

Diversity, Equity and Inclusion at the Governor's Office of Business and Economic Development (GO-Biz)

At GO-Biz, we are committed to fostering an environment that welcomes and embraces individuals from diverse cultures, life experiences, backgrounds, and workplace competencies to support our mission - promoting economic development and the creation of jobs.

As a part of our diversity, equity, and inclusion efforts, we:

- Mandated implicit bias training for all staff to combat unconscious bias in hiring, recruitment, and other aspects of employment.
- Expanded Quick Start Guides: GO-Biz has been producing informational guides to assist entrepreneurs in setting up different kinds of businesses. Ongoing funding was provided in the 22-23 budget for translation services to translate existing guides into languages other than English, expand the number of guides, and maintain the guides over time.

Below includes information relating to our programs and their diversity, equity, and inclusion efforts.

California Competes Tax Credit (CalCompetes)

- Is an income tax credit available to businesses that want to locate in California or stay and grow in California and create quality, full-time jobs in the state.
- Criteria to receive an award includes priority for companies who commit to creating jobs in areas with very high unemployment / poverty rates, demonstrate a commitment to diversity and inclusion efforts, and provide training for staff to support upward mobility.
 - [California Competes Tax Credit FAQ](#)
 - [California Competes Tax Credit Application Workshop Fiscal Year 2022-2023](#)

Community Reinvestment Grant Program

- GO-Biz awards grants to local health departments and qualified community-based nonprofit organizations to support the following activities for communities disproportionately affected by past federal and state drug policies, also known as the War on Drugs (WoD):
 - Job placement
 - Mental health treatment
 - Substance use disorder treatment
 - System navigation services
 - Legal services to address barriers to reentry
 - Linkages to medical care

Cannabis Equity Grants Program for Local Jurisdictions

- The purpose of the program is to advance economic justice for populations and communities harmed by cannabis prohibition by providing support to local jurisdictions as they promote equity and eliminate barriers to entry in the regulated cannabis industry for their equity program applicants and licensees.

The California Office of Small Business Advocate (CalOSBA) promotes equity through all of its grant programs.

- Technical Assistance Program – more than 100 centers fill gaps in access by providing new or enhanced services to underserved small businesses, including women, people of color and veteran-owned businesses and businesses in low-wealth, rural and disaster-impacted communities included in a state or federal emergency declaration or proclamation. Each center employs specific strategies, goals, and metrics to achieve increased numbers of underserved clients through equity action plans.

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- Accelerate California Inclusive Innovation Hubs – with a focus on diversity, equity, and inclusion; the program accelerates technology and science-based firms in key industry areas with a strong outreach focus on diverse founders, including women and people of color, and underserved geographies and regions. IHub designees offer diverse entrepreneurs the opportunity to develop and grow their innovative ideas by bridging the connection to local networks and communities and increasing access to critical advising and training services.
- The State Small Business Credit Initiative (SSBCI) has an eligibility component that requires a Diversity, Equity, and Inclusion Action Plan. The plan calls for an actionable strategy and specific steps to diversify the client pool, provide culturally competent outreach, intake, and technical assistance and include unserved, underserved, disinvested, and disadvantaged business groups. The plan will focus on target populations and geographies, in-language services, disparities addressed and associated data points.
- Entrepreneurship and Economic Mobility Task Force – this dynamic and diverse group of leaders are focused on policy and programs that Democratize Access to Capital, Diversify the Innovation Economy and Drive Economic Mobility and Wealth creation through entrepreneurship.

International Affairs

- One time funding provided for a competitive grant program via the 22-23 budget. The grant provides seed funding to cities or counties for programs that provide support to immigrants and immigrant owned businesses.
- Export Training Network Expanded: Funding was provided in the 22-23 budget to expand the Export Training Network that assists small business owners export products to other countries, which can be an important component of economic resiliency for small business owners. This expansion focuses on ensuring access to exporting is inclusive, including mentoring and supporting the export capabilities of underserved small business owners and immigrant and refugee entrepreneurs and small business owners.
- Establish new Immigrant Integration focused position: The Immigrant Integration Program Manager is a newly created position within the International Affairs and Trade team and provides support to administer grant programs and coordinate other immigrant integration focused activities, including interagency coordination.