

**PROPOSED**

State of California  
AIR RESOURCES BOARD

**A COMMITMENT TO RACIAL EQUITY AND  
SOCIAL JUSTICE**

**Resolution 20-33**

**October 22, 2020**

Agenda Item No.: 20-11-6

WHEREAS, The California Air Resources Board (CARB) was established by statute in 1967 to protect public health and welfare, as well as to safeguard ecological resources through the effective reduction of air pollutants, all while considering the economic effects of its activities;

WHEREAS, climate change due to greenhouse gas emissions is a global crisis and CARB's mission includes leading statewide efforts to implement legislation, regulate, shape public policy, and direct appropriate resources to reduce greenhouse gas emissions;

WHEREAS, impacts from air pollutants and greenhouse gases disproportionately affect communities of color and CARB's mission includes reducing the harmful effects of these emissions where socioeconomic and racial disparities are most pronounced;

WHEREAS, in addition to CARB's mission to reduce pollutant emissions and greenhouse gases to ensure all Californians have healthy air to breathe, it is incumbent on CARB to also function as an agent of responsible social change, especially when it is clear that injustices persist that perpetuate institutional and structural racism;

WHEREAS, institutional and structural racism continues to threaten CARB's ability to equitably fulfill its charge so that all people of color - both inside the organization and those outside the organization for whom CARB serves and works with as constituents and stakeholders - are treated without prejudice, bias and derision;

WHEREAS, CARB has created a 'Diversity and Racial Equity Task Force' as one means of addressing concerns within its own workforce;

WHEREAS, CARB continues its mandate to analyze and reduce air pollution and greenhouse gas emissions in disadvantaged communities and communities of color, in partnership with those communities, with local air districts, as well as with racial equity and environmental justice advocates; and

WHEREAS, CARB welcomes and supports global, national, statewide and local demands for racial justice and an end to institutional and structural racism in all its various forms, and acknowledges it must actively participate in changing processes, protocols, and policies within its control to ensure racial equity and social justice remains a key objective in the reduction of air pollutants and greenhouse gas emissions.

NOW, THEREFORE, BE IT RESOLVED that CARB condemns racism and racial bias in all forms and in all spaces and welcomes the opportunity to establish and enhance proactive measures to ensure racial equity permeates all of CARB's activities both internal and external.

BE IT FURTHER RESOLVED, the Board supports and encourages the Executive Officer and the Diversity and Racial Equity Task Force to identify and dismantle systems that produce inequities or racial bias in recruitment, hiring, promotions, and all other privileges and opportunities afforded to CARB's employees.

BE IT FURTHER RESOLVED, the Board directs the Executive Officer and the Diversity and Racial Equity Task Force to create opportunities to increase the diversity of CARB's multi-racial, multi-cultural human resources including but not limited to direct outreach to students and prospective applicants, creating internships; creating more diverse and inclusive interview panels, and ensuring the use of clear, merit-based and unbiased application review processes.

BE IT FURTHER RESOLVED, the Board directs the Executive Officer to continue to pursue and take action on the goals of the Government Alliance on Race and Equity, and agency-wide racial justice training while coordinating these efforts with the Diversity and Racial Equity Task Force.

BE IT FURTHER RESOLVED, that the public, CARB's employees, and stakeholders should expect action consistent with this resolution to begin immediately, and efforts to address all implicit and explicit racial prejudice, bias, and derision affecting activities under the agency's immediate control will be initiated or modified in an open, transparent and inclusive manner.

BE IT FURTHER RESOLVED, that CARB is committed to a public and professional environment in which all people feel safe, valued, acknowledged and respected, and as such CARB will establish a zero-tolerance racism policy applicable to all public and

internal activities in which the agency is engaged, including those involving CARB's employees and associated stakeholders.

BE IT FURTHER RESOLVED, the Board supports the Chair's appointment of a Board member to serve as liaison to the Diversity and Racial Equity Task Force and lead representative to oversee staff implementation of this resolution and the agency's intents therefrom.

BE IT FURTHER RESOLVED, the Board and individual Board members will continue to act in the public interest by speaking-up and -out whenever they become aware of racism or bias that may adversely affect the work of CARB, its employees and the people it serves.