

# CAL-IPGCA COHORT 2021 INNOVATION PRIORITIES (IPS):

*"Our futures are inside of us; it is the decisions we make."*—Governor Newsom, June 15, 2020

## IP #7: SACNetwork: TELEWORKING IN CALIFORNIA

**PROBLEM STATEMENT:** The shift toward remote work (i.e., work that takes place away from the office) is happening much sooner than anticipated. Government organizations are inadequately prepared for the increasing necessity of tele-work employment. Organizations need solid remote employment best practices in order to adapt to needs of the current environment and the ways work itself is changing.

**BACKGROUND:** Thought leaders on the future of work have long anticipated a shift to a more distributed and remote workforce. However the COVID-19 pandemic accelerated that shift as concerns for public health and safety meant many employees were required to work from home.

This rapid change forced many government leaders to "make it up as we go" when it came to establishing and managing remote work policies and procedures. Government leaders are in great need of remote employment best practices and lessons learned to adapt to their organizational needs.

**INNOVATION PRIORITY GOAL:** Through the guidance and support of the Cal-IPGCA Association and with SACNetwork as the nucleus, equip government leaders with a knowledge sharing mechanism to discover, contribute, and share actionable best practices and lessons learned for remote employment.

These best practices and lessons learned will represent a diverse body of knowledge from reputable, high-quality sources and demonstrate a bias toward action.

Government leaders will be able to provide feedback and share their stories about implementation, as well as contribute their own best practices and lessons learned for remote employment.

*"We have a hierarchy of values in this country that diminishes certain people based on their color of the skin. And we have perpetuated that hierarchy for centuries in this state. And we need to own up to that. And we need to foundationally rip that out of its root. When we talk about institutional racism, that's what we're talking about. And we become most numb to it, blind to it. No one wants to go back to normalcy. If you want to go back to normalcy, I'm not going there with you. I don't want to go back to normalcy. I want something better. We deserve something more from this generation.*

*Our young people demand something better and something more. Please resist normalcy. Normalcy created the conditions that led to this moment. Normalcy has no place in terms of our reconciliation of this moment. We have to meet a higher calling. We are so much better than this. We are so much more capable than this. We can rise up to this moment. We will lead and we will listen and we will begin to reconcile, but with resolve and a commitment and a persistence that is demanding of this moment."*

**-Governor Gavin Newsom, June 5, 2020**