



END OF YEAR REPORT

WORKING TOGETHER TO PROTECT CONSUMERS, PROMOTE
HOUSING STABILITY AND BUILD A THRIVING CALIFORNIA FOR ALL



TABLE OF CONTENTS

3 MESSAGE FROM THE SECRETARY

4 ABOUT BCSH

4 Mission, Vision, Values

4 Entities Under BCSH

5 BCSH Leadership

6 Retirements

6 Executive Fellow

7 Awards

7 Secretary Excellence Awards

8 BCSH INITIATIVES

8 Promoting Affordable Homes for All

10 Preventing and Ending Homelessness

12 Protecting Consumers

14 Safeguarding Civil Rights and
Advancing Equity

16 BCSH in the Community



MESSAGE FROM THE SECRETARY

A YEAR OF PROGRESS

In 2022, we made tremendous progress in addressing some of California's most pressing issues. Thanks to the strong foundation laid in 2021 under the leadership of Governor Gavin Newsom and the Legislature, the California Business, Consumer Services and Housing Agency (BCSH)—together with our 12 entities and over 40 boards and bureaus—worked tirelessly to contribute to a more vibrant and inclusive California by implementing the Administration's initiatives to advance equity and improve all Californians' quality of life regardless of their income.

Together, we accelerated the production and preservation of climate-smart and affordable housing by deploying unprecedented resources, increasing alignment within the housing finance system, and moving with urgency to keep people housed.

We also made significant progress in preventing and ending homelessness by bringing together our housing and healthcare systems to lead the California Interagency Council on Homelessness (Cal ICH). Through Cal ICH, the state has funded innovative people-centered solutions to support local communities in connecting individuals and families experiencing homelessness to housing, services, and other supports.

Consumer protections remained key in our efforts to support Californians and foster an equitable economy in the face of volatile economic circumstances. From financial markets to cannabis to horseracing, our departments engaged diverse partners to inform the state's approach to the regulation and oversight of a wide range of industries.

In July, the Department of Fair Employment and Housing became the Civil Rights Department to better reflect its mission and launched several critical initiatives, such as the CA vs. Hate Resource Line and Network, the Commission on the State of Hate, and the Community Conflict Resolution Unit, to combat hate and discrimination in California communities. These efforts complement the critical ongoing work within our Agency and departments to create a more inclusive and diverse workforce.

In addition to advancing these significant policy initiatives, the BCSH team—with input from internal and external partners—came together to strategically plan and prioritize the Agency's focus areas, culminating in five key priorities areas: promoting affordable homes for all, preventing and ending homelessness, protecting consumers, safeguarding civil rights and advancing equity, and strengthening engagement and operational excellence.

We look forward to carrying this momentum into 2023 in partnership with our national, state, and local partners and working together to create a thriving and equitable California where people have access to safe and affordable housing, consumers are protected, and civil rights are safeguarded.

In partnership,

Lourdes M. Castro Ramírez, MA

ABOUT BCSH

MISSION

BCSH provides strategic oversight, leadership, and coordination of 12 state entities that advance policies, regulations, and programs to protect consumers, promote and preserve affordable housing, prevent and end homelessness, and guard civil rights.

VISION

A thriving and equitable California where people have access to safe and affordable housing, consumers are protected, and civil rights are safeguarded.

VALUES

Accountability
Collaboration
Equity
Leadership
Service

ENTITIES UNDER BCSH

Alcoholic Beverage Control Appeals Board (ABCAB)

Taryn Kinney, Executive Officer

California Civil Rights Department (CRD)

Kevin Kish, Director

Cannabis Control Appeals Panel (CCAP)

Anne Hawley, Executive Director

California Horse Racing Board (CHRB)

Scott Chaney, Executive Director

California Housing Finance Agency (CalHFA)

Tiena Johnson Hall, Executive Director

California Interagency Council on Homelessness (Cal ICH)

