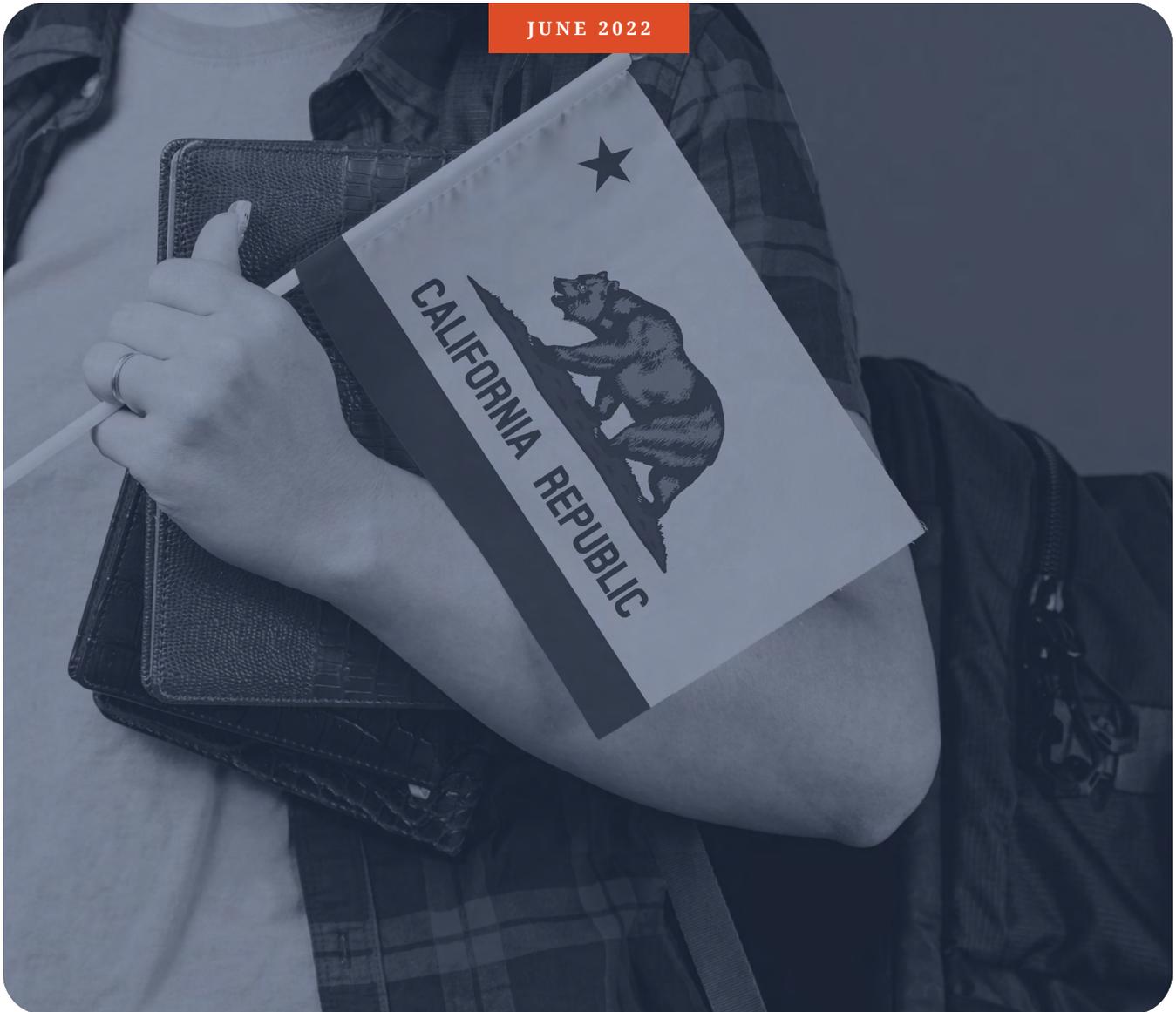


JUNE 2022



California's Next Billion Dollar Industry?

A Study of Public Diversity, Equity, and
Inclusion Spending in the Golden State

Executive Summary

In recent years, the concept of critical race theory and its variants — often camouflaged as more generic “diversity, equity, and inclusion” (DEI) activities — has entered the national spotlight and infiltrated publicly-funded entities. The State of California was no exception, and many of its public institutions seized the opportunity to expand their budgets and implement ultra-progressive policies often without public awareness. This analysis summarizes the results of nearly 400 California Public Records Act requests sent to state and local governments, as well as higher education institutions and K-12 school districts. The results are unmistakable: spending related to DEI and critical race theory-framed activities is a vast and growing component of taxpayer-funded spending at all levels of California government.

Nearly half of the entities produced documentation in response to our inquiry about DEI-related spending, staff, contracts, and other activities. In total, California public entities spent nearly half a billion dollars on DEI projects alone, with a majority of responses

Spending related to DEI and critical race theory-framed activities is a vast and growing component of taxpayer-funded spending at all levels of California government.

encapsulating FY2020 through FY2022. This disclosed spending is distributed throughout California’s public institutions. This analysis makes clear that the growth of DEI spending in the state of California has created its own industry, where demand comes from the pockets of taxpayer dollars and supply of DEI content comes from both internal policies and external, out-of-state parties that, in turn, contribute to progressive causes within the state. This report provides cautious estimates of DEI-relevant spending and accounts for the proportion of outstanding requests for records. This data indicates that so-called “Diversity, Equity, and Inclusion” is easily worth \$1 billion in Golden State spending.

Table 1. Summary of reported DEI spending in California.

| | Sum of Direct Spending | Sum of Adjacent Spending | Total |
|---------------------|-------------------------|--------------------------|-------------------------|
| Cities (71) | \$71,715,157.35 | \$17,925,985.28 | |
| Counties (30) | \$22,140,891.24 | \$88,100,912.73 | |
| Departments (37) | \$4,192,398.08 | \$167,376,308.38 | |
| Higher Ed (24) | \$70,399,876.84 | \$19,535,622.25 | |
| K-12 Districts (16) | \$20,432,002.36 | \$15,637,291.66 | |
| TOTAL | \$188,880,325.87 | \$308,576,122.30 | \$497,456,448.17 |

Note: Numbers in parentheses indicate the number of entities with responsive documents.

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Introduction

While “diversity,” “equity,” and “inclusion” (“DEI”) initiatives, or some combination of these, have existed for years in academic, government, and corporate verbiage, proponents of these initiatives have seized on recent events to gain critical mass over the last year. A 2019 study found DEI spending at American universities has gone up 27 percent since 2014 and a 2021 report found many universities now employ as many as 45 staff with formal DEI responsibilities.^{1,2} Almost 80 percent of companies plan to raise their DEI budget next year, and institutions like Harvard Business School now promote DEI initiatives as integral to corporate responsibility.³

The state of California, under increasingly progressive leadership over the last several years, has often pushed the envelope on [DEI] concepts in taxpayer-funded entities.

Despite the pervasiveness of DEI, the definitions and substance of these terms often vary. Similarly, the issue of critical race theory has been in existence for years, primarily in academic circles, as a framework for analyzing United States law. For example, the University of Washington proclaims diversity is “more than an ideal” and the “understanding of power and privilege.”⁴ The University of

Iowa emphasizes equity over equality and argues “fair and just” is different from treating everyone “exactly the same.”⁵ Helpfully, the University of Michigan states DEI is equivalent to inviting everyone to a party where they can “contribute to the playlist” and “dance.”⁶

Discussion of DEI gained especial prominence following the death of George Floyd in June 2020 and in the wave of Black Lives Matter activism that followed. Through protests, riots, media and social networking, self-declared racial justice activists rose to the moment by explaining and diagnosing alleged problems inherent to American society. In doing so, they

profited. Forbes reported Ijeoma Oluo’s *So You Want to Talk about Race* book only sold 2,700 copies in March and April 2020, but surged nearly 7,000 percent to over 191,000 copies in the following two months.⁷ Sales of Ibram X. Kendi’s book *How to Be an Anti-Racist* jumped nearly 4,000 percent to over 334,000 copies, and Robin DiAngelo’s *White Fragility* sales increased by over 2,000 percent in the same timeframe.

