



Racial Equity Action Plan

(REAP) 2023 Report



Capitol Collaborative on
Race and Equity (CCORE)
CCC Learning Cohort 1

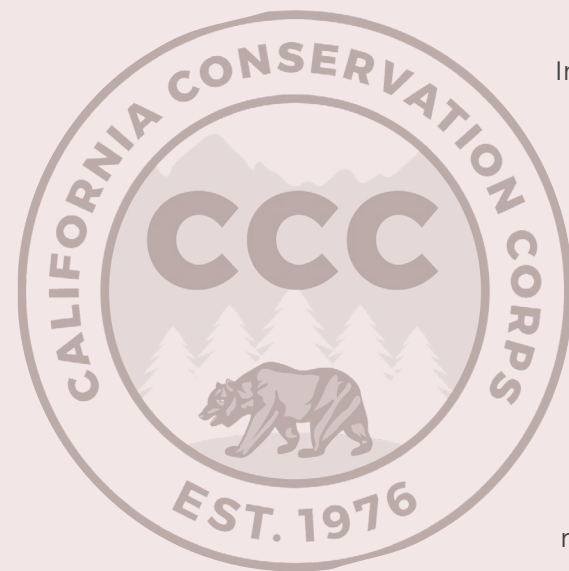
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Director's Message



In July 2022, the California Conservation Corps (CCC) celebrated our 46th year of providing work experience, job development and service opportunities to 18-to-25-year-old Californians. It is a great honor to be part of this program where over 130,000 young adult leaders have developed thousands of miles of trails, planted millions of trees and native plants, restored thousands of acres of natural habitat and have responded to the urgent call of emergency fires and floods. Our environmental work and the developmental support of

young people is uplifting, but there is still more work to do. The CCC takes pride in our priorities related to justice, equity, diversity and inclusion (JEDI) and applies those priorities to environmental and social justice issues in the public service work we do each day. We teach, educate and listen to the voices of our Corpsmembers, staff, community and external stakeholders to make our mission full and relevant. We will continue to address and embrace JEDI issues in all the work we do as well as in our day to day lives. We have developed and agreed upon racial equity statements and commitment. We will do our best to ensure that these statements are more than just words carefully crafted together, but rather a commitment that we live by through our thoughts and actions. Together, we support our

Black, Indigenous, people of color and White communities in becoming justice, equity, diversity and inclusion strong.



BRUCE SAITO
DIRECTOR

Introduction

In August 2020, a group of CCC staff from headquarters and three centers joined a learning cohort program with the Capitol Collaborative on Race and Equity (CCORE). We joined with 15 California state departments and agencies, including 6 peer organizations from the California Natural Resources Agency, and dedicated ourselves to advancing racial equity at institutional and systemic levels. We began important work in understanding the experiences of those most marginalized in our communities,

within our organization, and among those we serve. In our year long learning, we committed to developing a Racial Equity Action Plan (REAP) aimed at reviewing our organizational processes, policies, and procedures. As part of this work, the CCC cohort collected data and conducted a Corpsmember survey in Summer 2021 that backed our desire to turn ideas into actions. Themes in the survey data emerged raising topics of representation, food, trainings, stipends, and inclusion, among others.

“The California Conservation Corps (CCC) is the oldest and largest conservation corps in the country and develops thousands of young adults each year into leaders with character, credentials and commitment.”

The REAP presented in this report serves as a guide for the CCC. The strategies in the REAP are a direct response to Corpsmember concerns raised in the July 2021 survey distributed across CCC centers specifically for Corpsmembers who identified as Black, Indigenous, or people of color. The objectives range from quick actions to long-term actions geared towards promoting overall wellness for all Corpsmembers while striving to

achieve racial equity. The REAP is an ongoing, evolving document that we commit to updating over time. This report presents an overview of the 2021-2022 REAP Strategies and Action Items, accomplishments and updates of ongoing commitments from 2022, suggestions for how staff and Corpsmembers can get involved, and hopeful plans for 2023.



Racial Equity Statement

The California Conservation Corps condemns racism in all forms and acknowledges that we can always improve in how we address it. We invite our constituency, project partners, sponsors, staff, and Corpsmembers, to keep us accountable as we work to do better. We commit to examining and addressing structural racism within our organization and our own lives, as we actively work to increase racial equity in all aspects of our program.



Racial Equity Action Plan (REAP)

CCC Mission

To protect and enhance California's natural resources and communities while empowering and developing young adults through hard work and education.

CCC Core Values

The CCC strives to operate and live by the values of diversity, equity, inclusion, accountability, hard work, education, service, and stewardship for California's environment.

