

**Attachment 5:**

**To:** California Strategic Growth Council and Members of the Public

**From:** California Natural Resources Agency Wade Crowfoot

**Reporting Period:** August 2020 – April 2021

**Staff Lead:** Update on Racial Equity Resolution Implementation

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## History/Background

The California Natural Resources Agency consists of 26 departments, boards, commissions, and conservancies responsible for administering programs to conserve, restore, and enhance the natural, historical, and cultural resources of California. The Agency's departments help the state become more climate resilient, expand access to parks and wildlands, and conserve California's remarkable biodiversity.

- In 2019, Governor Newsom and the First Partner announced efforts to address gender equity prompting the California Natural Resources Agency (CNRA) to begin reviewing recruitment, hiring and retention processes to address structural inequities. A Human Resources subgroup was created to address staff recruitment and retention to reflect California's demographics.
- Several departments have signed up for the Capitol Collaborative on Race and Equity (CCORE), partnering with LinkedIn, and Agency staff have engaged in implicit bias training.
- In March 2020, the COVID-19 pandemic made clear the need to shift our efforts to focus on employee wellness and community building.

## Highlights

- To promote community building and wellness, CNRA has created a "Wellness Digest" for employees; expanded its partnership with the Employee Assistance Program (EAP); mobilized its leaders through a convening of agency leadership to facilitate connections among staff across the Agency; shared clear messaging from the Secretary to support employees; considered best practices for equity and engagement; and distributed information on resources to provide flexibilities for employees.
- CNRA is hiring its first-ever Assistant Secretaries for Tribal Affairs and Equity and Environmental Justice. The [Assistant Secretary for Tribal Affairs](#) will help ensure the inclusion of tribal governments and communities within the work of the Agency and advance opportunities for co-management of natural resources between tribal and state governments. This position will be announced by the SGC April 29<sup>th</sup> Council meeting. The [Assistant Secretary for Equity and Environmental Justice](#) will help institutionalize principles of justice, equity, diversity, and inclusion into the work of the Agency and advance these principles in the Agency's investments, programs and policies.
- CNRA also launched [Thrive@Resources](#)--a new movement across the agency aimed at helping staff grow as employees and people to innovate, diversify, and empower one another. It provides resources to transform our workplace and support our workforce, enabling us to be successful, and build dynamic teams that work together to advance our public mission.



## Next Steps

- CNRA is continuing its efforts to support staff across the Agency and will further expand its regular communications with staff to listen and engage with staff agency-wide.
- CNRA seeks to build purposeful and inclusive workspaces, and will continue to review how to best maximize the usage of its new building layout to achieve a highly collaborative work environment as well as what arrangements work best at all CNRA facilities. Many components of the new building will embody the State's latest approach on creating an interactive and collaborative workplace, while considering the needs of all of the departments, promoting flexibility to accommodate those needs.
- CNRA will continue to institutionalize its commitment to justice, equity, diversity, and inclusion through its programs, policies, and operations.

