports cross-agency and cross-sector learning. Guest trainers will provide perspectives from across California and other states.
- 3 team-specific practicum sessions just for your team, to go deeper where you need the most training support
- Office hours with the trainers for extra support
- Access to curriculum and training materials

What does it cost?

There is an organizational enrollment fee, which helps cover the cost of delivering the training. The actual cost is \$40,000 per organizational team. Philanthropic support has allowed us to lower the price to \$28,000 per organizational team. We want you there and we do not want cost to be a barrier. Please let

us know if cost is a barrier so we can explore what might be possible in terms of a sliding scale or scholarships.

If you are interested, please let us know using this [interest form](#). The interest form is not a commitment. If you fill it out, we will reach out to learn more about what you are thinking and what might be possible.

Participant Accountability & Expectations

It is important that each team participates fully to support the experience for themselves and their cohort peers. Participants are accountable for the following:

- Come to the orientation & training sessions
- Fill out short evaluations after each training session
- Reach out to staff if you need help or will miss a training session

Key dates

Note: Training schedule is subject to adjustment, based upon participant needs and presenter availability. All events will be virtual and will not be recorded, unless otherwise noted.

- Register to attend info sessions on Zoom [8.26.25 3:30pm](#) and [8.28.25 12pm PST](#)
- Complete an [interest form](#) by: September 5, 2025
- [Applications](#) will be open from September 8 – 19, 2025
- Notification of enrollment decisions: By September 26th
- Program Start: October 8, 2025 Welcome & Orientation 10:30am -12:00pm PST
- Training sessions:
 - 10/15, 10/29 + Monthly Practicum Session
 - 11/12, 11/19 + Monthly Practicum Session
 - 12/10, 12/17 + Monthly Practicum Session
 - Training sessions are from 9:30am -12pm PST and monthly practicum sessions are scheduled directly with the training team

Schedule Summary

The key components of the cohort experience include participation in virtual learning sessions. State of Equity will also work with your team to convene a monthly practicum session in October, November, and December. Training sessions outlined are from 9:30am -12pm PST and monthly practicum sessions are scheduled directly with the training team.

Below is the proposed schedule, subject to adjustment, based upon participant needs and presenter availability. Learning sessions are open to cohort participants. All sessions will be virtual unless otherwise noted.

- **Welcome & Orientation**
 - October 8, 2025 10:30am -12:00pm PST
- **Session 1:** What is the ecosystem of your work & your social change role?
 - October 15, 2025
- **Session 2:** What is your lived experience and how does that influence how you show up?
 - October 29, 2025
- **Session 3:** Navigating the evolving narrative landscape with clear communication.
 - November 12, 2025
- **Session 4:** Care is a leadership practice - How do we show up for ourselves & each other?
 - November 19, 2025
- **Session 5:** Decision making in uncertain & complex environments.
 - December 10, 2025
- **Session 6:** Civic Solidarity - Practicing democracy & finding ethical alignment.
 - December 17, 2025