The state of California, under increasingly progressive leadership over the last several years, has pushed the envelope on these concepts in taxpayer-funded entities – from primary schools to the University of California. After all, the

first ethnic studies course in the country began at San Francisco State University, after a student movement called the Third World Liberation Front led a strike in 1969.⁸ Both the University of California and the California State University systems now require an ethnic studies component for graduation.⁹ Earlier this year, a document request obtained by *The College Fix* learned that the UC-Berkeley campus spends \$25 million annually to operate its Division of Equity.¹⁰

This once esoteric academic trend has now trickled down to the K-12 public school system. In 2016, California’s state legislature passed a bill requiring development of

an “Ethnic Studies Model Curriculum” (ESMC) that is now mandatory for students to graduate high school.^{11,12} One of the committee chairs who helped draft the curriculum believes students should be taught about history “through the lens of white supremacy,” and stated “ethnic studies without critical race theory is not ethnic studies.”¹³ The ESMC drafting process was not without controversy. The first publicly issued draft was criticized for containing “ideologically left-wing” and anti-Semitic language.¹⁴ Critics of the revised draft claimed the course still enthusiastically promoted Critical Race Theory, resulting in bizarre assertions such as that Jews benefit from white privilege.^{15,16}

Data and Methodology

In order to understand the full scope of how DEI has been incorporated into California’s taxpayer-funded institutions and activities, we disseminated nearly 400 California Public Records Act requests for information on staff, budget funding, events and training sessions, and any other activities that pertain to diversity, equity, and inclusion and the critical race theory concepts of structural racism and oppression, unconscious bias, and anti-liberalism.

We formulated a comprehensive list of California’s public entities, including state departments and agencies, county governments, state higher education institutions, and a sample of city governments and K-12 school districts. In the requests, we specifically asked for any information regarding the number and compensation of staff or external consultants whose roles pertained to DEI; spending or funding for operations, committees, task forces,

materials, events, trainings, studies, or audits related to DEI; contracts for outside parties brought in to work on DEI; and spending on specified book titles relating to anti-racism, critical race theory, and implicit bias.

California state law requires public entities to respond to a public records request within ten days of receipt. This means the entity must at least establish a thread of communication (most often through email or an online portal) in that timeframe, and convey a plan of action to produce the requested records. Many offices remained physically closed as a result of the ongoing pandemic restrictions in California, which they used to justify immediate delays in their responses. Many of the entities also had follow up questions about the scope of our request, including specific time frames or even asking for the definition of “diversity, equity, and inclusion.” Our team had to frequently engage in follow-up phone calls and virtual meetings with public records staff, other government employees, and their legal counsel to explain the scope of the project and specify the desired information. As a result, obtaining the records from the selected entities began in June 2021 and in many instances remains ongoing due to continued delays.

Our team sent requests to 391 California entities, and received 271 responses, including initial receipts of our request and those providing documentation. At the time of analysis six months after requests for information were sent, 120 requests have gone unanswered.

From the 185 responses that included documentation, we analyzed hundreds of documents designated as relevant to our request. While some entities provided documents that directly addressed the components of our request, many included less relevant responses including hundreds of pages of budget documents with no mention of DEI, and even food of the month sign-up sheets designated for “cultural celebrations.”¹⁷

At the time of analysis, forty-two entities responded to our requests stating they had no records responsive to our request, meaning that they had no records of staff, spending, or other activities that they deemed related to DEI issues. This is an important distinction for several reasons. First, these 42 came from all levels of California government, meaning entity level, budget, or mission, is not necessarily correlated with existence or amount of spending on DEI. Second, we treated documentation of spending received from entities that did return responsive documents as DEI-related, as personnel providing documents classified such items as somehow related to our description of DEI. The remaining entities that initially provided a response are still outstanding and have indicated they will provide records at a later date.

This leads us to a brief discussion of our data analysis methods. In order to aggregate a figure of total California spending on DEI activities and understand the underpinnings of this number, we classified spending in a first layer of several categories: staff compensation, training and consulting

sessions, memberships, and other spending which included a variety of additional money spent on programs specific to each entity. The second layer of spending separated into “direct spending” vs. “adjacent spending.” Direct refers to spending where a majority or the entirety went towards DEI goals (i.e. critical race theory, anti-racism, unconscious or implicit bias, cultural humility, etc.). Adjacent comprises spending that the entity deemed responsive to our DEI-inquiries, but lacked clarification as to how much of the spending exactly went towards DEI goals.

Thus, in this report we present several types of findings: the total California taxpayers’ bill for DEI, the amount of DEI spending by level of government, and a discussion of just how large the DEI industry has grown in the government sector. As a result, we believe our assessment of “direct” and “adjacent” spending according to the responses we received is a conservative estimate of the total scope of DEI spending in California, and likely minimizes the true expanse of DEI spending in the state. Given the additional outstanding requests, we believe this total number is likely much larger in reality.

The received data is limited in several ways. First, response to our request is largely at the behest of each entity. Although the California Public Records Act makes it

illegal to disregard a received request, the responses were often delayed and in some cases, never received final closure. Thus, we were entirely at the whim of the agency to comply with our request. Fulfillment of some requests may require legal action according to the California Public Records Act.

Second, state law specifies that the government entity can determine what is considered “disclosable” relative to the request and cannot be required to create documentation to fulfill the request. This means that the entity can decide which records are able to be provided to the requester, and those that are deemed disclosable do not have to be formatted to signify where the relevant information may exist within a larger document or record. For example, we received many contracts that included human resources systems training, much of which had nothing to do with our request. However, we had to dig through each contract, budget, and document received to find language and data relevant to DEI. Thus, this data sample is limited to what each government agency deemed as disclosable and to documents already in existence. For these reasons, we believe our results portray an extremely conservative estimate of the true magnitude of taxpayer spending on DEI in the State of California.

...We believe our assessment of “direct” and “adjacent” spending according to the responses we received is a conservative estimate of the total scope of DEI...we believe the total number is likely much larger.

Results

SUMMARY

Based on the responsive documents our team received, we calculated at least \$188 million in directly linked DEI spending, and \$308 million more in adjacent spending, totaling nearly \$500 million in possible DEI spending in California. Our request specified records from fiscal years 2020-21 and 2021-22, but includes some data from as far back as FY2016-17 and some projected beyond FY2021-22.

This near-half billion dollars in DEI spending in the state of California also represents only 46 percent of all requests for public records of DEI spending sent out, with less than 11 percent of institutions responding that they had no records related to our request. Considering roughly 40 percent of our requests are still unfulfilled, we expect the true amount is much higher.

Our findings are proof that critical race theory and DEI are a vast and growing

We calculated nearly \$500 million in possible DEI spending in California.

part of the California government. The data also indicate that this is not limited to the ivory tower of public academia. In fact, the majority of DEI dollars are spent by California’s state, county, and city governments. While it has also been popular to say that themes of critical race theory-framed DEI are not present in schools, the evidence from California begs to differ. More than \$36 million in taxpayer spending has been identified in the Golden State’s K-12 schools alone, from a small sample of only 16 responsive districts.

The following sections break down the full spending amounts by government category, including state, county, and city, as well as public higher education institutions and a sample of school districts.

Table 1. Summary of reported DEI spending in California.

| | Sum of Direct Spending | Sum of Adjacent Spending | Total |
|---------------------|-------------------------|--------------------------|-------------------------|
| Cities (71) | \$69,422,428.64 | \$17,925,985.28 | |
| Counties (30) | \$22,140,891.24 | \$88,100,912.73 | |
| Departments (37) | \$4,610,812.20 | \$157,427,544.37 | |
| Higher Ed (24) | \$67,688,357.84 | \$35,528,273.00 | |
| K-12 Districts (16) | \$20,432,002.36 | \$9,900,580.16 | |
| TOTAL | \$184,294,492.28 | \$308,883,295.54 | \$493,177,787.82 |

Note: Numbers in parentheses indicate the number of entities with responsive documents.

