



Racial Community Engagement Plan (RECEP) 2022-2025

Status Update: January 2025

		% Complete	Current Status	Notes On Progress	Change last 12 months
Goal 1	Implement the use of DOC's racial equity focused public engagement model				
Objective 1.1	Integrate feedback from environmental and environmental justice advocates.	100%	Complete.	In-person sessions held in January (Central Valley) and March (Central Coast) 2024 with 15 local leaders . Input integrated into v3 of Model (Dec 2024)	20% to 100%
Objective 1.2	Refine model with feedback from public engagement practitioners who prioritize racial equity as part of their practice.	100%	Complete.	Completed in November and December 2022.	no change
Objective 1.3	Refine model through staff beta test after revisions from previous two objectives are implemented.	100%	Complete.	Beta test 2 completed January 2023. Final beta test planned for February 2025 at two-day in person training using v3 of model.	50% to 100%
Objective 1.4	Make resources and trainings on the model accessible to DOC staff on the internal Outreach and Engagement Sharepoint page.	100%	Complete.	Updates are ongoing. Most recent updates made 12/22/24.	no change
Goal 2	Create & implement tiered education, training and coaching opportunities for DOC staff to support implementation of DOC's racial-equity efforts				
Objective 2.1	Delineate education, training and coaching offerings including descriptions, duration, expected frequency and target staff audience.	100%	Complete.	Evaluation survey of former participants and trainees completed in 2023 and 2024.	no change
Objective 2.2	Provide offerings on a regular schedule	100%	Complete.	Trainings are offered on an annual basis to Department and Agency staff.	60% to 100%
Objective 2.3	Evaluate offerings	60%	In Progress.	Shorter trainings in 2024 were not evaluated. The Department will evaluate all trainings will include an evaluation moving forward.	no change
Goal 3	Demonstrate that language access is a high priority at DOC through at least 2 pilot projects				
Objective 3.1	Explore and implement pilot project where individuals most comfortable in the indigenous language Mixteco are engaged and work with DOC to co-design a meeting structure they believe will be most conducive to a public meeting that makes local residents comfortable.	100%	Complete.	1) In April and July of 2024, the Department collaborated with Mixteco/Indígena Community Organizing Project to coordinate two interviews with the California Geological Survey on their Radio Indígena 94.1 FM. Both interviews were conducted in Spanish and simultaneously interpreted into Mixteco. 2) Additionally, in June 2024, a multilingual public meeting was held in Ventura County with Spanish, Mixteco, and English interpretation services provided for Oil and Gas Well Plug and Abandonment Project Updates in that region.	70% to 100%
Objective 3.2	Through ongoing conversation with stakeholders seek out one pilot opportunity around language access to further DOC's efforts in this capacity.	100%	Complete.	For Senate Bill 905, Carbon Capture and Sequestration, early engagement workshops provided Language Access services in October 2023. Three Spanish interpreters were present to provide interpretation services for all participants (approx. 30% of attendees were monolingual).	no change

Goal 4	Draft and adopt customized written commitments at the department, division & program levels to racial equity-focused community engagement as a foundational component of program work				
Objective 4.1	With an iterative approach and an understanding that various programs interact with the public in vastly different ways, all major programs within the four Divisions (CGS, DMR, DLRP, and CalGEM) will adopt a statement affirming their commitment to racial-equity focused community engagement.	20%	Draft language ready for use in January 2025.	This objective has had a slow start due to competing priorities, but groundwork has been done in fall of 2024 and this objective will be the focus of Q1 and Q2 of 2025.	0% to 20%
Goal 5	Create accountability mechanisms to track and transparently share racial-equity engagement related results				
Objective 5.1	Create a criteria, matrix, or dashboard mechanism for tracking progress.	100%	December 2023 status provided, December 2024 status update complete.	Initial focus on a high-quality dashboard was not realistic given personnel and budget constraints. This simple 'red/yellow/green' snapshot has been adopted instead.	25% to 100%
Objective 5.2	Share results after two quarters of data have been gathered to receive initial feedback on usability of data. Plan to refine the mechanism.	Combined	This objective has been combined with objectives in Goal 6.		n/a
Goal 6	Communicate internally and externally about DOC's RECEP goals, efforts and progress				
Objective 6.1	Working in close collaboration with Public Affairs Office ensure communication about goals, efforts and progress to a DOC all-staff audience will happen at least twice a year.	100%	Complete.	Internal updates are held bi-annually for all staff. The purpose of the updates is to elevate internal communication of the Department's racial equity goals, efforts, and progress in the present year. Presentations from stster agency staff highlighting cross-department collaboration on advancing equity are also featured. In 2024, over 100 staff participated on April 11th and over 80 staff participated on October 17th. The end-of-the-year all-staff meeting on December 11th featured a video that highlighted the Outreach and Engagement team's key equity accomplishments in 2024.	25% to 100%
Objective 6.2	Work with Division leadership to ensure broader division wide audiences know about racial equity related efforts happening with the given division; specifically within six month of the completion of any major project.	50%	In Progress.	DLRP's RFFC Program presented an update on the development of their Equity Vision Statement at the all-staff Equity Initiatives Update Webinar on Occtober 17th, 2024.	0 to 50%
Objective 6.3	Work in close collaboration with EEO to ensure efforts and messaging align and integrate with DEIA plan.	100%	Ongoing.	Over 30 meetings with EEO have taken place during this time period to foster coordination. The quality of our relationships within EEO are outstanding.	90% to 100%

Objective 6.4	Wok in close collaboration with Public Affairs Office to communicate to public about this plan and progress.	80%	Ongoing.	<p>Communication on the RECEP and Racial Equity Action Plan goals, efforts, and progress are live on the Equitable Outreach webpage. We aim to update it annully and provide information in English and Spanish at minimum. All documents are ADA compliant. A major overhaul the external Equitable Engagement page was completed on November 2024: https://www.conservation.ca.gov/index/Pages/Outreach-Engagement.aspx The DOCInsider Outreach and Engagement page recieved a major update on December 2024: https://cadoc.sharepoint.com/do. A virtual briefing for Environmental Justice advocate on RECEP updates in late March 2025.</p>	0% to 80%
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