

December 17, 2025

Subject: Racial Equity Commission December 17, 2025, Meeting Minutes
Prepared By: Asia Butts, Student Intern, Racial Equity Commission
Reviewed By: Toya Davis, Commission Manager, Racial Equity Commission

Recommended Action

Approval of December 17, 2025, Racial Equity Commission Meeting Minutes.

Racial Equity Commission December 2025 - Meeting Minutes

Agenda Item #1: Welcome

A. CALL TO ORDER: Commissioner Traco Matthews called the meeting to order at 1:04 PM. Commissioner Matthews welcomed Commissioners, staff, and members of the public and reiterated that the Commission condemns acts of hate and discrimination. Information regarding the California vs. Hate Resource Line was shared as a resource for reporting and support.

B. LAND ACKNOWLEDGEMENT AND COMMUNITY ACKNOWLEDGEMENT

C. REVIEW OF THE AGENDA

Executive Director Dr. Larissa Estes reviewed the agenda and noted that the Commission did not meet quorum. As a result, all items requiring formal action or voting authority would be deferred. Discussion and informational items proceeded as scheduled.

F. PUBLIC COMMENT PROCESS

No Public Comments on Agenda Item #1

Agenda Item #2: Consent Agenda

Action: Approval of the October 14, 2025, Racial Equity Commission Meeting Minutes was listed on the Consent Agenda. Due to the absence of quorum, no action was taken, and the item was tabled to a future meeting. No public comment was received on this item.

No Public Comments on Agenda Item #2

Agenda Item #3: Director's Report

Dr. Estes, Executive Director, provided an extensive report on Commission activities since the prior meeting. She announced the public release of the Statewide Racial Equity Framework and confirmed that the document had been formally transmitted to the Governor and the Legislature on December 1, 2025. Dr. Estes noted that the Framework is available in an ADA-compliant format, with additional hard copies in production and exploration underway for a Braille version to increase accessibility. Dr. Estes reported on staffing and operations, including recruitment for a Program Manager position to support implementation efforts. She reviewed ongoing fundraising activities, including continued support from philanthropic partners, and

ACTION: December 2025 Meeting Minutes Agenda Item #3

noted the importance of building sustainable funding mechanisms for future community engagement work. Dr. Estes also acknowledged that this meeting marked Commissioner John Kim's final meeting and expressed appreciation for his leadership and contributions. Looking ahead to 2026, Dr. Estes outlined preliminary planning for statewide community meet-and-greet events, refinement of the Commission's meeting cadence, and preparation for the transition from framework development to implementation and evaluation phases.

Agenda Item #4: Committee Reports

Community Engagement Committee: Commissioner Angelica Salas reported on the advancement of a comprehensive Community Engagement Strategy. She described a focus on data-informed outreach, compensation for community participation, co-governance approaches, and expanded geographic reach to include rural and frontier communities. Additional strategies discussed included strengthening partnerships with faith-based organizations and ethnic media outlets to improve accessibility and trust.

Implementation and Technical Assistance Committee: Commissioner John Kim provided updates which included development of a technical assistance portal for state agencies and other government entities, creation of a Framework 101 primer, readiness assessment tools, evaluation metrics, and impact indicators. Committee members also discussed accessibility resources and long-term planning for statewide equity summits to support sustained implementation.

No Public Comments on Agenda Item #4

Agenda Item #5: Public Comment

Public Comment was made by Nancy Diaz, California Public Utilities Commission.

Meeting Adjournment

With no quorum present to take formal action, the meeting adjourned following completion of all informational agenda items.