

Establishing the California Workforce Association Race and Equity Framework

California Workforce Association
Meeting of the Minds Conference
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Today's Agenda

Establishing the CWA Race and Equity Framework Agenda

- Why Race and Equity
- Accomplishments
- On-Going Work
- Next Steps

Why Race and Equity?

Murder of George Floyd (May 2020)

CWA Statement

Accomplishments

Accomplishments

Advancing Race and Equity in Workforce Development Workshop
CWA WORKCON Conference (May 2020)

Ad-Hoc Race and Equity Committee (June 2020)

Race and Equity Action Plan (June 2020)

- Research and Analyze Current Data
- Training and Technical Assistance to the Local System
- Provide Peer to Peer Learning Support
- Provide Education and Information to Workforce Community
- Review and Make any Necessary Changes to CWA Structure
- Develop a Plan to Fund Equity Work
- Support and Align State and Federal Legislation and Policy

Accomplishments cont.

Training & Technical Assistance (Dec 2020– June 2023)

Hired Consultant to Implement Action Plan (June 2022)

Established a Race and Equity Work Group (July 2022)

Developed the CWA Race and Equity Framework

Introduced Ready for Equity in Workforce Development: Racial Equity Assessment Tool

Design a Data Analysis Project

On-Going Work

Race and Equity Framework

Race and Equity Workgroup Meeting Agreements

Race and Equity Mission Statement

Race and Equity Working Assumptions

Theory of Change

- Racial Equity Assessment Tool
- Data Analysis Project

Race and Equity Group Meeting Agreements

- Speak your truth
- Be Present
- Experience discomfort
- Consider power dynamics
- Intent vs. impact
- Respect confidentiality
- No One Knows Everything; Together We Know a Lot
- Move Up, Move Up
- Expect and Presume Welcome/Establish Brave Space
- Expect and Accept Non-Closure

(The Washington Race Equity & Justice Initiative (REJI) Organizational Race Equity Toolkit)

Race and Equity Mission Statement

California's Local Workforce Development Boards has access to racial equity resources to drive systemic change.

Race and Equity Working Assumptions

- Race matters: almost every indicator of well-being shows troubling disparities by race.
- Disparities are created and maintained, often inadvertently, through institutionalized policies and practices that contain barriers to opportunity.
- It's possible, and only possible, to close equity gaps by using strategies determined through an intentional focus on racial disparities and their root causes.
- If opportunities in all key areas of well-being are equitable, then equitable results will follow.
- Given the right message, analysis and tools, people will work toward racial equity.

Adapted from the Annie E. Casey Race Matters Toolkit

Theory of Change

Normalize-Establish racial equity as a key value by developing a shared understanding of key concepts across the entire jurisdiction (among California's Local Workforce Development Boards) and create a sense of urgency to make changes. Use a racial equity framework.

Organize-Build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and communities.

Operationalize-Put theory into action by implementing new tools for decision-making, measurement, and accountability like a Racial Equity Tool and developing a Racial Equity Action Plan. Be data-driven.

Adapted from the Government Alliance for Racial Equity (GARE) in advancing Racial Equity in government.

Ready for Equity in Workforce Development Readiness Assessment Tool

Evaluate programs, operations, and culture to identify strength areas and growth opportunities

Develop plans and operationalize race and equity

Local Workforce Development Board Work Group Pilot

Data Analysis Project

- What are the equitable results and outcomes?
 - Workforce Race and Equity Indicators
 - Introduced Results-Based Accountability (RBA)
- What Race and Equity data exist?
 - Collected and reviewed data disaggregated by race
- What data is missing?
 - Outcome data disaggregated by race
 - Met with the Employment Development Department, Workforce Services Branch regarding disaggregated data

Next Steps

Operationalize Race and Equity

- CWA Race and Equity Committee
- Race Forward Assessment Tool Pilot
- Training and Technical Assistance
- Data Analysis Project
- Stakeholder Partnerships

Closing Thoughts

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

-James Baldwin

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