REAP Vision

The CCC transforms lives and strives to ensure all Black, Indigenous, and Corpsmembers of color succeed while feeling safe and included in the program through representation, decision making, and support. Our racial equity work is essential and will be embedded through every strand of the organization's operations.

Desired Outcome for REAP

Equity in wellness, opportunities, and success for all Corpsmembers. Increase retention of Corpsmembers who identify as Black, Indigenous, and people of color.

Community Indicator

(Measure of Progress)

Increased average length of stay and/or successful career or education transitions for Corpsmembers who identify as Black, Indigenous, and people of color.



Strategy 1: Promote Inclusion Initiatives

Action 1.1 Fireside Chats to join Corpsmembers with executive level staff in dialogue.
ONGOING

Action 1.2 Include Corpsmember representatives in policy making decisions.
ONGOING

Action 1.3 Embed REAP as part of the CCC's Strategic Plan.
IN PROGRESS

Action 1.4 Add diversity, equity, and inclusion (DEI) as core values in the strategic plan.
COMPLETED

Action 1.5 Revise The Reading - online, accessible, new voices.
IN PROGRESS

Action 1.6 Add land acknowledgements for center sites and on center websites and PDFs.
IN PROGRESS

Action 1.7 Resource list of mentorships, internships, and scholarships for Corpsmembers and staff.
IN PROGRESS

Action 1.8 Language translation of CCC website.
COMPLETED

COMPLETED INDICATES ITEMS THAT ARE COMPLETED, IN PROGRESS INDICATES ITEMS THAT HAVE BEEN STARTED BUT ARE NOT YET COMPLETE, AND ONGOING INDICATES ITEMS THAT ARE PART OF THE CCC'S ONGOING RESPONSIBILITIES.





Strategy 2: Human Resource Development

Action 2.1

COMPLETED

Change hat color for District Director and Executive Team level leadership.

Action 2.2

ONGOING

Add diversity, equity, and inclusion (DEI) questions to all staff interviews.

Action 2.3

IN PROGRESS

Add DEI questions to all exit surveys for both staff and Corpsmembers.

Action 2.4

ONGOING

Encourage succession planning; develop resources to recruit, develop, and/or retain DEI champions in the CCC.

Action 2.5

COMPLETED

Scrub Chief reference from all titles.

Action 2.6

IN PROGRESS

Develop performance category for equity.

COMPLETED INDICATES ITEMS THAT ARE COMPLETED, IN PROGRESS INDICATES ITEMS THAT HAVE BEEN STARTED BUT ARE NOT YET COMPLETE, AND ONGOING INDICATES ITEMS THAT ARE PART OF THE CCC'S ONGOING RESPONSIBILITIES.





Strategy 3:

Increase Training and Staff Capacity

Action 3.1 ONGOING

Equity education for all CCC, with specialized focus and support for Conservationist-1s (C1).

Action 3.2 IN PROGRESS

2022 - 2023 CCORE CCC cohort (All remaining executive level staff and diverse field representation).

Strategy 4:

Conduct Research & Share Communication

Action 4.1 ONGOING

Collect data focused on length of stay of Corpsmembers who identify as Black, Indigenous, and people of color.

Action 4.2 ONGOING

Collect data on negative attrition of Corpsmembers who identify as Black, Indigenous, and people of color.

Action 4.3 ONGOING

Collect data on positive attrition of Corpsmembers who identify as Black, Indigenous, and people of color.

Action 4.4 ONGOING

Report out to Executive Team and all Department staff.

COMPLETED INDICATES ITEMS THAT ARE COMPLETED, IN PROGRESS INDICATES ITEMS THAT HAVE BEEN STARTED BUT ARE NOT YET COMPLETE, AND ONGOING INDICATES ITEMS THAT ARE PART OF THE CCC'S ONGOING RESPONSIBILITIES.





Ongoing Commitments

Fireside Chat - Quarterly Meetings

CCC Executive Team video calls with Corpsmembers (CMs) statewide via Microsoft Teams. The CCC intends for these meetings to enable communication between CMs and executive level staff and thereby foster greater community engagement and informed decision-making.

Revision of The Reading

Staff and CMs are currently revising The Reading with inclusive entries from the CCC community.

2nd CCORE CCC Cohort, 2022-2023

The CCC formed a second learning cohort with the Capitol Collaborative for Race and Equity (CCORE), aimed at building leadership capacity and support the shared vision of advancing racial equity.