Vacant, Executive Officer

Department of Alcoholic Beverage Control (ABC)

Eric Hirata, Director

Department of Cannabis Control (DCC)

Nicole Elliott, Director

Department of Consumer Affairs (DCA)

Kimberly Kirchmeyer, Director

Department of Financial Protection and Innovation (DFPI)

Clothilde Hewlett, Commissioner

Department of Housing and Community Development (HCD)

Gustavo Velasquez, Director

Department of Real Estate (DRE)

Douglas R. McCauley, Commissioner



WORKING TOGETHER TO PROTECT
CONSUMERS, PROMOTE HOUSING STABILITY
AND BUILD A THRIVING **CALIFORNIA FOR ALL**

BCSH LEADERSHIP

Lourdes M. Castro Ramírez
Secretary

Melinda Grant
Undersecretary

Annie Carney
Senior Advisor

Tad Egawa
General Counsel

Tiffany Garcia
Deputy Secretary of Fiscal Policy
and Administration

Erica Gonzalez
Deputy Secretary of Equity
and Strategic Initiatives

Victoria L. Gonzalez-Gerlach
Deputy Secretary of External
Affairs

Russ Heimerich
Deputy Secretary of
Communications

Sasha Kergan
Deputy Secretary of Housing and
Consumer Relations

Lila Mirrashidi
Deputy Secretary of Business and
Consumer Relations

Jason Piccione
Agency Information Officer

Anna Pozdyn
Director of Administration

Myles White
Assistant Secretary of Legislation

Dhakshike Wickrema
Deputy Secretary for
Homelessness

Amy Wilson
Deputy Secretary of Legislation



Secretary Lourdes Castro Ramirez, Undersecretary Melinda Grant and members of the BCSH Executive Team gather for a strategic planning retreat.

ABOUT BCSH

RETIREMENTS

This past year BCSH had some key retirements from state service. We wish our retirees the best of luck and thank them for their many years of dedicated work:

Fahizah Alim

Deputy Director of Communications, California Civil Rights Department
15 years of state service

Betsy Barnhart

Deputy Commissioner, Administration, Department of Financial Protection and Innovation
20.8 years of state service

Annmarie Billotti

Deputy Director of Dispute Resolution and former Acting Director, Civil Rights Department
20 years of state service

Tom Cameron

Assistant Commissioner, Audits, Department of Real Estate
33 years of state service

John Carr

Information Officer II, Department of Alcoholic Beverage Control
20 years of state service

Lori Harmon

Manager (consumer hotline), Department of Financial Protection and Innovation
7.7 years of state service

Judy Hartley

Attorney V, Department of Financial Protection and Innovation
36.6 years of state service

Trish Hoehne

Housing Finance Officer, CalHFA
21 years of state service

Evelia Limeberger

Information Technology Associate, CalHFA
29.9 months of state service

Shawn Loehr

Chief Enforcement Officer, California Horse Racing Board
4 years of state service

Jim Sweeney

Deputy Commissioner, Consumer Services Office, Department of Financial Protection and Innovation
13 years of state service

Iva Townsel

Senior Legal Analyst, Civil Rights Department
35 years of service

Diana Valenzuela

Licensing Technician, California Horse Racing Board
35.75 months of state service

Cleo Williams

Management Services Technician, CalHFA
16 years of state service

EXECUTIVE FELLOW

BCSH is pleased to mentor and inspire the next generation of public servants through participation in the Capital Fellows Program of the Center for California Studies.

Linda Ereikat

November 2021-August 2022

As a part of the Office of the Secretary team, Executive Fellow Linda Ereikat worked closely with BCSH executive leadership to advance the Agency's mission and vision. Linda's work focused on housing and homelessness policy, project management, advancing equity, and fostering a people-centered approach in implementing BCSH's policies and programs. During her fellowship, Ereikat supported the implementation of the Encampment Resolution Fund grant program. She analyzed the program and met with grantees to understand how local communities leverage the program to resolve encampments and connect people experiencing unsheltered homelessness to housing and services. After her fellowship, Ereikat continued her public service by joining the California Interagency Council on Homelessness grants team.



