



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Community Engagement Committee Meeting Report – December 17, 2025

Commissioners in Attendance:

Angelica Salas, Traco Matthews, and Virginia Hedrick (Remote).

Committee Recap

- The Committee members reviewed themes from community during the Roadshow, an overview of a proposed Community Engagement Strategy, listened to a brief overview of a data informed Community Engagement Strategy produced by one of the Racial Equity Commission's contractors, and future engagement efforts for 2026.
- The Committee members discussed planning efforts for upcoming years such as expanding engagement to include more accessible platforms, identifying pathways for government agencies to work collaboratively with community, improving engagement practices, utilizing tools to highlight community voices, and continuing to model to other agencies how to develop inclusive and accessible engagement.

Key Takeaways:

The Committee members discussed areas of interest to enhance the proposed Community Engagement Strategy and planning efforts for future engagement.

- Utilize capturing community voices, recommendations, and reflections in the form a video
- Recommendation to develop a communication or public affairs strategy to better mobilize community engagement and maintain an ongoing distribution list
- Emphasize better engagement with local government entities and prioritize county visits
 - Consider holding Learning Sessions with county Supervisors
- Expand community engagement to include areas east of Interstate- 5
- Recommendation for Global Urban Strategies to incorporate regional messaging and engagement practices for rural, urban, and frontier areas into their data informed Community Engagement Strategy
- Explore and identify more pathways of engagement with religious groups
- For the proposed Community Collaborative Conference to include a component of honorable mentions of equity leaders and changemakers
- Commissioners recommended resources to support future community engagement efforts such as New American media, California Racial Equity Coalition, and the Bay Area Health Initiatives



- Identify measurements of success for departments to implement and institutionalize the Framework

Next Steps

- The Commissioners approved the proposed Community Engagement Strategy to bring to the full Commission for approval.
- Commissioners will brainstorm more resources for potential partnerships to support community engagement.

Intersection with the Framework and Commission Strategy

The proposed Community Engagement Strategy supports the implementation process of the Framework by developing community engagement practices and efforts to be more expansive and inclusive. In addition, the strategy highlights areas of accessibility and has been informed by the charge of the Commission, Commissioner recommendations, the Framework, and contractors.

Prepared by Dylyn Turner-Keener, Senior Program Analyst