

CWA Race and Equity Committee Action Plan

Research and Analyze Current Data	Provide Peer to Peer Learning Support	Provide Education and Information to Workforce Community	Training and Technical Assistance to the Local System	Review and Make any Necessary Changes to CWA Structure	Support and Align State and Federal Legislation and Policy	Develop a Plan to Fund Equity Work
Review State Data and interpret what it reflects What data?	Develop policy review ptrns. LWDBs work together in peer review	Broadly Communicate what this committee is doing	Conduct, promote, etc. cultural competency training.	Add appropriate representation to Race and Equity Committee. Look to CWA Affiliates.	Review and Prioritize partnerships with black-led organizations.	Look at regional funding to explore shifts to support race and equity work. Provide TA
Gather and review other publications in circulation	OnDemand Information Hub – Effective Policies/Process	Develop uniform messaging for CWA	Provide Assistance to LWDBs in facilitating local listening session	Equity as a Strategic Goal of CWA. Define Measures of Success. Make Standing Item at Quarterly Meetings	Review State Legislation and support as appropriate	Shop with CWA Foundation a grant to support Statewide Listening Sessions
Set up Data Dashboard on CWA's website	Develop equity protocols: board composition, polies, program structure	Develop and initiative education campaign on benefits of equity analysis in local organizations	Provide Implicit Bias Training to Workforce System. Make this part of CWA Seminar Series	Review By-Laws. Consider Having Board seats that represent tribal populations/MSFW	Align CWA's Race and Equity Strategy into State, Regional and Local Plans and Guidance	Look at WIOA Discretionary funding or other State funds that can support our work
Provide TA on local data analytics		CWA webpage lifting up CA Employers that support equity in workplace	Develop ongoing training topics on Race and Equity. Make this part of CWA Seminar Series	Include Equity and Race in Bootcamps and Workforce Apprenticeship Training	Review WIOA to look at aspects of equity/inclusion including implicit bias. Make recommendations	Raise \$1 Million in Corporate donations in an Equity Fund
				Include Race and Equity in all New Director Onboarding and Mentoring Efforts	Develop and Release a Statewide Equity Report – With local board input	