WORKING TOGETHER TO PROTECT
CONSUMERS, PROMOTE HOUSING STABILITY
AND BUILD A THRIVING **CALIFORNIA FOR ALL**

AWARDS

MEDAL OF VALOR

Sponsored by the California Department of Human Resources, the governor's State Employee Medal of Valor Award is the highest honor California bestows on its public servants. This year, DCA employee Abby LeCureux was awarded the Special Service Award (Silver), which is awarded to state employees for an act of heroism by a state employee extending above and beyond the normal call of duty or service performed at personal risk to their safety to save human life or state property. Congratulations to Abby LeCureux for exemplifying consumer protection and going above and beyond to assist a consumer in need.



Silver Medal of Valor recipient Abby LeCureux and BCSH Secretary Lourdes Castro Ramirez.

SECRETARY'S EXCELLENCE AWARDS

The Business, Consumer Services, and Housing Agency launched the Secretary's Excellence Awards to formally recognize staff in departments, councils, commissions, and boards for their work and commitment to upholding the BCSH mission, values, and, specifically, its four pillars. Congratulations to the 2022 awardees!

PILLAR 1: PEOPLE-CENTERED APPROACH TO POLICY

Raleigh Jacobe, Special Investigator, DCA, for leading the Bureau of Household Goods and Services Enforcement team in reuniting more than 100 families with their belongings, including baby pictures, family heirlooms, and ashes of a relative, after they fell victim to movers who placed their items in storage without notifying them about the location of their items.

PILLAR 2: SERVICE DELIVERY

Hector Leyva, Section Chief, and **Super NOFA team** at HCD for successfully streamlining the eligibility criteria, scoring, funding applications, and Notices of Funding Availability (NOFAs) to release four state affordable housing funding resources together to help accelerate production so our community partners can more effectively and efficiently serve Californians. Thanks to the

leadership of Hector Leyva for developing training and empowering the five teams to work together with the knowledge, tools, and resources necessary to implement this program.

PILLAR 3: EFFICIENT IMPLEMENTATION

California Pay Data reporting team at CRD for designing, building, testing, and successfully launching a public online portal to collect complex workplace demographics and pay data from large California employers, accompanied by detailed technical guidance and public engagement. Their work has become a model at the national and state levels and is critical to reduce pay disparities and pay discrimination based on gender, race, and ethnicity in California workplaces.

PILLAR 4: EQUITY & OPPORTUNITY

Bureau of Real Estate Appraisers executive administrative staff, DCA, for bringing together over 100 attendees across California and the U.S. for the Educational Symposium on the topic of cultural competency and the elimination of bias. BREAA led and created space for this discussion with training course providers and state regulatory departments and continues to serve as a model in the appraisal industry at the national and state levels.

BCSH INITIATIVES

In 2021, BCSH engaged in a strategic planning process to articulate a new vision for our Agency that embodies our commitment to serve, protect, and support Californians. The process culminated this year with the establishment of five equally important priority areas aimed at creating a thriving, equitable, and inclusive California for All: promoting affordable homes for all; preventing and ending homelessness; protecting consumers; safeguarding civil rights and advancing equity; and engagement and operational excellence.

PROMOTING AFFORDABLE HOMES FOR ALL

BCSH is addressing California's housing affordability crisis with a comprehensive set of regulatory tools, policies, and financial investments to preserve affordable housing and expand housing opportunities so that every Californian has a safe, stable, and affordable home. Together, with the Department of Housing and Community Development (HCD), the California Housing Finance Agency (CalHFA), the Department of Real Estate (DRE), and the Civil Rights Department (CRD), we are committed to working collaboratively with national, state and local partners to tackle the decades-long housing crisis with care, compassion, and urgency by keeping people stably housed, expanding climate-smart housing opportunities, and removing barriers to the production and preservation of housing.

