



# **CALIFORNIA CONSERVATION CORPS**

**Embracing DEIB the CCC Way**



## **MISSION STATEMENT**

**To protect and enhance California's natural resources and communities while empowering and developing young adults through hard work and education.**



## CCC BACKGROUND

- Established in 1976 by Jerry Brown and modeled after the original Civilian Conservation Corps of the 1930s.
- The California Conservation Corps is the oldest and largest conservation corps in the nation.
- Our program provides young adults, 18-25 years, old a year of paid service to the State of California.
  - During their year of service, Corpsmembers work on environmental projects and respond to natural and man-made disasters.

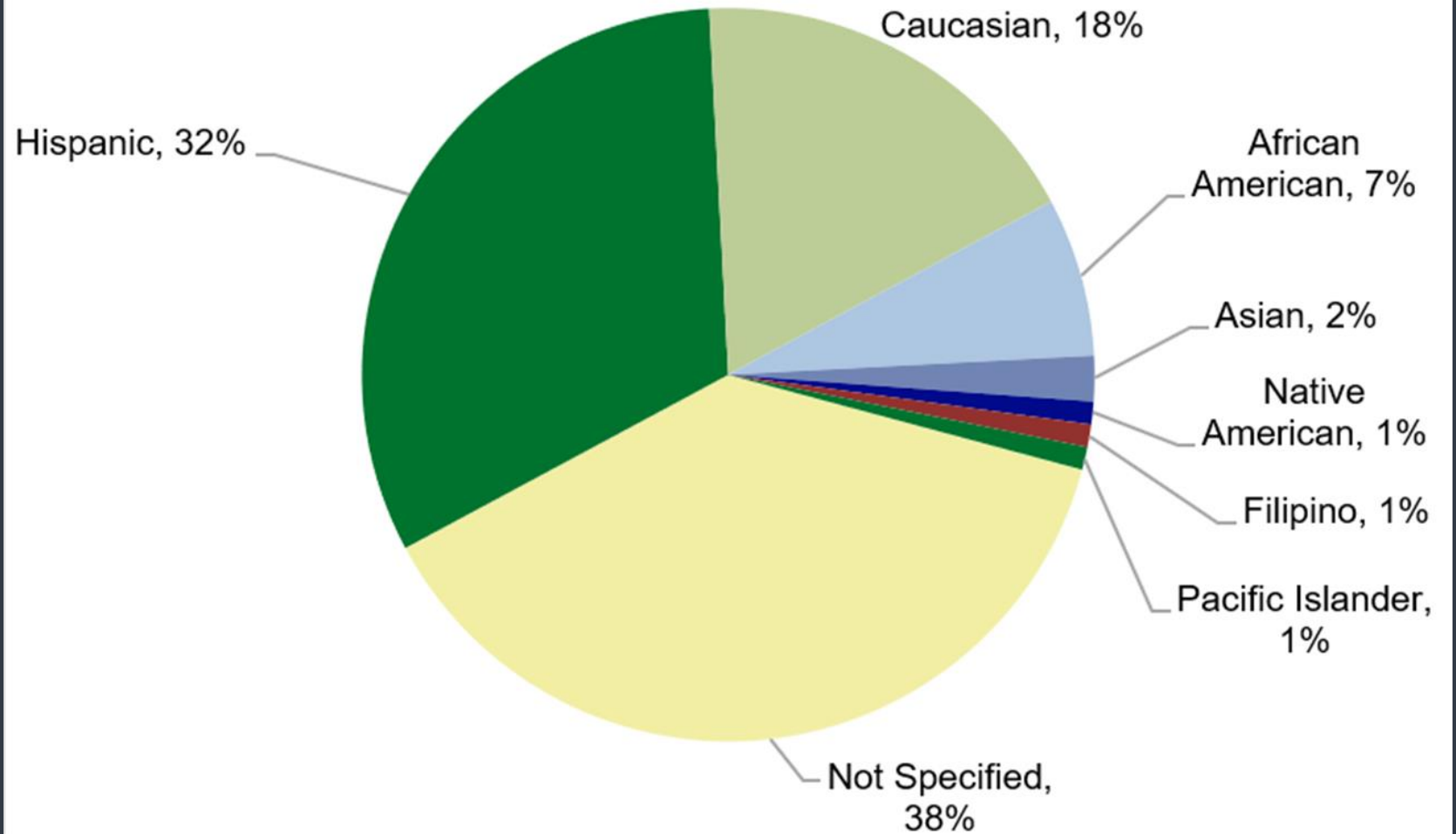


## OUR CORE IS DIVERSITY

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### Race/Ethnicity

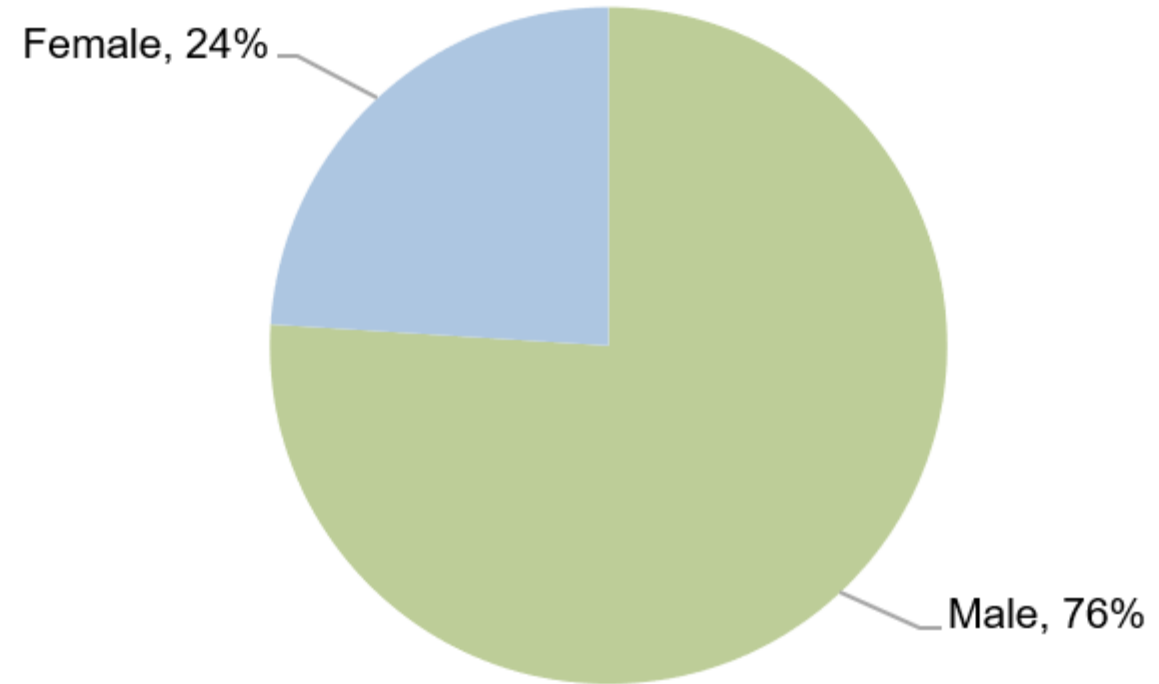


## OUR CORE IS DIVERSITY

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### Identifies as





# INTERNAL DEI STATEMENT

The CCC is committed to ensuring all Corpsmembers and Staff are supported and have a voice as we fight against systemic and institutional racism and all forms of discrimination. We are committed to providing continual education and training to further our growth and actions that support anti-racism and anti-discrimination policies and practices within this department.

Inclusiveness, accountability, hard work, professional and personal development, and stewardship for California's environment are the Core Values of the California Conservation Corps. To further build upon our Core Values and Mission to develop young adults into productive and responsible citizens, we will continually strive to provide a safe place for all. We encourage Corpsmembers and Staff to take part in the solutions, to share ideas, and participate in developing policies, procedures, and practices that are equitable, impartial, and unbiased. Be emboldened to communicate any inequities noticed to your supervisor or the EEO officer.

The CCC is in pursuit of achieving racial equity in the workplace and program environment by promoting Black, Indigenous, and people of color, diversity, equity, and inclusion. We support anti-racism personnel policies and procedures through racial equity training and will ensure resources are available and accessible and provided to Corpsmembers and Staff.

Working together, we will create a more inclusive CCC for all.