STATE-LEVEL SPENDING

DEI spending at the state government level totaled over \$171 million for the years and files included in our analysis. The totals by department and agency below are aggregated in Appendix Table 5 to include all years recorded in documents received by each entity. As expected, some of the largest figures came from single departments at the state level, given their budget size and scope of activities across the state. For example, the California State Assembly heard a bill in 2021 to appropriate \$10 million to create a statewide Office of Racial Equity.¹⁸

Analysis of the state-level spending on DEI issues confirms the overarching theme: DEI is an important issue for the California government because 50 percent of the state-level entities we requested gave a response of at least some spending on critical race theory-themed trainings, staff working on DEI, or other programs with a specific DEI focus. Another 34 percent of requests to state departments are also still outstanding to receive relevant records.

The expanse of DEI activity at the state level is encapsulated in the state-level Department of Education budget, which, in large part, oversaw the development,

passage, and implementation of the state's infamous Ethnic Studies Model Curriculum (ESMC), now a requirement for high school graduation. Spending on DEI-related activities related to this process has been ongoing since FY2017-18, and represents over \$1.3 million in budgeted state Department of Education spending since the program's inception.¹⁹ This does not include additional costs by individual school districts to implement the ESMC or develop their own ethnic studies curricula.

One of the largest takeaways from the state-level analysis is that DEI spending is present in numerous state departments and agencies regardless of the mission or goals of the agencies. For example, despite experiencing some of its worst-recorded forest fires and water shortages, California state government has spent a considerable amount of its environmental budget on strategic planning to include critical race theory in their operations.^{20,21} For example, the Department of Conservation spent nearly \$180,000 on executing DEI goals in FY2020-21. This included nearly \$88,000 in training geared toward critical race theory and racial equity themes from contractors

well connected within the state of California.^{22,23,24} In a set of emails obtained through the records request, Department of Conservation staff discuss the purchase of over \$9,000 worth of Ibram X. Kendi's book

One of the largest takeaways from the state-level analysis is that DEI spending is present in numerous state departments and agencies regardless of the mission or goals of the agencies.

How to be Anti-Racist, specifically to be handed out to staff including “Supervising” and “Senior” oil and gas engineers in the Department’s Geologic Energy Management division.²⁵ One email flags the purchase as “high priority.”

Similarly, the Department of Water Resources spent over \$414,000 on DEI goals over FY2020 and FY2021. This was part of a budget of \$854,000 for the Department’s Office of Workplace Equality in FY2020-21, which grew to over \$906,000 the following year. Within this budget was a full time “DEI staff person,” who earned \$163,639 in salary and benefits in FY2020-21 and \$171,747 in the following year.²⁶ The Department also conducted various anti-racism training sessions totaling \$53,000 over the two-year span.^{27,28}

Even departments and agencies with smaller budgets and seemingly straightforward departmental goals still presented multiple staff and contracts related to critical race theory activities in an effort to join the statewide trend. These include the state Department of Fish and Wildlife (with \$49,500 in contracts for “racial equity” trainings and workshops for employees), California High Speed Rail Authority (nearly \$29,000 in consultants budgeted in FY2021-22 as part of its effort to form a Diversity Task Force), and the state Environmental Protection Agency (over \$131,000 in consultants budgeted for FY2019-21).^{29,30,31,32,33,34,35,36}

On top of internal staff and employee training activities, various departments and agencies also participate in the Government Alliance for Race and Equity, which entails paying annual membership dues depending on staff size.³⁷ Some of the member entities that seem to be less related to the work of DEI include the Department of Resources, Recycling and Recovery (CalRecycle), the Department of Managed Health Care, and the California State Lands Commission.^{38,39,40}

COUNTY AND CITY SPENDING

Diversity, equity, and inclusion spending is vast and pervasive at the state level, and analysis of county and city-level public records revealed that DEI has become a layered cost for taxpayers. Not only do Californians fund DEI and critical race theory activities in the state’s capital, but the cost is bolstered by local spending, as well. Public spending on DEI-related activities totaled \$110 million at the county level, and nearly \$90 million at the city level over the span of this analysis. View a full breakdown of spending by county in Appendix Table 6, and by city in Appendix Table 7.

Just as the existence and amount of state-level spending did not correlate with a department’s mission or scope, the existence of DEI spending at the county and city level does not necessarily correlate with population or political prominence. While some of the top spenders on DEI activities

Analysis of county and city-level public records revealed that DEI has become a layered cost for taxpayers.

are certainly the state's largest cities, including Los Angeles, San Diego, San Jose and San Francisco, many smaller cities also participated in considerably large taxpayer spending on DEI activities. For example, Mill Valley, a city with a 2021 population of only about 14,000, spent almost \$217,000 in all directly-related DEI spending, 74 percent of which was dedicated to staff compensation for developing the city's Diversity, Equity, and Inclusion Work Plan.^{41,42} Arcata, a city of roughly 19,000 residents, spent over \$22,000 on DEI activities, of which \$18,000 was budgeted for a Racial Equity intern position.⁴³ Benicia, with a population of just over 27,000, budgeted over \$175,000 on DEI-related activities in FY2021-22 after passing a resolution "recognizing Benicia Black Lives Matter and consideration of actions to address unconscious bias."⁴⁴

Many counties and cities saw an uptick in spending and creation of DEI-related positions and programs beginning in FY2020. For example, Los Angeles County had one of the highest levels of DEI spending according to records received in this analysis, attributed to the creation of the "Anti-Racism, Diversity and Inclusion" initiative (ARDI) in 2020, with a goal to

"eliminate racism and bias in the County."⁴⁵ FY2020-21 saw an appropriation of \$1 million to the ARDI initiative, which nearly tripled the following year to \$2.9 million.⁴⁶ Salaries accounted for 36 percent and 48 percent of those yearly totals, respectively. Similarly, the county signed four contracts for a total of \$374,000 in FY2021-22 for consulting services to develop a "racial equity strategic plan" and county-wide staff training on "racial equity."^{47,48,49,50}

Sonoma County also established an "Office of Equity" in Summer 2020, calling it a "a meaningful step...in unseating racial inequity in our communities."⁵¹ The creation of this office is part of a five-year effort and funding found in the County's strategic plan, including an estimation of over \$475,000 for staff compensation for FY2020-21 and 2021-22 and \$7,000 for consulting services related to the new programming and other "bias" and "ethics" trainings.^{52,53,54,55} Other localities creating similar recent investments in DEI include Marin County (setting aside \$533,000 in budget hearings to support Office of Equity staff, "to become an Anti-racist, multicultural organization"), Santa Barbara County (which set aside \$500,000 during budget hearings to "support social and racial equity initiatives" in FY2020-21), and Kern County (which hired a Director of Diversity, Equity, and Inclusion with a salary of \$194,413 in FY2021-22).^{56,57,58,59,60}

EDUCATION SPENDING: PUBLIC UNIVERSITIES AND COLLEGES

California’s public higher education system is arguably where the state’s progressive movement toward the DEI industry began, from launching the first ethnic studies course in the nation in the late 1960s to requiring all students in the University of California and California State University systems to take ethnic studies courses to graduate. As critical race theory effectively began as an academic study of law, it is fitting that California’s higher education system is riddled with taxpayer-funded DEI activity. In activities covered by this analysis, twenty-three of California’s public colleges and universities accounted for nearly \$90 million in DEI-related spending, 18 percent of the state’s total. View the breakdown by institution in Appendix Table 9.

Like the state of California itself, DEI spending is layered among the tiers of public higher education institutions: not only do individual colleges and universities spend money for DEI and critical race theory-related activities on campus, but the larger administrative bodies of the systems do too. These numbers are generally larger and vague as presented in the California State Budget Act, but also provide a hefty baseline of DEI spending for the higher education sector.

Twenty-three of California’s public colleges and universities accounted for nearly \$103 million in DEI-related spending.