2022 ACCOMPLISHMENTS

- The **California COVID-19 Rent Relief program** delivered over \$4.4 billion to keep more than 356,000 low-income renter households impacted by the pandemic stably housed.
- HCD released the **Statewide Housing Plan**, which establishes a roadmap and data to plan for the creation of more than 2.5 million homes needed to meet the housing demand of Californians, at least one million of which should be affordable to low-income households.
- HCD created efficiencies to speed up the production of new affordable homes by releasing the first-ever Multifamily Finance Super Notice of Funding Availability (**Super NOFA**), creating one coordinated application and award process for four programs to make funds accessible to more developers and communities, more equitable in serving the lowest-income Californians, and more targeted toward achieving better outcomes in health, climate, and household stability.
- HCD supported 251 jurisdictions in achieving **Housing Element** compliance and saying yes to housing-creating eight-year contracts to clear zoning roadblocks and implement programs to promote housing production at all income levels.
- HCD designated seven communities under the **Prohousing Designation Program** for demonstrating a commitment to climate-smart housing by streamlining multifamily housing development, up-zoning in areas near jobs and transit to reduce emissions, and creating affordable homes in places that have historically excluded lower-income households and households of color.



Secretary Lourdes Castro Ramírez and Oakland community leaders celebrate over 250 new affordable homes at Foon Lok East and West.



WORKING TOGETHER TO PROTECT
CONSUMERS, PROMOTE HOUSING STABILITY
AND BUILD A THRIVING **CALIFORNIA FOR ALL**



(L to R) CalHFA Executive Director Tiena Johnson Hall, HCD Deputy Director Jennifer Seeger, Secretary Lourdes Castro Ramírez, Governor Gavin Newsom, HCD Director Gustavo Velasquez, DRE Commissioner Doug McCauley, Deputy Secretary Sasha Kergan, Assistant Secretary for Legislation Myles White, and HCD Deputy Director Pedro Galvao celebrate the adoption of housing bills to accelerate housing production.

- HCD awarded \$1 billion in **Housing Accelerator** grants for shovel-ready projects to start immediate construction that will lead to 2,755 new affordable homes.
- CalHFA launched the \$100 million **Accessory Dwelling Unit (ADU) Grant Program** that provided preconstruction grants to help 2,500 low- and moderate-income California homeowners build equity while adding much-needed housing units to the state supply.
- CalHFA's **California Mortgage Relief Program** deployed more than \$235 million to help nearly 7,500 homeowners pay off past-due housing payments caused by the COVID-19 pandemic. Over 50% of relief recipients are households with extremely low incomes, earning 30% or less of the area median income (AMI).
- DRE completed the exam development project, updating content for its two licensing exams. Over 75% of DRE license applications are newly submitted online through the **eLicensing system**.
- CalHFA launched its **Forgivable Equity Builder Loan** program to help more than 2,000 low-income, first-time homebuyers purchase a home. The \$88 million program targeted Californians making less than 80% of their county's AMI and provided them with interest-free loans for up to 10% of the purchase price that are forgivable after five years of living in the home. This effort has supported underserved Californians to get a jumpstart on building generational wealth through homeownership.

BCSH INITIATIVES (CONTINUED)

PREVENTING AND ENDING HOMELESSNESS

At the start of 2022, the **California Interagency Council on Homelessness** (Cal ICH) sprang into existence and expanded its membership as the successor to the Homelessness Coordination and Financing Council (HCFC). Co-chaired by the Secretaries of the Business, Consumer Services and Housing Agency and the California Health and Human Services Agency, Cal ICH works to activate a unified, coordinated approach to preventing and ending homelessness in California.

