

Dr. LaShae Sharp- Collins

79th Assembly District



AB 766: Diversity, Equity, Inclusion and Access Strategic Plans

SUMMARY

AB 766 will require all government departments to conduct a racial impact analysis before implementing any budget or regulation. This analysis will be carried out by the designated Diversity, Equity, Inclusion, and Access (DEIA) officer to assess potential disparities and ensure equitable outcomes.

BACKGROUND

Recent federal executive orders have disproportionately impacted minority communities by eliminating programs that support diversity, equity, inclusion and access. The instability of these programs has created uncertainty, affecting economic opportunities and access to resources.

Federal Executive Order 14151 (“Ending Radical and Wasteful Government DEI Programs and Preferencing”) and Executive Order 14173 (“Ending Illegal Discrimination and Restoring Merit-Based Opportunity”) have dismantled DEI initiatives within the federal government and discouraged their adoption in the private sector, with threats of investigations by the Department of Justice against private employers maintaining DEIA programs. These actions highlight the need for state-level safeguards to ensure policies consider racial equity and do not inadvertently disadvantage underrepresented groups.

In 2022, Governor Gavin Newsom signed Executive Order N-16-22 (Equity in State Government) which directs state agencies to advance equity, diversity, and inclusion in

government policies and programs. All state agencies must also create and implement Equity Action Plans.

This bill reinforces the racial equity component of DEIA policies and programs by ensuring their continued presence in California.

It seeks to preserve DEIA initiatives and DEIA-specific positions by embedding equity considerations into budgeting and program implementation. This bill establishes a long-term commitment to addressing racial disparities, promoting inclusive representation, and fostering equitable opportunities across all state departments and agencies.

THIS BILL

Requires all departments and agencies to undertake a racial equity review prior to implementing any regulations or budgetary requests. This bill requires that the racial equity analysis be undertaken by the designated DEIA officer or comparable position.

SUPPORT

California Legislative Black Caucus

CONTACT

Michael Lucien ♦ Chief of Staff
(916) 319-2079 ♦ Michael.Lucien@asm.ca.gov

CAPITOL OFFICE
SWING SPACE, ROOM 4130
SACRAMENTO, CA 95814
TEL: 916.319.2079
FAX: 916.319.2179

DISTRICT OFFICE
4700 SPRING STREET, SUITE 301
LA MESA, CA 91942
TEL: 619.456.7903
FAX: 619.465.7909