Understand Corpsmembers' Sense of Belonging

The July 2021 voluntary survey of Corpsmembers (CMs) who identified as Black, Indigenous, or people of color focused on their experiences in the CCC. The data collection led to REAP action items focused on inclusion and representation, bringing attention to CMs sense of belonging within the CCC.

Include Corpsmembers in Policy Decisions

CMs are able to participate in the CCC's policy decision-making. We welcome involvement and recommendations from CMs, and embrace a diversity of perspectives and experiences.

Embedding Equity Framework

In alignment with the Governor's Executive Order N 16-22 and in partnership with the California Natural Resources Agency (CNRA) Assistant Secretary for Equity and Environmental Justice, the CCC Executive Team developed an Embedding Equity Action Plan. This plan identifies organizational priorities for 2023 related to equity, identifies opportunities and gaps, data-driven goals, engagement practices, and policy and program initiatives.



How to Get Involved



01. CORPSMEMBERS FEEL FREE TO JOIN IN QUARTERLY VIRTUAL FIRESIDE CHATS OR WORKING GROUPS AND COMMITTEES AT CCC HEADQUARTERS.

02. STAFF ARE ENCOURAGED TO REFLECT ON THEIR OWN EXPERIENCES, AS WELL AS LEARN, DISCUSS, AND EVALUATE POLICIES AND DECISION-MAKING PRACTICES AT THEIR CENTERS.

03. CORPSMEMBERS AND STAFF CAN ALSO REACH OUT TO CCORE CCC COHORT MEMBERS TO GET INVOLVED, ASK QUESTIONS, AND SHARE COMMENTS OR SUGGESTIONS.

FULL LIST OF CCORE CCC 2020-2021 COHORT MEMBERS



Courtney Cartier *

Melanie Wallace *

Hunt Drouin *

Sara Weaver

Juan Mercado

Larry Notheis

Kristina Ordanza

Jarred Patton

EXECUTIVE SPONSOR

Lisa Taylor

Kerry Viengvilai

Bruce Saito

* FORMER CCC STAFF WHO ARE NOW WITH OTHER ORGANIZATIONS

Closing Message

During 2021 and 2022, the CCC completed multiple actions and initiated ongoing work focused on implementing the REAP. These actions included responding directly to Corpsmember concerns raised in the July 2021 survey of Corpsmembers. Additionally, the CCC focused on institutional policies, practices, and procedures that would help to improve the Corpsmember experience overall.

By the end of 2022, the CCORE CCC Cohort worked with partners throughout the CCC and multiple California Natural Resources Agency departments to facilitate institutional and systemic changes that serve to benefit all Corpsmembers. We are proud of accomplishments such as the integration of diversity, equity, and inclusion into core

values, performance measures, and questions in hiring interviews for staff and leadership. The CCC website now has an embedded translation function serving 10 different languages spoken among our Corpsmember population or within their local communities.

Corpsmember perspectives and representation will be part of working groups, committees and decision-making spaces at Headquarters. The Reading, the often referenced CCC compilation of readings and writings recommended by the CCC community, is being revised and updated to reflect inclusive voices, perspectives, and accessibility for all within the organization. We encourage your participation and support in this work towards racial equity.

With collaborative efforts planned for 2023, such as the second CCORE CCC Cohort which is halfway through its learning program, the Tribal Youth Nature-Based Solutions Conservation Corps grant program, and the onboarding of the Environmental Justice, Equity, Diversity & Inclusion (JEDI) Coordinator on the CCC Executive Team, there are many ways to get involved and feel supported.

“Working together, we commit to an inclusive CCC for all.”





Definitions

The following are definitions of important words used within this REAP report. We acknowledge that these definitions may change over time and context.

Anti-Racism An active process of identifying and challenging racism, ensuring internal policies, procedures, and behaviors promote successful outcomes for all racial and ethnic populations.

Black, Indigenous, and people of color Inclusive of racial and ethnic identities of Black or African American, Indigenous or Native American, Latino or Hispanic, Asian American and Pacific Islander,

and multi-racial identities, among others. This term centers the experiences of individuals with these identities, and in a broad social context is intended to demonstrate solidarity among communities of color, in efforts to advance equity at institutional and systemic levels.

Diversity Inclusion of different perspectives and identities within an organization at all levels of leadership, influence, and power.

Equity A focus and commitment to positive program outcomes for all Corpsmembers. Educational equity strives to increase access to success and reduce barriers. When we take an equity-focused approach, we ensure that every Corpsmember is provided the right amount of resources and support they need to succeed in the CCC, acknowledging this will vary based on individual needs.

Inclusion A practice of soliciting and elevating different perspectives, creating a safe environment for all Corpsmembers and



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