California is providing unprecedented resources and technical assistance to local jurisdictions to connect people experiencing homelessness with housing, services, and supports. From prevention to rehousing support to permanent supportive housing, California is committed to ensuring every jurisdiction has a system in place for people on the brink of homelessness, experiencing homelessness, and exiting homelessness.

2022 ACCOMPLISHMENTS

- BCSH, in partnership with six state agencies, multiple state departments, Los Angeles County government entities, and local community-based nonprofit organizations, piloted **Mobile Homeless Connect**—an all-of-government approach to bring state and local services directly to individuals experiencing homelessness where they are, instead of requiring people to travel to a patchwork of government offices where services are usually available. More than 100 people at five Los Angeles encampment sites were provided access to assistance with state and county services.
- HCD awarded \$1.9 billion in **Homekey** grants to communities in every region of California, cumulatively funding 12,773 homes for people experiencing and at-risk of homelessness.
- HCD's **No Place Like Home** program funded \$1.9 billion to create 7,882 permanent homes for people in need of mental health services and experiencing homelessness, chronic homelessness, or at risk of chronic homelessness.
- In fall 2022, members of the **Cal ICH Advisory Committee** were seated and began their work. The geographically diverse 31-member committee is comprised of local officials, academics, service providers, advocates, and persons with lived experiences of homelessness. The committee serves as a source of ideas, a consulting body, and a forum for expanded input for the Council as it conducts its work.



Governor Gavin Newsom and Secretary Lourdes Castro Ramírez help make new Homekey units move-in ready for residents in Los Angeles after celebrating \$694M in Homekey awards.

- California's **Action Plan for Preventing and Ending Homelessness in California**, adopted by Cal ICH, was updated to reflect the intersections of public health, physical and behavioral health care, homelessness, and housing strategies and resources, as well as an expanded focus on preventing homelessness in the population that is receiving state-funded services, including those exiting health care programs or incarceration.



WORKING TOGETHER TO PROTECT
CONSUMERS, PROMOTE HOUSING STABILITY
AND BUILD A THRIVING **CALIFORNIA FOR ALL**



Secretary Lourdes Castro Ramirez and Deputy Secretary Dhakshike Wickrema with state employees and community outreach organizers as part of the Mobile Homeless Connect pilot program in Los Angeles.

- In 2022, the **Homeless Housing, Assistance and Prevention** (HHAP) Program administered by BCSH grew to include two new rounds of \$1 billion funding for fiscal years 2022-23 and 2023-24. It expanded the application requirements to require all grantees to provide local action plans and performance measures. HHAP offers flexible funding for large cities, counties, and continuums of care to support their efforts to house their unhoused neighbors.
- The **Family Homeless Challenge Grant** program administered by BCSH provided \$17 million to 10 communities to fund projects that put unhoused families on the path to safe and stable housing.
- The **Encampment Resolution Fund (ERF)** administered by BCSH provided \$97 million to fund 26 projects in communities statewide to provide person-centered solutions to housing people experiencing homelessness in encampments. The application for the second round of ERF funding was posted on December 1, 2022, making an additional \$240 million available.
- The inaugural grants from the **Tribal Homeless Housing, Assistance and Prevention** (HHAP) program administered by BCSH provided \$20 million to 16 California Native American communities. Tribes were involved throughout the process of designing the program to ensure it was culturally responsive and met each community's diverse, unique needs.

BCSH INITIATIVES (CONTINUED)

PROTECTING CONSUMERS

Our Agency and departments continued to protect consumers through licensing and regulating more than four million professionals and businesses. From doctors and nurses, to banks and mortgage lenders, to bars and restaurants, and cannabis growers and retailers, we work to support job creation and improve the well-being of Californians through licensing, regulation, education, and enforcement.