# EXTERNAL DEI STATEMENT

The California Conservation Corps condemns racism in all forms and acknowledge that we can always improve in how we address it. We invite our constituency, project partners, sponsors, staff, and Corpsmembers, to keep us accountable as we work to do better. We commit to examining and addressing structural racism within our organization and in our own lives as we actively work to increase racial equity in all aspects of our program.

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## ACHIEVING RACIAL EQUITY IN THE WORKPLACE AND PROGRAM ENVIRONMENT





# CCC EQUITABLE ACTIONS AND APPROACHES

Racial Equity Action plan includes:

- External DEI department statement policy
- Established a dedicated JEDI SSMT to drive DEI policies
- Developing a Cultural Humility Series
- Tribal Nature Based Solutions Corps-funding to CA Tribes to develop corps and projects on or near ancestral lands
- Established “Fireside Chats” with Exec Team



## CCC EQUITABLE ACTIONS AND APPROACHES

Racial Equity Action plan includes (continued):

- 221 CMs were hired by CAL FIRE, which changes the diversity of fire service personnel
- Removal of the word "Chief" from titles to establish inclusive language
- We acknowledge Native American land in our sites, websites, documents, and meetings
- Developed CI Equity Education Program





## CCC EQUITABLE ACTIONS AND APPROACHES

Racial Equity Action plan includes (continued):

- We have included DEI questions in our hiring/recruitment interviews
- We are revising CM “Reading” to include more diverse thought
- Our Program Development pathways include Spanish translations
- Recruitment for tribal affairs liaison







Knowing the natural  
environment around me has  
given a completely new  
perspective on the grade work  
that I do.





## CONNECTION WITH CALNAT PROGRAM & 21<sup>ST</sup> CENTURY YOUTH ACCESS GRANT



**UNIVERSITY OF CALIFORNIA**  
**Agriculture and Natural Resources**

## 1<sup>ST</sup> PILOT PROGRAM CCC UKIAH

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*“The Cal Naturalist class really changed the way I view the world around me. Now that I've taken it, I don't just see plants around me, I see stories. I understand more about the relationship that all of nature's moving parts have with each other. The class has given me more drive to learn about the world around me, and to teach others as well.”*

*“Thank you for all of your work leading this class. It was so inspiring and informative.”*







# CLOSING REMARKS

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# THANK YOU



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