For example, the University of California (UC) Office of the President disclosed records totaling \$8.1 million on DEI spending since FY2017-18, including millions in “Moving Beyond Bias” training and other consulting regarding DEI in the workplace.^{61,62,63,64} In fact, the FY2020-21 budget committed \$2.5 million annually to further “anti-bias training,” “symposia on equity, diversity, and inclusion,” and “building allies among faculty members holding non-minority identities.”⁶⁵ The California State University (CSU) system had a budget of \$28 million for DEI-related activities in FY2021-22, \$18 million of which was for costs associated with implementing the Ethnic Studies requirement.⁶⁶ For the California Community Colleges Chancellor’s Office, the FY2021-22 budget included \$1 million for various training on cultural competency, bias and diversity.⁶⁷

In addition to these system-level appropriations, some of which may trickle down to individual campuses, many of the colleges and universities responded to their own public records request with additional DEI activities and spending. For example, UC San Francisco disclosed that their specific Office of Diversity and Outreach budgeted for \$7.4 million in expenses in FY2020-21, and UC San Diego’s Equity, Diversity and Inclusion Office budgeted \$5.8 million in

expenses in FY2021-22. CSU Sacramento’s Division of Inclusive Excellence spent \$1.2 million in FY2019-20.^{68,69,70}

Another common theme among higher education institutions is the creation of

high-paying leadership positions for DEI work. The following institutions that provided responsive DEI documents created similar high-ranking positions as part of their DEI spending, complete with six-figure salaries.

Table 3. California University DEI Leadership Positions and Compensation.

| Institution | Position Name | Compensation |
|--|--|---|
| UC Riverside | Vice Chancellor Diversity, Equity, & Inclusion | at least \$185,014.34 (2020-21) ⁷¹ |
| UC Merced | Associate Chancellor and Chief Diversity Officer | \$258,540.00 (2020-21) ⁷² |
| UC Los Angeles | Vice Chancellor for Equity and Inclusion ⁷³ | \$96,357 (2020-21) ⁷⁴ |
| UC San Diego | Vice Chancellor Equity and Inclusion ⁷⁵ | \$284,532 (2020-21) ⁷⁶ |
| UC Berkeley | Vice Chancellor Equity and Inclusion | \$283,353 (2020-21) ⁷⁷ |
| UC Irvine | Vice Chancellor Equity and Inclusion | \$282,400 (2020-21) ⁷⁸ |
| UC San Francisco | Vice Chancellor Equity and Inclusion | \$326,120 (2020-21) ⁷⁹ |
| UC Santa Barbara | Vice Chancellor Equity and Inclusion | \$70,500 (2020-21) ⁸⁰ |
| UC Davis | Vice Chancellor Equity and Inclusion | \$276,000 (2020-21) ⁸¹ |
| UC Bakersfield | Chief Diversity Officer & Special Assistant to the President ⁸² | at least \$167,272.93 (2019-20) ⁸³ |
| California Polytechnic University, San Luis Obispo | Interim Vice President for Diversity & Inclusion and Chief Diversity Officer ⁸⁴ | at least \$158,322.57 (2019-20) ⁸⁵ |
| CSU San Marcos | Chief Diversity Officer ⁸⁶ | - |
| CSU Northridge | Chief Diversity Officer ⁸⁷ | - |
| CSU Sonoma | Chief of Staff / Vice President for Strategic Initiatives and Diversity ⁸⁸ | \$224,544 (2021-22) ⁸⁹ |
| CSU Sacramento | VP for Inclusive Excellence/ University Diversity Officer ⁹⁰ | at least \$107,783.21 (2019-20) ⁹¹ |
| TOTAL | | At least \$2,720,739.05 |

EDUCATION: K-12 SCHOOL DISTRICTS

While DEI and related themes surrounding critical race theory have thoroughly captured California’s public higher education system, many still argue that such themes are not present in the state’s K-12 education. This analysis finds the opposite: records from 16 responsive school districts account for \$36 million in DEI spending in California.

Each of the responsive school districts reported some amount of DEI funding, indicating the widespread impact of California’s DEI movement. Several districts indicated proposals and announcements to develop their own “ethnic studies” curriculum requirements. San Francisco Unified School District (SFUSD) announced

this year it would adopt an ethnic studies curriculum, and correspondingly reports large figures of DEI spending.⁹² SFUSD more than doubled its budget and staff dedicated to implementing the new curriculum, growing from \$851,000 in FY2020-21 to over \$2.3 million in FY2021-22, and from 6.4 full-time equivalent staff to 16.4 in the same period.⁹³ San Bernardino was presented with a proposal to cost \$491,800 over three years to implement its own ethnic studies curriculum, developed alongside Ehecatl Wind Philosophy Consulting.⁹⁴ Similarly, Stockton Unified School District contracted with Ehecatl to develop its own Ethnic Studies curriculum, spending over \$56,000 to provide “a critical framework for cultivating culturally responsive and critically conscious teachers” and develop “curricula premised on sociocultural and sociopolitical awareness.”⁹⁵

School districts also engaged in staff training and contracted with outside consultants to achieve these trainings. Spending on DEI-related training reported by these 16 school districts totaled \$347,939.61 over the years FY2019-21. For example, Poway Unified School District budgeted \$53,712.50 to contract with the Anti-Defamation League on “anti-bias” trainings for ethnic studies and elementary school teachers, including an anti-bias event on a professional day.⁹⁶

...Many still argue that [DEI] themes are not present in the state’s K-12 education. This analysis finds the opposite...

Corona Norco Unified School District spent at least \$74,480.88 on “equity” trainings, including a federal grant of \$16,480.88 for its “Supporting Inclusive Practices project” and another \$58,000 on “comprehensive equity coaching, workshops, study sessions, and professional development to teachers and administrators.”^{97,98}

In the summer of 2021, news broke that Amazon donated copies of Ibram Kendi’s *How to be Anti-Racist* book to a Virginia school district.⁹⁹ Upon learning this, our team set up a second batch of records requests specifically asking for any donations or purchases of books famous for critical race theory components, including several Kendi works. As a result, many of the school districts responded that not only had they received large shipments of these books to supplement in-class and library materials, but they had in fact paid thousands of dollars for these texts. The following table shows examples of book titles and spending amounts on critical race theory books purchased by the school district.

Table 4. California School District DEI Book Purchases and Spending.

| School District | Sample Book Titles Purchased | Total Spending |
|--------------------------|--|--------------------|
| San Ramon Valley USD | <ul style="list-style-type: none"> • <i>Stamped by Jason Reynolds and Ibram X. Kendi</i> • <i>This Book is Anti-Racist By Tiffany Jewell</i> • <i>Pedagogy of the Oppressed by Paolo Freire</i> | \$1,368.94 |
| Irvine USD | <ul style="list-style-type: none"> • <i>This Book is Anti Racist: 20 Lesson on how to Wake Up</i> • <i>So you Want to talk about Race by Ijeoma Oluo</i> • <i>Why I'm No Longer Talking to White People About Race by Reni Lodge</i> • <i>The Power of Privilege: How White People Can Challenge Racism by June Sarpong</i> • <i>Blindspot: Hidden Biases of Good People by Mahzarin Banaji</i> | \$11,160.47 |
| San Juan USD | <ul style="list-style-type: none"> • <i>How to be An Anti-Racist by Ibram X Kendi</i> • <i>White Fragility by Robin DiAngelo</i> | \$4,838.08 |
| Santa Ana USD | <ul style="list-style-type: none"> • <i>How to be An Anti-Racist by Ibram X Kendi</i> • <i>The Bubbly Black Girl Sheds Her Chameleon Skin by Kirsten Childs</i> | \$9,485.79 |
| Clovis USD | <ul style="list-style-type: none"> • <i>Stamped by Ibram Kendi</i> • <i>How to be An Anti-Racist by Ibram X Kendi</i> | \$619.60 |
| Poway USD | <ul style="list-style-type: none"> • <i>This Book is Anti-Racist By Tiffany Jewell</i> | \$204.98 |
| Twin Rivers USD | <ul style="list-style-type: none"> • <i>Stamped by Ibram Kendi</i> • <i>So you Want to talk about Race by Ijeoma Oluo</i> • <i>Why Are All the Black Kids Sitting Together in the Cafeteria? – And other conversations about race by Beverly Daniel Tatum</i> • <i>Two faces of exclusion: the untold history of anti-Asian racism in the United States by Lon Kurashige</i> | \$5,106.28 |
| Sweetwater Union High SD | <ul style="list-style-type: none"> • <i>How to be An Anti-Racist by Ibram X Kendi</i> • <i>White Fragility by Robin DiAngelo</i> • <i>Stamped by Ibram Kendi</i> • <i>This Book is Anti-Racist By Tiffany Jewell</i> | \$8,140.46 |
| TOTAL | | \$40,924.60 |

Discussion of Results

The following sections explain some of the core themes we identified throughout the research and analysis process.

