

AMENDED IN ASSEMBLY MAY 23, 2025

CALIFORNIA LEGISLATURE—2025–26 REGULAR SESSION

ASSEMBLY BILL

No. 766

Introduced by Assembly Member Sharp-Collins
(Principal coauthors: Assembly Members Bonta, Bryan, Elhawary,
Gipson, Jackson, McKinnor, Ransom, and Wilson)
(Principal coauthors: Senators Richardson, Smallwood-Cuevas, and
Weber Pierson)

February 18, 2025

An act to add Section 11818 to the Government Code, relating to state government.

LEGISLATIVE COUNSEL'S DIGEST

AB 766, as amended, Sharp-Collins. State agencies and departments: strategic plans: diversity, equity, and inclusion.

The State Government Strategic Planning and Performance and Review Act requires each agency, department, office, or commission for which strategic planning efforts are recommended, as specified, to develop a strategic plan and to report to the Governor and the Joint Legislative Budget Committee by April 1 each year on the steps being taken to develop and adopt a strategic plan. The act requires the report to include a description of the elements to be included in the strategic plan, the process for developing and adopting the strategic plan, and the timetable for the plan's completion.

This bill would require all agencies and departments subject to the Governor's authority to, for any strategic plans applicable, develop or update the strategic plan to reflect the use of data analysis and inclusive practices to more effectively advance racial equity and to respond to identified disparities with changes to the organization's policies,

programs, and operations, among other things. The bill would require all agencies and departments subject to the Governor's authority to undertake a racial equity analysis before implementing any budget or before any regulation takes effect. The bill would require the racial equity analysis to be undertaken by the appointed diversity, equity, and inclusion officer or as specified by the bill. *operations. The bill would also require, as part of the development or updating of strategic plans, each of these agencies and departments to engage and gather input from California communities that have been historically disadvantaged and underserved within the scope of policies or programs administered or implemented by the agency or department and make the plans publicly available.*

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 11818 is added to the Government Code,
2 to read:
3 11818. (a) Every agency or department subject to the
4 Governor's authority shall, for any strategic plans applicable, do
5 both of the following:
6 (1)
7 (a) Develop or update the strategic plan to reflect the use of
8 data analysis and inclusive practices to more effectively advance
9 racial equity and to respond to identified disparities with changes
10 to the organization's mission, vision, goals, data tools, policies,
11 programs, operations, community engagement, tribal consultation
12 policies and practices, and any other actions as necessary to serve
13 all Californians.
14 (2)
15 (b) As part of the development or updating of strategic plans,
16 engage and gather input from California communities that have
17 been historically disadvantaged and underserved within the scope
18 of policies or programs administered or implemented by the agency
19 or department and make the plans publicly available.
20 (b) Every agency or department subject to the Governor's
21 authority shall undertake a racial equity analysis prior to
22 implementation of any budget or before any regulation takes effect,
23 which shall be undertaken by the appointed diversity, equity, and

1 inclusion officer or comparable position. If that position does not
2 exist, the racial equity analysis shall be performed by an individual
3 who has demonstrated expertise and has demonstrated criteria in
4 at least one of the following areas:

5 (1) Analyzing, implementing, or developing public policies that
6 impact racial equity.

7 (2) Providing technical assistance in developing and
8 implementing strategies for racial equity, including, but not limited
9 to, guidance on employee training and support, development of
10 racial equity programming, and assistance to organizations and
11 departments on changing policies and practices to improve racial
12 equity outcomes.

13 (3) Being a member of or representing a racial equity-focused
14 organization that works with an impacted community.