

RACIAL EQUITY UPDATE

The California Tahoe Conservancy (Conservancy) is taking steps to increase racial equity in working towards the goals of its strategic plan. For context, historical actions by federal, state, and local governments have created and maintained racial inequity through law, policy, funding, programs, and organizational culture. Institutionalized policies and practices continue to perpetuate injustice throughout the nation, the State, and the Lake Tahoe Basin. Government agencies at all levels are increasingly reflecting on, assessing, and improving their policies and practices to rectify historical discrimination and avoid future inequities.

The Newsom Administration, California Natural Resources Agency (CNRA), and Conservancy are working to acknowledge historical wrongs and combat structural racism and bias in our institutions. In 2020, the Conservancy joined the Capitol Collaborative on Race and Equity (CCORE), a community of 15 state agencies that are collaborating to learn, engage, and implement actions that embed racial equity into agency culture, policies, and practices. Participating staff graduated from the CCORE training program in late 2021.

The Conservancy is now in the early stages of racial equity action planning, and has begun building organization-wide skills to better engage communities of color. This work will include:

- Building meaningful relationships and trust between staff and members of communities that have been historically underserved by governments to build more inclusive projects and programs.
- Enhancing collaboration with California Native American Tribes, including the Washoe Tribe of Nevada and California, to include co-management and knowledge exchange, in addition to the formal consultations and notification required by state law.
- Integrating actions into annual operational plans that counteract systemic racism and better serve all Californians regardless of race.

At the Board meeting, there will be a presentation on racial equity action planning, including an overview of statewide goals and policies relating to racial equity.

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