



Racial Equity Commission December 2025 - Meeting Minutes

December 17, 2025

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Agenda Item #1: Housekeeping

A. WELCOME

B. 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.

C. LAND ACKNOWLEDGEMENT AND COMMUNITY ACKNOWLEDGEMENT

D. 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.

E. REMARKS FROM DISTINGUISHED GUESTS: There were no remarks from guests.

F. ESTABLISHMENT OF QUORUM

Two commissioners were virtually present: Commissioner Kim and Commissioner Pastor. Commissioners not in attendance were Commissioner Virginia Hedrick and Commissioner Gabriel Maldonado. Because fewer than a quorum was present, no formal votes or actions could be taken during this meeting.

G. PUBLIC COMMENT PROCESS

No Public Comments on Agenda Item #1

Agenda Item #2: Consent Agenda: Approval of October 14, 2025, Meeting Minutes – ACTION ITEM

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: Bylaw Update – ACTION ITEM

Dr. Estes, Executive Director, provided bylaw updates and proposed that the Evaluation Committee develop recommendations, including best practices and strategies, for evaluating the implementation of the Racial Equity Framework.

No Public Comments on Agenda Item #3

Agenda Item #4: Standing and Ad Hoc Committee Appointments – ACTION ITEM

Dr. Estes led a discussion regarding the Commission's vacancies and the need to restructure the existing committees to guide the implementation and evaluation of the framework. Proposed Standing Committees include Executive, Data, Budget Equity, Community Engagement, Implementation & Technical Assistance, and Evaluation. The proposed Ad Hoc Committee is Fundraising.

No Public Comments on Agenda Item #4

Agenda Item #5: 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 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.

No Public Comments on Agenda Item #5

Agenda Item #6: Committee Reports Community Engagement, Implementation & Technical Assistance – ACTION ITEM

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.

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

Agenda Item #7: Proposed Guidance for Government Entities to Implement the Statewide Racial Equity Framework – ACTION ITEM

Amy Lerman and Phoebe Lin of the Possibility Lab at the University of California, Berkeley presented a proposed guide for government entities in implementing the Racial Equity Framework. In their analysis, they surveyed California state government entities on their equity process and existing practices, finding that most entities are early in their equity journeys and want structured guidance to progress.

No Public Comments on Agenda Item #7

Agenda Item #8: Next Steps for Staff Action

Staff will:

- Reference the committees and full body of the Commission in expanding the scope of the Framework
- Emphasize peer-to-peer engagement in implementation of the Racial Equity Framework
- Follow-up regarding the Bylaw Update and Committee Reports

Agenda Item #9: Public Comment on matters not on the agenda

No Public Comments on Agenda Item #9

Meeting Adjournment

With no quorum present to take formal action, the meeting was adjourned at 3:06 p.m. following completion of all informational agenda items.