EXTREME IDEOLOGUES BEHIND DEI

Primarily, Americans should be concerned about the growing influence of DEI initiatives within government because it represents their tax dollars being used to fund ideas that are ideologically extreme and out-of-touch.

Notably, DEI experts seem united in depicting America as a racist and terrible place. For example, in October 2020, the California Department of Rehabilitation budgeted \$49,000 for DEI trainings from Deborah Ribera, a professor at CSU Los Angeles who argued “racism is an epidemic” in America.^{100,101} Only months later, in April 2021, Nevada County budgeted more than \$11,000 for DEI training from Tracy Pepper, a consultant who spent years as an SEIU community organizer.¹⁰² Pepper believes Americans are “murdered in the streets, in their beds, on playgrounds for merely being black” and agreed “many white people are horrible.”^{103,104} In 2020, the Stockton Unified School District hired Ehecatl Wind Philosophy, a consulting firm that offers “expertise” in ethnic studies and charges \$600 an hour.^{105,106,107} Verónica Valadez, a cofounder

of Ehecatl Wind Philosophy, previously claimed the United States continues to be a colonial and oppressive society.¹⁰⁸

DEI experts also commonly endorse extreme anti-police views, like the deeply unpopular movement to defund American police.¹⁰⁹ Consider the innocuously named National Training Institute on Race and Equality (NTIRE), which has secured contracts worth tens of thousands of dollars from several California state departments for equity training.^{110,111} In reality, NTIRE was founded by Bryant T. Marks, a former advisor to the Obama administration, who alleged some police want to jail all “young black and brown males,” while others feel “confident” they can get away with killing black people.¹¹² Unsurprisingly, Marks supports efforts to defund the police, stating “I agree with the intent.”¹¹³

More than one hundred thousand in taxpayer dollars intended for DEI work has also gone specifically to the Public Health Institute, a (PHI) California nonprofit that claims to work on “key areas in public health.”^{114,115,116,117} PHI states “racism is

a public health issue” and boasts on its website about having released policy briefs in support of defunding the police, including a guide on media tools for the movement.^{118,119} Since 2018, PHI has been a key player in the Capitol Collaborative on Race & Equity (CCORE), an official California government project for “embed[ing] racial equity approaches into” government institutions.¹²⁰ CCORE is funded by the California Endowment, a powerful leftist group that supports reducing funding to police and has given millions towards activist groups working on issues like defunding the police.^{121,122,123,124}

DEI experts – funded by taxpayer dollars – also seem particularly focused on turning schools into laboratories for progressive viewpoints.

Many California governmental bodies even promoted Ibram Kendi, a controversial “antiracist scholar” who has outlandishly argued cutting the capital gains tax is racist and defended discrimination so long as it creates “equity.”^{125,126,127} As an example of Kendi’s academic contributions to contemporary debates, look to the time he suggested Supreme Court Justice Amy Coney Barrett is a white colonizer because she adopted orphaned children from Haiti.¹²⁸ To date, California school districts have spent thousands acquiring copies of Kendi’s books, and in July 2020, California State University-Sacramento paid \$15,000

for Kendi to come speak.^{129,130,131,132} Perhaps most outrageously, the California Department of Conservation spent thousands acquiring copies of Kendi’s books, including some given to oil and gas engineers as part of a “state oil and gas supervisors racial equity plan.”¹³³ It is unclear whether reading Kendi helped the engineers tackle California’s power shortages that summer.¹³⁴

DEI experts – funded by taxpayer dollars – also seem particularly focused on turning schools into laboratories for progressive viewpoints. In June 2020, Bryant T. Marks of NTIRE called for teaching children as young as age 10 about white privilege and systemic racism.¹³⁵ Deborah Ribera, who was contracted by the California Department of Rehabilitation, cites mandatory school testing as an example of “white privilege” and argued K-12 schools should be “obligated to teach white students how to be actively anti-racist.”^{136,137} In order to advance DEI, the Sacramento City School District has ordered books like *My Princess Boy*, about a boy who likes wearing dresses and a “princess tiara.”^{138,139} The school district also ordered books like *The Civil Rights Movement*, which includes NFL player Colin Kaepernick among its list of American notable civil rights activists, and *More Than A Game*, which credits Kaepernick with “shining a spotlight” on police violence “at great cost to himself.”^{140,141,142}

Other school districts, like the Sweetwater Union High School District, the Irvine Unified School District, the San Juan Unified School District, and the San Diego Unified School District, spent money acquiring copies of books written by Robin DiAngelo, an anti-racist educator who has been accused of presenting such oversimplified views of minority races that it resembles white supremacy.^{143,144,145,146,147} In 2020, the Poway Unified School District even put DiAngelo's *White Fragility* on a summer reading list.¹⁴⁸

HOW DEI SABOTAGES GOVERNMENT

While state tax dollars are being used to fund hundreds of thousands of dollars in political wackiness, they are also helping well-connected insiders and activists get rich.

The Public Health Institute (PHI) has secured more than one hundred thousand in DEI-related government contracts from California state departments.^{149,150,151} The organization boasts about supporting the “defund the police” movement.¹⁵² PHI has a long history of publicly advocating for Democrats and Democrat-backed policies, including endorsing Governor Gavin Newsome (D-CA)’s “bold vision” and calling President Joe Biden’s victory in the 2020 election “democracy” “[prevailing].”^{153,154} PHI also supports the Paris Climate Accord, applauded COVID-19 vaccine mandates for school children, and has given hundreds of thousands of dollars to the Tides Center,

“a liberal dark money behemoth” that in turn bankrolls left-wing groups like Black Lives Matter.^{155,156,157,158} Unsurprisingly, PHI’s employees have themselves made hundreds of thousands of dollars of political contributions to Democratic Party causes and candidates at the state and federal level.^{159,160}

While state tax dollars are being used to fund hundreds of thousands of dollars in political wackiness, they are also helping well-connected insiders and activists get rich.

A similar story emerges with CPS HR Consulting, an independent government agency that provides human resources services to other federal, state, and local governments.^{161,162} CPS HR’s employees have given tens of thousands of dollars’ worth of political contributions to Democratic Party causes and candidates at the state and federal level, and in 2017, the California Democratic Office of Communications and Outreach tasked the firm with hiring a new deputy director of communications.^{163,164,165} That same year, California State Senate Leader Kevin De León (D-CA) put CPS HR in charge of a review of the state Senate’s policies on harassment, after repeated allegations of sexual harassment.^{166,167,168,169,170,171} Even though government agencies have given CPS HR more than \$150,000 in contracts for

DEI-related work, CPS HR only announced the creation of a DEI team in August 2020.^{172,173,174,175,176,177,178} CPS HR's DEI team included Jacques Whitfield, a disgraced lawyer who was repeatedly disciplined by the California Supreme Court before being disbarred entirely in 2015, and Karen Evans, a former dean at Kaplan University, the embattled for-profit university that faced accusations of fraud and federal investigations.^{179,180,181,182}

Some DEI experts have played both sides of the issue simultaneously, by advocating for the very policies for which they provide consulting services.