2022 ACCOMPLISHMENTS

- DCC surpassed \$1 billion worth of illegally seized cannabis a year after consolidation thanks to its aggressive enforcement efforts and established the **Unified Cannabis Enforcement Taskforce** with the California Department of Fish and Wildlife and more than two dozen local, state, and federal partners.
- DCC's **permanent consolidated regulations** were approved by the Office of Administrative Law and are in effect. The consolidated regulatory package streamlines and simplifies the cannabis regulations, eases burdens for licensees, and enhances consumer protections, including expanding protections for youth.
- DCC launched a **data visualization tool** that helps Californians map where cannabis businesses are allowed, empowering consumers with information and underscoring persistent challenges in local access to regulated cannabis products.
- DFPI issued more than 50 **enforcement actions** related to crypto assets, including 28 consumer alerts and 25 other public actions. The Department received over 420 complaints related to crypto, which is a 46% increase in crypto-related complaints compared to the same period in 2021. Overall, DFPI received over 8,300 complaints, which accounts for a 19.8% increase year-over-year.
- In 2022, 688 complaints were referred to the DFPI's **Enforcement Division**. Actions taken by DFPI resulted in four nationally recognized court case victories involving federal agencies and/or multistate complaint groups, establishing the department as a national leader in consumer financial protection.



Secretary Lourdes Castro Ramírez with GovOps Secretary Amy Tong, DFPI Commissioner Clothide Hewlett, and State Treasurer Fiona Ma join leaders in responsible innovation.

- BCSH and DFPI, in partnership with the governor's Office of Business and Economic Development and the Government Operations Agency, issued a report to the Governor pursuant to the **Governor's Executive Order on Blockchain** (EO-N-9-22), including recommendations to encourage responsible innovation that enables private markets to thrive, safeguards consumers, protects the environment, and generates equitable and inclusive growth for all Californians.



WORKING TOGETHER TO PROTECT CONSUMERS, PROMOTE HOUSING STABILITY AND BUILD A THRIVING **CALIFORNIA FOR ALL**

- The DFPI **launched a campaign** and hosted 18 student loan-related webinars in partnership with the U.S. Department of Education, nonprofit groups, and state and federal legislators to help educate and empower California student loan borrowers to learn about their rights, repayment options, and debt relief opportunities. Over 14,000 people registered for these webinars, with over 7,500 attending the live events.
- ABC implemented the **Mandatory Responsible Beverage Service Training** Program Act of 2017. Over 338,000 servers are now trained and certified, exams are offered in eight languages, and training is offered in five languages.
- ABC granted **Renewal Fee Waivers** to assist over 41,000 licensees recovering from pandemic-related economic losses, saving the alcoholic beverage industry over \$39 million.
- ABC successfully completed a statewide **Shoulder Tap Operation** to emphasize keeping alcohol away from youth and arrested over 170 people.
- ABC created an underage drinking prevention campaign named “**Keep Youth Safe**” that reached over 1 million people on Twitter and Facebook.
- DCA completed the Enlighten Licensing Project to assist in economic development growth and results in potential changes to other licensing boards/bureaus.
- The Contractors State License Board conducted a **statewide enforcement operation** that resulted in legal action against 142 unlicensed contractors as part of a national effort to warn consumers about the dangers of hiring unlicensed or uninsured contractors.
- DRE partnered with regulatory agencies in 43 states as part of the **largest enforcement action** in its 105-year history. The multistate operation included cases settled against more than 300 licensees in a prelicensing and continuing education scheme.
- CHRB engaged with the federal government on the implementation of the Horseracing Integrity and Safety Act (HISA) to ensure the federal regulations supplement and enhance all the safety regulations that California has pioneered over the past few years. The Department has kept licensees and the public advised of HISA’s progress, including creating a **website** to provide information and answer questions regarding the regulations.
- The **ABC Appeals Board** and **Cannabis Control Appeals Panel** ensured fair systems and due process for licensees.
- ABC modernized its **licensing renewal system**, enabling applicants to pay annual renewal fees online and establishing License Administrator Accounts.
- The Alcoholic Beverage Control Appeals Board implemented law and regulation changes to allow the electronic filing of appeals and other updates to streamline the appeals process. Modernizing Board procedures is cost-efficient for the state and appellants, quicker, and improves accessibility for all. To ensure a smooth transition to electronic filing, the Board added more **user-friendly educational materials** to its website.
- The Alcoholic Beverage Control Appeals Board and the Cannabis Control Appeals Panel consolidated their workspaces in downtown Sacramento, decreasing their real estate footprint. Both entities have benefited from significant cost savings from splitting utilities and lease expenses.
- The Cannabis Control Appeals Panel members approved its **strategic plan** on April 27, 2022. This plan acts as a road map to guide the Panel and staff as it moves forward to achieve its mission, vision, values, and goals.
- DCA released a new **strategic plan** that emphasizes providing excellent customer service.

