



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Community Engagement Committee Meeting Report – May 22, 2025

Commissioners in Attendance (Remote): Angelica Salas, Candis Bowles, Virginia Hedrick, and Traco Matthews

Committee Recap

- Commissioners received updates from Commission Staff on the Commission's Community Engagement Plan and an overview of the proposed Community Engagement Toolkit
- Staff provided an overview of the Commission's proposed Summer Roadshow
- Commissioners discussed priorities for the Community Engagement Strategy to include in the development of the Racial Equity Framework

Key Takeaways

- Emerging themes from the Commission's Community Meet-n-Greets and Listening Sessions will inform the Community Engagement Strategy that will be included in the Framework
- Phase II of the Community Engagement Plan includes the Summer Roadshow, which will also inform the Framework
- The Commission will leverage an external consultant, Global Urban Strategies, to support community engagement work including refining the Community Engagement Toolkit, targeted outreach, and a rollout strategy for the Framework
- Committee members discussed ways to engage community during the Summer Roadshow such as providing publicly available prompts for community to respond to, or offering a public comment process to respond to the Framework
- Committee members identified a need for targeted outreach to engage communities that are not location-specific, such as American Indians and Alaska Natives, and faith-based communities, as well as hard to reach geographic areas of the state such as east of the Sierras
- Recommendations for the Commission to engage with community in hard-to-reach areas include virtual Listening Sessions with community-based organizations to support the Commission with rapport-building; attending activities and events in identified



regions to help the Commission build a presence within those communities; connecting with statewide networks to connect with community; and considering strategies beyond digital engagement

- The role of Commissioners at Roadshow events will be to acknowledge common and unique concerns throughout communities and help community make connections to the Commission and the Framework

During the Committee Discussion, committee members refined the community engagement priorities to include in the Framework:

- Institutionalize and resource a state approach to community engagement
- Develop accountability tools and recommendations for a directive, such as agencies and departments explicitly naming the special populations that are being served and engaged with
- Understand community infrastructure that exists and address barriers to ongoing participation
- Identify purpose and intention of community engagement by identifying intersections and making clear connections between community engagement, data, and budget equity – in plain and simple language

Next Steps:

- Develop and share questions with communities in advance to support engagement during the Summer Roadshow
- Researching and leveraging networks to fill in engagement gaps, both geographical and special populations east of the Sierras, American Indians and Alaska Natives, and faith-based to increase the Commission's continuous community engagement

Intersection with the Framework and Commission Strategy

- Frame the content to be prescriptive and directive, elevate elements of intersectionality, connect elements of the Framework between Community Engagement, outcomes, and impact with precision and plain language

Prepared by Jourdan Ringgold, Senior Program Analyst