Other California governmental agencies have outsourced their DEI work to Democratic insiders or progressive activists posing as consultants. In June 2020, the California Government Operations Agency spent more than \$107,000 hiring Alana Troutt as a “special consultant.”¹⁸³ Troutt left her longtime job as a legislative director for Democratic State Rep Jones-Sayer (D-CA) a year earlier.^{184,185} In FY2021-22, Nevada County budgeted \$11,033 for equity discussions with Tracy Pepper, a former SEIU community organizer who campaigned for “social justice” and “environmental justice.”¹⁸⁶

Some DEI experts have played both sides of the trend simultaneously, by advocating for the very policies for which they provide consulting services. In November 2020, the

Stockton Unified School District budgeted \$56,400 for consulting services from Ehecattl Wind Philosophies, a consulting firm that offers “expertise” in ethnic studies and charges \$600 an hour.^{187,188,189} Ehecattl Wind Philosophies was co-founded by Gabriel Orosco, the president of the El Rancho Unified school board and a self-declared advocate for requiring ethnic studies before students can graduate.¹⁹⁰ Ehecattl Wind Philosophies’ other cofounder, Veronica Valadez, is an organizer with Ethnic Studies Now coalition, which played a key role convincing the California legislature to mandate a ethnic studies model curriculum.^{191,192} California’s model curriculum has drawn intense scrutiny for promoting radical or even anti-Semitic views, including arguing capitalism is racist or suggesting Jews control the media.^{193,194} In July 2021, Ehecattl Wind Philosophies proposed San Bernardino’s school district pay them nearly \$500,000 to help the school district comply with the new ethnic studies requirement.¹⁹⁵

Even universities and university professors are cashing in on the trend. In February 2020, Chico County paid for an implicit bias training from Robert Jones, a professor at CSU Chico whose responsibilities at the school included a training on “confronting our biases.”^{196,197} In July 2020, the California Department of Conservation budgeted \$20,000 for implicit bias and microaggression training sessions from Mikael Villalobos.¹⁹⁸ Villalobos is highly

qualified: he is the associate chief diversity officer at the University of California-Davis.¹⁹⁹ Speaking of UC Davis, the school's department of continuing and professional education now offers "comprehensive DEI programs."²⁰⁰ UC Davis' DEI trainings have been sought out by both Tuolumne County and Fresno County.^{201,202}

THE DEI SCAM

Perhaps unsurprisingly, the implementation of DEI initiatives by many governmental agencies has been lackluster. Whether it is unclear project goals, ambiguous definitions of DEI, or plain wasteful spending, taxpayers should demand more transparency and more respect for their money.

The most pressing question to ask is whether many government agencies even know what DEI is. In its FY2021-22 budget, California State University-Sacramento cited hundreds of thousands of dollars on "legal services" and "legal settlements" as examples of DEI spending. In other instances, agencies were only to give ambiguous answers about which employees were involved in DEI-initiatives. For example, California Polytechnic University-Pomona claimed several senior officials at the university, including two associate vice presidents, "worked on issues related to" DEI.²⁰³ Similarly, Nevada County only stated "multiple staff members" "have worked on DEI issues," and Sonoma County argued

The implementation of DEI initiatives by many governmental agencies has been lackluster.

many of its positions "touch upon" DEI issues, including all 70 employees on the "core equity team."^{204,205} Ironically, Tulare County's DEI-responsive records included a list of its 2020 Cultural Celebrations, which featured "Forrest Gump Day (Shrimp)."²⁰⁶

Several entities even asked for clarification about what DEI means, in response to the information requests that we submitted. California's Office of Legal Ethics and Accountability asked for clarification about what DEI-related issues are, while the Board of State and Community Corrections asked if we could define DEI.^{207,208} Colusa and Plumas Counties both asked for clarification about what DEI stands for, and Moreno Valley's unified school district questioned if DEI referred to "ethnic diversity."^{209,210,211} Many cities were confused about what DEI means: Lathrop, and Hayward also followed up asking for more information about DEI and DEI-related issues.^{212,213}

DEI-related spending has also rapidly grown inside these government agencies – with seemingly no discussion about how integral it is to these agencies doing their job. In the most egregious examples, DEI spending seems to have eclipsed the very reason why these agencies exist. To date, the city of Mill Valley has spent \$216,000 on "DEI-related initiatives" – a shocking amount for a city

with around 14,000 residents.^{214,215} That is the equivalent of a DEI tax of more than \$15 per person. Equally egregious is the more than \$7 million that Sweetwater Union High School District has budgeted towards a “culture of equity and inclusion,” or the \$100,000 budgeted for crisis response and professional development training that has “an emphasis on race consciousness.”^{216,217} That is a lot of money for a school district that has been plagued by serious budgetary issues, and whose credit rating was downgraded just last year.²¹⁸

It remains unclear what exactly this DEI spending is even doing to help these government agencies operate. The California Board of Equalization underspent its allotted DEI budget in 2020 and 2021 by more than \$90,000.²¹⁹ The reason for this is because the department went a full year without an Equal Employment Officer, contradicting the information provided in the Public Records Act response. Despite going a year without its DEI staffer, the department seemed to survive just fine.^{220,221}

Several entities asked for clarification about what DEI means, in response to the information requests we submitted.

In other instances, it seems that government agencies are paying more for the DEI brand than anything else. In

October 2020, California State University-San Marcos paid for Gregory Vincent to give a DEI-related keynote.²²² Only two years earlier, in 2018, Vincent was forced to resign as president of Hobart and William Smith Colleges after being caught plagiarizing his doctoral dissertation.²²³

THE BILLION DOLLAR MYSTERY

Regardless of how one feels about DEI initiatives within government, governments should strive to be responsive to their constituents and taxpayers. Yet, many agencies seemed disinterested in complying with their legal obligations under California’s Public Records Act. Especially at a time when DEI has become a salient political issue nationally, the opaqueness begs obvious questions about what governments are trying to hide.

Often, responses to the requests included suspiciously non-DEI work among the responsive records, suggesting DEI initiatives may have infiltrated core government responsibilities. For example, Madera County provided a list of dozens of employee trainings, all cited as possibly “DEI related [sic].”²²⁴ Some of the trainings included in this list were “Respect Courtesy and Skillful Use of Authority,” “Civil Rights Online,” and “Civil Rights Investigation.” Similarly, San Luis Obispo County classified the tens of thousands of dollars in grants it gave to the

environmental group Ecologistics under “DEI.”^{225,226} Other records inexplicably categorized as DEI-responsive included more than \$300,000 budgeted by Plumas County for a “countywide behavioral health training program” and nearly \$3 million budgeted by CalFIRE for “statewide leadership training services” from Ken Blanchard Companies, which offers DEI services.^{227,228,229}

At a time when DEI has become a salient political issue nationally, the opaqueness begs obvious questions about what governments are trying to hide.

Inversely, many universities provided essentially no information at all. California Polytechnic State University, San Luis Obispo, Cal State Maritime, California State University-East Bay, San Diego State University, University of California-San Diego, and University of California-Santa Cruz all simply provided copies of their

annual budgets, essentially decreeing no greater transparency will be given into their internal DEI initiatives beyond what they already have chosen to release publicly.^{230,231,232,233,234,235}

An overwhelming number of departments or agencies simply have yet to respond to the requests altogether. We submitted requests to 391 various governments within California throughout the month of July.

Even though months have passed since then, and the California Public Records Act allows agencies to delay only under “unusual circumstances,” over one hundred agencies have yet to submit

responses.²³⁶ Additionally, of the 271 total responses received, 42 proclaimed they had no response documents at all and 39 delayed. In total, that means roughly half of the requests filed resulted in either no response to date, or no documents given at all.

Appendix

Table 5. DEI Spending by State Department

| Department or Agency | Fiscal Year | DEI-Adjacent Total | DEI-Direct Total | Grand Total |
|---|-------------|--------------------|------------------|------------------|
| Department of Public Health | 2021-22 | \$148,970,478.80 | \$75.00 | \$148,970,553.80 |
| Office of Racial Equity | 2021-22 | \$10,000,000.00 | \$0.00 | \$10,000,000.00 |
| Department of Health and Human Services | 2021-22 | \$3,000,000.00 | \$0.00 | \$3,000,000.00 |
| Department of Education | 2017-22 | \$0.00 | \$1,331,000.00 | \$1,331,000.00 |
| Department of Rehabilitation | 2020-22 | \$1,097,772.21 | \$32,341.88 | \$1,130,114.09 |
| Department of Corrections & Rehab. | 2020-22 | \$1,097,772.21 | \$32,341.88 | \$1,130,114.09 |
| Office of Emergency Services | 2020-21 | \$733,155.00 | \$0.00 | \$733,155.00 |
| CalPERS | 2018-23 | \$0.00 | \$631,727.13 | \$631,727.13 |
| Department of Managed Health Care | 2020-22 | \$572,000.00 | \$13,880.00 | \$585,880.00 |
| CalFIRE | 2021-22 | \$577,202.60 | \$0.00 | \$577,202.60 |
| Department of Housing and Community Development | 2018-22 | \$489,998.00 | \$0.00 | \$489,998.00 |
| Office of Planning and Research | 2019-20 | \$430,000.00 | \$29,999.00 | \$459,999.00 |
| Department of Water Resources | 2020-22 | \$0.00 | \$414,006.17 | \$414,006.17 |
| CalRecycle | 2020-21 | \$0.00 | \$340,488.90 | \$340,488.90 |
| Labor and Workforce Development Agency | 2019-21 | \$300,312.00 | \$0.00 | \$300,312.00 |
| California State Teachers Retirement System (CalSTRS) | 2019-21 | \$0.00 | \$284,551.99 | \$284,551.99 |
| Department of Conservation | 2020-21 | \$0.00 | \$179,756.46 | \$179,756.46 |
| California Government Operations Agency | 2019-20 | \$0.00 | \$164,383.00 | \$164,383.00 |
| California Arts Council | 2020-21 | \$0.00 | \$154,880.47 | \$154,880.47 |
| Office of Environmental Health Hazard Assessment | 2019-21 | \$0.00 | \$130,988.00 | \$130,988.00 |
| Department of Social Services | 2018-21 | \$0.00 | \$120,527.18 | \$120,527.18 |
| Board of State & Community Corrections | 2020-21 | \$100,000.00 | \$0.00 | \$100,000.00 |
| Board of Equalization | 2019-21 | \$0.00 | \$69,808.77 | \$69,808.77 |
| Department of General Services | 2020-21 | \$0.00 | \$53,148.00 | \$53,148.00 |
| Department of Fish and Wildlife | 2019-21 | \$0.00 | \$49,500.00 | \$49,500.00 |
| Department of Aging | 2020-21 | \$0.00 | \$45,500.00 | \$45,500.00 |
| California Conservation Corps | 2020-21 | \$0.00 | \$36,000.00 | \$36,000.00 |

