

Background

State of Equity (formerly Health in All Policies) is a small nonprofit team helping to build a state and nation that advances racial equity and health in our communities by transforming public institutions.

While governments have historically caused and exacerbated health and racial inequities, many seek systemic changes to redress those harms and work toward equity.

We advocate and organize for government to center, reflect, and be accountable to Black, Indigenous, and People of Color (BIPOC) and people experiencing economic injustice.

State of Equity integrates racial and health equity into the processes state government organizations use to make decisions, allocate resources, determine success, and partner with communities.



“Participating in CCORE has shifted the trajectory of our agency. Through CCORE, we have solidified our relevance as a critical player in achieving racial equity through arts and culture funding and cross-sector partnerships.”

– California Arts Council

What We Do

State of Equity embeds racial equity and health into government operations through three program areas:

Capitol Collaborative on Race & Equity (CCORE)

In 2018, State of Equity joined with government and non-governmental partners to launch the Capitol Collaborative on Race & Equity (CCORE), the country’s first state-level multi-sectoral racial equity capacity building cohort.

CCORE is run in partnership with the Government Alliance on Race and Equity (GARE) and has brought together over 500 leaders and staff from 40 departments and agencies across California state government.

Participants examine institutional and structural racism, develop organizational commitments, and implement new institutional practices and policies. These include embedding racial equity into strategic planning, stakeholder engagement practices, workforce development, program planning, and other priorities across the administration.

Examples of CCORE’s impact:

- Racial equity action teams established in 33 California state government organizations.
- Departments of Social Services and Transportation established offices of equity.
- Coastal Conservancy, Strategic Growth Council, Air Resources Board, Department of Housing, Arts Council, Department of Water Resources, and Transportation Commission have public-facing racial equity plans or commitments.

National Strategy for States

States are a critical link in the pursuit of social justice. As the field of racial equity within local and federal government accelerates rapidly, strengthening the role of state governments will

ensure a cohesive national racial equity strategy.

State of Equity has teamed up with the Government Alliance on Race and Equity at Race Forward to support and connect state government leaders across the country and to develop a national strategy to advance racial equity through state governments.

Health and Equity in All Policies

Over the last 12 years, State of Equity has had a lead role in building the California HiAP Task Force from the ground up, in partnership with the Strategic Growth Council and Department of Public Health. This includes working closely with over 30 state agencies and countless external partners over the last decade, and spanning 3 gubernatorial administrations, both Republican and Democrat.

State of Equity has also worked with the World Health Organization and Institute of Medicine on theoretical frameworks, publications, and training materials, and its HiAP Guide is used as a primer by local, state, federal and international organizations, as well as by teaching institutions.

State of Equity currently serves as an advisor to the California HiAP Task Force and convenes the Task Force's Roundtable on Community Safety and Violence Prevention, with a community-centered, upstream focus on social determinants of health and equity.

Our Unique Approach to Partnership

Meaningful change happens when people work together. State of Equity's holistic approach has earned us a track record of successful partnerships between governments, non-profits, and philanthropy.

Our partnership with government has included consultation and capacity building, engaging community when mechanisms don't exist, and embedding staff inside government to catalyze change.

Philanthropy is a critical partner by providing funds that allow flexibility to respond to emerging opportunities and needs, ensuring a durable focus on social justice values that can withstand frequent changes in political leadership and priorities, and supporting "proof-of-concept" for transformative ideas that can ultimately be leveraged to secure public funds for continued work.

In 2022, State of Equity renewed its commitment to partner with community, including building funds into our grants for community partners, and ensuring seats for community in our "inside-government" spaces.

Advisory Group

In 2022, State of Equity relaunched our advisory group with a focus on community-based organizations, advocacy groups, and local government leaders in racial equity. The purpose of the 16-person group is to guide decision-making across our program areas and internal practices.

Our intended outcomes include ensuring alignment with community priorities and key partners, increasing our understanding of the movements we support, increasing awareness of our work, and identifying opportunities to co-create spaces for government and community to collaboratively advance government transformation for racial equity and health.

Contact Information

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As federal and local racial equity work grow, State of Equity is a key strategic partner spearheading crucial state level work. There is no whole of government approach without building work at the state level. This means the success of State of Equity is essential to the success of our movement for racial equity in government. We are grateful and honored to work with such a thoughtful, creative, and committed group of people and look forward to working together for years to come.

– Cathy Albisa, Vice President for Institutional and Sectoral Change, Race Forward