BCSH INITIATIVES (CONTINUED)

SAFEGUARDING CIVIL RIGHTS AND ADVANCING EQUITY

At BCSH, we are committed to advancing diversity, equity, inclusion, and accessibility through our policies and programs to combat hate and discrimination, create greater access to state programs, and promote healthy and thriving California communities. This year, meaningful progress was made to uphold civil rights, embed racial equity, and advance antidiscrimination and antihate initiatives.

2022 ACCOMPLISHMENTS

- The **Civil Rights Department** (CRD) changed its name from the Department of Fair Employment and Housing to more accurately reflect the Department's role in enforcing a broad range of civil rights protections and increase clarity for stakeholders and individuals who encounter civil rights violations within CRD's jurisdiction, including discrimination in housing, employment healthcare, hate violence, and human trafficking.
- CRD, with significant community and stakeholder input, launched the **CA vs. Hate Resource Line and Network**, an online and phone-based service that informs victims of hate incidents and crimes about their options and connects them to services, as well as gathers information on hate incidents in California and their effects on health, well-being, and the economy.
- CRD's **Commission on the State of Hate** began its work to strengthen California's efforts to stop hate and promote mutual respect among California's diverse population, including by developing research, resources, and policy recommendations.
- CRD established a **Community Conflict Resolution Unit**, which works with communities, and/or local and state public bodies, to constructively manage or resolve conflict, minimize or eliminate the potential for violence, reduce or eliminate antagonism within communities, or help them reach mutually acceptable outcomes. The unit works closely with stakeholders and groups affected by conflict to ensure solutions include community-driven input, because community collaboration is most effective in addressing concerns related to hate and discrimination-based community conflict.
- CRD successfully implemented **California's Pay Data Reporting** law, which requires private employers with 100 or more employees to report data regarding the pay, hours worked, job category, race/ethnicity, and sex of their California employees. In 2022, CRD published aggregate results and visualizations from the 2020 data collection, representing 6.3 million workers from approximately 14,000 California workplaces.
- DCC continued to enhance support for cannabis equity efforts, including by implementing an equity fee waiver program that has provided more than 950 license fee waivers to equity licensees, totaling more than \$9.8 million, and launched **Promising Practices** on DCC's website, highlighting innovative local practices that support equity cannabis businesses.



Secretary Castro Ramírez and Civil Rights Department Director Kevin Kish recognize the California Pay Data Reporting Team for their nation-leading work in collecting pay data to reduce pay disparities and discrimination in the workplace.



WORKING TOGETHER TO PROTECT
CONSUMERS, PROMOTE HOUSING STABILITY
AND BUILD A THRIVING **CALIFORNIA FOR ALL**



Secretary Lourdes Castro Ramirez, DCA Director Kimberly Kirchmeyer, and Deputy Secretary Lila Mirrashidi join local leaders and Mexican doctors working to improve healthcare outcomes in the community as part of the Mexico Pilot Program.