| | | | | |
|-------------------------------------|---------|------------|-------------|-------------|
| California High Speed Rail | 2021-22 | \$0.00 | \$29,300.00 | \$29,300.00 |
| Department of Finance | 2020-21 | \$0.00 | \$27,875.00 | \$27,875.00 |
| Department of Fair Emp. and Housing | 2020-21 | \$0.00 | \$7,575.00 | \$7,575.00 |
| Department of Motor Vehicles | 2020-21 | \$0.00 | \$7,451.25 | \$7,451.25 |
| Office of the Public Defender | 2020-21 | \$7,275.00 | \$0.00 | \$7,275.00 |
| Department of Insurance | 2020-21 | \$342.56 | \$2,618.00 | \$2,960.56 |
| State Lands Commission | 2020-21 | \$0.00 | \$2,500.00 | \$2,500.00 |
| Department of Pesticide Regulation | 2020-21 | \$0.00 | \$100.00 | \$100.00 |
| Department of Consumer Affairs | 2020-21 | \$0.00 | \$50.00 | \$50.00 |
| Office of the Lt. Gov | 2020-21 | \$0.00 | \$25.00 | \$25.00 |

Table 6. DEI Spending by County.

| Counties | Fiscal year | DEI-Adjacent Total | DEI-Direct Total | Grand Total |
|----------------------|-------------|--------------------|------------------|-----------------|
| Santa Barbara County | 2020-22 | \$79,269,400.00 | \$1,050,769.99 | \$80,320,169.99 |
| Los Angeles County | 2020-22 | | \$4,313,000.00 | \$4,313,000.00 |
| Madera County | 2020-21 | \$3,914,409.00 | \$20,000.00 | \$3,934,409.00 |
| Humboldt County | 2019-22 | | \$3,576,342.24 | \$3,576,342.24 |
| San Francisco | 2019-23 | \$408,000.00 | \$3,097,396.00 | \$3,505,396.00 |
| Marin County | 2020-22 | \$420,000.00 | \$2,975,876.02 | \$3,395,876.02 |
| Mendocino County | 2019-21 | | \$3,165,715.37 | \$3,165,715.37 |
| Sacramento County | 2019-21 | \$3,103,162.00 | \$21,275.00 | \$3,124,437.00 |
| Lake County | 2019-21 | | \$1,038,173.18 | \$1,038,173.18 |
| San Joaquin County | 2021-22 | | \$712,579.00 | \$712,579.00 |
| Plumas County | 2020-21 | \$325,986.00 | \$325,986.00 | \$651,972.00 |
| Sonoma County | 2020-22 | | \$557,418.44 | \$557,418.44 |
| Fresno County | 2020-21 | | \$269,260.00 | \$269,260.00 |
| Contra Costa County | 2018-22 | | \$220,698.19 | \$220,698.19 |
| Orange County | 2021-22 | \$207,524.00 | | \$207,524.00 |
| Kern County | 2021-22 | | \$194,413.00 | \$194,413.00 |
| Nevada County | 2020-22 | | \$189,317.09 | \$189,317.09 |
| Tulare County | 2020-22 | \$183,250.00 | | \$183,250.00 |
| Monterey County | 2019-22 | | \$150,000.00 | \$150,000.00 |

| | | | | |
|-------------------|---------|--------------|--------------|--------------|
| Mariposa County | 2019-21 | \$131,792.00 | | \$131,792.00 |
| Butte County | 2020-22 | | \$100,762.42 | \$100,762.42 |
| Trinity County | 2020-21 | | \$75,000.00 | \$75,000.00 |
| Tuolumne County | 2020-22 | \$56,860.00 | \$17,095.00 | \$73,955.00 |
| Sutter County | 2019-21 | \$37,754.79 | \$17,000.00 | \$54,754.79 |
| Riverside County | 2019-21 | \$42,774.94 | | \$42,774.94 |
| Del Norte County | 2020-21 | | \$29,491.00 | \$29,491.00 |
| Napa County | 2019-21 | | \$10,000.00 | \$10,000.00 |
| Glenn County | 2019-20 | | \$8,937.30 | \$8,937.30 |
| San Benito County | 2020-21 | | \$3,000.00 | \$3,000.00 |
| Colusa County | 2020-21 | | \$1,386.00 | \$1,386.00 |

Table 7. DEI Spending by City.

| Cities | Fiscal year | DEI-Adjacent Total | DEI-Direct Total | Grand Total |
|--------------------|-------------|--------------------|------------------|-----------------|
| Los Angeles | 2018-22 | | \$40,536,385.00 | \$40,536,385.00 |
| Oakland | 2016-22 | \$6,576,705.76 | \$2,766,448.07 | \$9,343,153.83 |
| San Diego | 2020-21 | | \$7,349,504.00 | \$7,349,504.00 |
| Long Beach | 2019-21 | \$4,075,611.00 | \$2,092,230.00 | \$6,167,841.00 |
| Sacramento | 2019-22 | \$5,645,568.31 | \$264,224.78 | \$5,909,793.09 |
| San Francisco | 2021-22 | | \$4,995,000.00 | \$4,995,000.00 |
| San Jose | 2019-22 | | \$4,719,791.37 | \$4,719,791.37 |
| Santa Rosa | 2021-22 | \$10,800.00 | \$1,310,180.00 | \$1,320,980.00 |
| Fresno | 2020-21 | | \$1,204,934.25 | \$1,204,934.25 |
| Adelanto | 2021-22 | | \$972,696.00 | \$972,696.00 |
| Buena Park | 2020-21 | \$926,000.00 | | \$926,000.00 |
| Desert Hot Springs | 2021-22 | | \$822,160.00 | \$822,160.00 |
| Walnut Creek | 2020-21 | | \$639,600.00 | \$639,600.00 |
| San Luis Obispo | 2020-21 | | \$481,660.00 | \$481,660.00 |
| Commerce | 2021-22 | | \$416,870.00 | \$416,870.00 |
| Santa Barbara | 2019-21 | | \$409,605.00 | \$409,605.00 |
| Redding | 2020-21 | \$197,374.14 | \$139,410.18 | \$336,784.32 |
| Fremont | 2020-22 | \$220,503.56 | \$65,271.30 | \$285,774.86 |
| Mill Valley | 2020-21 | | \$216,940.00 | \$216,940.00 |

