

Talking Points for AB 766 - Diversity, Equity, Inclusion, and Access Strategic Plans

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Racial Disparities in Government Programs:

- Federal actions, including Executive Orders 14151 and 14173, have led to the dismantling of DEI programs. This has had adverse effects on economic opportunities, healthcare access, education, and employment for underserved communities.¹
- Studies indicate that racial minorities experience higher rates of economic instability and reduced access to healthcare, education, and employment.²
- Disparities in socioeconomic mobility, especially in California, highlight the urgent need for policy changes that address these inequalities.

Importance of Racial Equity Reviews:

- Equity-focused budgeting should be required as it ensures fair resource distribution across diverse and vulnerable communities.³
- Racial equity analysis can address these systemic issues by ensuring policies and budgets do not disproportionately harm marginalized communities.
- As according to the California Budget & Policy Center, “For every \$1 a white man made in the state in 2022, a Black woman was paid only \$0.60 and Black single moms were paid only \$0.56”⁴ and “For every \$1 that white families earn, Asian families earn \$0.94, Black families earn \$0.63, and Latino families earn \$0.52.”⁵
- Embedding racial equity reviews into policy implementation can help address long-standing systemic inequities.⁶

California’s Ongoing Commitment to DEIA:

- While California has made progress, racial disparities persist particularly in employment, income, healthcare, and education –Black Californians are 5x more likely to be incarcerated, twice as likely to die from COVID-19, and less than half as likely as whites to earn a bachelor's degree.⁷
- California has a strong history of DEI initiatives, with policies like Executive Order N-16-22 ensuring equity in policymaking. However, federal actions have created uncertainty, underscoring the need for robust state protections.⁸
- The state’s commitment to DEIA is vital in maintaining a fair and just society for all.

Benefits of AB 766 & Racial Equity Analysis:

- **Enhanced Decision-Making:** AB 766 will require policies to be assessed for their racial impact before being implemented.
- **Improved Resource Allocation:** It will ensure that state budgets and resources are distributed more equitably, addressing disparities.
- **Sustained DEIA Programs:** The bill helps preserve DEIA positions and initiatives within the state.
- **Transparency & Accountability:** A standardized approach to evaluating racial equity will increase government accountability.
- **Long-Term Commitment:** AB 766 reinforces California's role as a leader in equitable governance and inclusive policymaking.

In Solidarity,
NASW-CA Chapter

End Notes:

¹ Kaiser Family Foundation. (2023, December 5). *Elimination of federal diversity initiatives: Implications for racial health equity*. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/elimination-of-federal-diversity-initiatives-implications-for-racial-health-equity/>

² American Psychological Association. (n.d.). *Ethnic and racial disparities in education*. <https://www.apa.org/pi/ses/resources/publications/minorities>

³ Greenlining Institute. (2024). *Embedding equity in our budget with BETs*. <https://greenlining.org/2024/embedding-equity-in-our-budget-with-bets/>

⁴ California Budget & Policy Center. (n.d.). *Disrupting disparities: Ending the Black women wage gap in California*. <https://calbudgetcenter.org/resources/disrupting-disparities-ending-the-black-women-wage-gap-in-california/>

⁵ Public Policy Institute of California. (n.d.). *Income inequality in California*. <https://www.ppic.org/publication/income-inequality-in-california/>

⁶ Kaiser Family Foundation. (2023, July 20). *State-reported efforts to address health disparities: A 50-state review*. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/state-reported-efforts-to-address-health-disparities-a-50-state-review/>

⁷ Public Policy Institute of California. (n.d.). *Racial disparities are widespread in California*. <https://www.ppic.org/blog/racial-disparities-are-widespread-in-california/>

⁸ California Governor's Office. (2022, September 13). *Executive Order N-16-22: Equity*. <https://www.gov.ca.gov/wp-content/uploads/2022/09/9.13.22-EO-N-16-22-Equity.pdf>

Other Resources:

California Office of Racial Equity. (n.d.). *Racial Equity Dashboard*. <https://racialequity.lci.ca.gov/>

Public Health Institute. (2023, June). *State government racial equity policy & budget framework recommendations* [Full report]. <https://stateofequity.phi.org/wp-content/uploads/2023/06/Full-Report.-State-Government-Racial-Equity-Policy-Budget-Framework-Recommendations.pdf>

Public Policy Institute of California. (n.d.). *Most Californians say racial bias is linked to economic inequality*. <https://www.ppic.org/blog/most-californians-say-racial-bias-is-linked-to-economic-inequality/>

Pew Research Center. (2023). *Diversity, equity and inclusion in the workplace: A survey report*. <https://www.pewresearch.org/social-trends/2023/04/27/diversity-equity-and-inclusion-in-the-workplace/>