- DCA furthered health care services for individuals in underserved areas by collaborating to complete the Mexico Pilot Program and license Mexican doctors to provide culturally competent services to California communities.
- DCA established a Diversity, Equity, and Inclusion Steering Committee for the department and developed a DEI operational plan.
- DRE successfully implemented new continuing education course requirements covering implicit bias and fair housing.
- HCD created the department's first DEI unit that leads diversity initiatives to attract, keep, and develop people inclusive of race/ethnicity, national origin, sexual orientation, religion, age, gender, disability, military or veteran status, or any other range of human differences.
- CCAP collaborated with the California Victims Compensation Board and the California Commission on Disability Access to retrofit a hearing room for ADA compliance, fix technical challenges, increase efficiencies, and provide meeting space for other state agencies.

BCSH IN THE COMMUNITY

1 NORTHERN CALIFORNIA



SECRETARY LOURDES CASTRO RAMIREZ WITH MAYOR DARRYL STEINBERG AND LOCAL LEADERS ANNOUNCING SACRAMENTO AS THE FIRST PROHOUSING DESIGNATED COMMUNITY.

3 CENTRAL CALIFORNIA



SECRETARY LOURDES CASTRO RAMIREZ, DRE COMMISSIONER DOUG MCCAULEY, HOUSING CHAMPIONS AND RESIDENTS AT AN AFFORDABLE ADAPTIVE REUSE SITE IN STOCKTON, CA.



SECRETARY LOURDES CASTRO RAMIREZ, HCD DIRECTOR GUSTAVO VELASQUEZ AND OTHER LEADERS BREAK GROUND ON AN AFFORDABLE HOUSING PROJECT IN SOUTH LAKE TAHOE MADE POSSIBLE BY THE EXCESS LAND FOR AFFORDABLE HOUSING PROGRAM.



SECRETARY CASTRO RAMIREZ, LOCAL LEADERS IN SANTA CRUZ COUNTY AND STATE LEADERS CELEBRATE A NEW HOMEKEY SITE AIMED AT HOUSING VETERANS EXITING HOMELESSNESS.

2 BAY AREA



OAKLAND COMMUNITY LEADERS GATHER WITH SECRETARY CASTRO RAMIREZ TO DISCUSS SOLUTIONS TO END FAMILY HOMELESSNESS.

4 SOUTHERN CALIFORNIA



SECRETARY LOURDES CASTRO RAMIREZ, ABC DIRECTOR ERIC HIRATA AND STAFF RECOGNIZE ABC LICENSEES IN LOS ANGELES FOR THEIR COMMITMENT TO ELIMINATING GRAFFITI AND WORKING IN PARTNERSHIP TO BUILD SAFER, CLEANER AND MORE VIBRANT NEIGHBORHOODS.

4 SOUTHERN CALIFORNIA (CONT.)



SECRETARY LOURDES CASTRO RAMIREZ AND SAN DIEGO COUNTY CHAIR NORA VARGAS LEAD A PANEL DISCUSSION WITH LATINA HOUSING PRACTITIONERS ON BUILDING HOUSING AND INCREASING ECONOMIC OPPORTUNITY IN SAN DIEGO.

5 INLAND EMPIRE



SECRETARY LOURDES CASTRO RAMIREZ, LABOR AND WORKFORCE DEVELOPMENT AGENCY SECRETARY NATALIE PALUGYAI, CALHFA EXECUTIVE DIRECTOR TIENA JOHNSON HALL AND BCSH DEPUTY SECRETARY FOR EXTERNAL AFFAIRS VICTORIA GONZALEZ-GERLACH JOIN THE LATINO COMMUNITY FOUNDATION AND LOCAL COMMUNITY LEADERS AFTER A ROUNDTABLE DISCUSSION ON LATINO ECONOMIC AND HOUSING OPPORTUNITY IN SAN BERNARDINO.

NOTES

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper has a slight shadow on the right side, suggesting it's resting on a surface. The overall appearance is that of a clean, unused piece of stationery or notebook paper.

19