| | | | | |
|------------------|---------|-------------|--------------|--------------|
| San Bernardino | 2021-22 | | \$211,500.00 | \$211,500.00 |
| Livermore | 2020-21 | | \$195,150.00 | \$195,150.00 |
| Benicia | 2021-22 | \$75,000.00 | \$97,000.00 | \$172,000.00 |
| Palm Springs | 2019-20 | | \$149,397.90 | \$149,397.90 |
| Hayward | 2020-21 | | \$133,000.00 | \$133,000.00 |
| Redwood City | 2020-21 | | \$129,082.85 | \$129,082.85 |
| Lakewood | 2020-22 | | \$123,391.57 | \$123,391.57 |
| Rancho Cucamonga | 2020-22 | | \$104,945.00 | \$104,945.00 |
| Clearlake | 2019-20 | | \$98,890.43 | \$98,890.43 |
| Coachella | 2019-20 | | \$93,783.26 | \$93,783.26 |
| Pasadena | 2020-21 | | \$88,499.00 | \$88,499.00 |
| Eastvale | 2020-22 | \$63,200.00 | \$21,085.04 | \$84,285.04 |
| Richmond | 2020-21 | | \$76,000.00 | \$76,000.00 |
| Modesto | 2020-21 | | \$75,000.00 | \$75,000.00 |
| Vacaville | 2020-22 | | \$73,388.00 | \$73,388.00 |
| Carlsbad | 2018-21 | \$35,000.00 | \$36,900.00 | \$71,900.00 |
| Dublin | 2021-22 | \$41,250.00 | \$30,050.00 | \$71,300.00 |
| Stockton | 2019-22 | | \$70,626.00 | \$70,626.00 |
| El Cajon | 2020-21 | | \$51,459.98 | \$51,459.98 |
| Sunnyvale | 2020-21 | \$30,000.00 | \$20,000.00 | \$50,000.00 |
| Glendale | 2020-21 | | \$42,864.25 | \$42,864.25 |
| Brentwood | 2019-22 | | \$40,140.00 | \$40,140.00 |
| Chula Vista | 2019-20 | | \$35,000.00 | \$35,000.00 |
| Santee | 2020-21 | | \$33,950.00 | \$33,950.00 |
| Roseville | 2020-21 | | \$33,000.00 | \$33,000.00 |
| Fairfield | 2020-21 | | \$27,300.00 | \$27,300.00 |
| Irvine | 2017-22 | \$25,224.51 | \$1,650.00 | \$26,874.51 |
| Lafayette | 2020-21 | | \$25,040.00 | \$25,040.00 |
| Arcata | 2020-21 | | \$22,350.00 | \$22,350.00 |
| Isleton | 2020-21 | | \$22,000.00 | \$22,000.00 |
| Murrieta | 2020-21 | | \$20,567.38 | \$20,567.38 |
| Tiburon | 2020-21 | | \$15,450.00 | \$15,450.00 |
| San Mateo | 2020-21 | | \$14,295.00 | \$14,295.00 |
| Los Gatos | 2020-22 | | \$13,208.20 | \$13,208.20 |
| Cupertino | 2020-21 | | \$12,735.32 | \$12,735.32 |

| | | | | |
|---------------|---------|------------|-------------|-------------|
| Gilroy | 2020-21 | | \$11,650.00 | \$11,650.00 |
| Tracy | 2019-20 | | \$11,626.56 | \$11,626.56 |
| Newport Beach | 2020-22 | | \$8,790.00 | \$8,790.00 |
| Santa Clara | 2020-21 | | \$8,700.00 | \$8,700.00 |
| San Rafael | 2019-22 | | \$7,300.00 | \$7,300.00 |
| Cypress | 2020-22 | | \$6,928.00 | \$6,928.00 |
| Burbank | 2021-22 | | \$6,890.00 | \$6,890.00 |
| Fullerton | 2021-22 | | \$5,820.00 | \$5,820.00 |
| Downey | 2018-19 | \$3,750.00 | | \$3,750.00 |
| Paso Robles | 2020-21 | | \$3,449.66 | \$3,449.66 |
| Chico | 2020-21 | | \$1,020.00 | \$1,020.00 |
| Concord | 2020-21 | | \$1,000.00 | \$1,000.00 |
| Camarillo | 2021-22 | | \$249.00 | \$249.00 |
| Westminster | 2020-21 | | \$125.00 | \$125.00 |

Table 8. DEI Spending by School District.

| School Districts | Fiscal Year | DEI-Adjacent Total | DEI-Direct Total | Grand Total |
|--------------------------------------|-------------|--------------------|------------------|-----------------|
| Oakland Unified | 2021-24 | \$12,637,079.50 | | \$12,637,079.50 |
| Sweetwater Union High | 2019-22 | \$100,000.00 | \$11,380,285.98 | \$11,480,285.98 |
| San Francisco Unified | 2020-22 | \$2,630,003.00 | \$5,635,031.00 | \$8,265,034.00 |
| San Juan Unified | 2020-21 | | \$1,223,895.10 | \$1,223,895.10 |
| Fresno Unified | 2020-21 | | \$515,233.39 | \$515,233.39 |
| San Bernardino Unified | 2021-24 | | \$491,800.00 | \$491,800.00 |
| Sacramento City Unified | 2020-21 | | \$459,102.59 | \$459,102.59 |
| Twin Rivers Unified | 2020-22 | | \$419,299.47 | \$419,299.47 |
| Stockton Unified | 2020-21 | \$170,209.16 | \$56,400.00 | \$226,609.16 |
| Corona-Norco Unified School District | 2019-22 | \$100,000.00 | \$74,480.88 | \$174,480.88 |
| Poway Unified | 2020-21 | | \$122,167.48 | \$122,167.48 |
| San Ramon Valley Unified | 2020-21 | | \$27,776.44 | \$27,776.44 |
| Irvine Unified | 2020-21 | | \$16,246.61 | \$16,246.61 |
| Santa Ana Unified | 2021-22 | | \$9,581.47 | \$9,581.47 |
| Clovis Unified | 2020-21 | | \$619.60 | \$619.60 |
| San Diego Unified | 2020-21 | | \$82.35 | \$82.35 |

Table 9. DEI Spending by Public University/College.

| School | Fiscal Year | DEI-Adjacent Total | DEI-Direct Total | Grand Total |
|---|-------------|--------------------|------------------|-----------------|
| California State University (CSU) System | 2021-22 | \$10,000,000.00 | \$18,000,000.00 | \$28,000,000.00 |
| UC San Francisco | 2019-21 | | \$12,194,120.00 | \$12,194,120.00 |
| UC San Diego | 2020-22 | \$2,561,681.00 | \$7,757,597.00 | \$10,319,278.00 |
| University of California (UC) System | 2017-21 | \$3,900,000.00 | \$4,356,212.00 | \$8,256,212.00 |
| UC Los Angeles | 2020-21 | | \$5,368,423.00 | \$5,368,423.00 |
| California Polytechnic University San Luis Obispo | 2019-21 | | \$4,232,901.00 | \$4,232,901.00 |
| CSU Sacramento | 2019-21 | | \$2,678,319.00 | \$2,678,319.00 |
| CSU Northridge | 2019-21 | | \$2,629,771.00 | \$2,629,771.00 |
| UC Davis | 2020-21 | | \$2,417,292.14 | \$2,417,292.14 |
| Cal Polytechnic University | 2020-21 | | \$2,037,015.00 | \$2,037,015.00 |
| CSU San Diego | 2019-2020 | | \$2,039,191.00 | \$2,039,191.00 |
| California Polytechnic University Pomona | 2020-21 | | \$1,865,132.00 | \$1,865,132.00 |
| CSU Sonoma | 2019-22 | \$1,341,022.25 | | \$1,341,022.25 |
| UC Riverside | 2019-21 | | \$1,279,178.96 | \$1,279,178.96 |
| California Community College System (CCCCO) | 2021-22 | \$1,000,000.00 | | \$1,000,000.00 |
| Cal State San Marcos | 2019-21 | | \$875,331.00 | \$875,331.00 |
| UC Merced | 2020-21 | \$2,826.00 | \$802,645.00 | \$805,471.00 |
| UC Santa Barbara | 2019-21 | \$760,993.00 | \$110,500.00 | \$871,493.00 |
| CSU Humboldt | 2019-21 | | \$547,897.16 | \$547,897.16 |
| CSU Monterey Bay | 2020-21 | | \$413,334.00 | \$413,334.00 |
| CSU Channel Islands | 2020-21 | | \$145,575.00 | \$145,575.00 |
| CSU Bakersfield | 2020-21 | | \$12,789.58 | \$12,789.58 |

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