



To: California Racial Equity Commissioners

From: Racial Equity Commission Staff

Re: Community Engagement Committee Meeting Report – September 17, 2024

Commissioners in Attendance:

Traco Matthews, Virginia Hedrick, Angelica Salas (Remote), Candis Bowles (Remote)

Committee Recap

- Commissioner Salas was recommended as committee lead. Her recommendation will be brought to the full Commission for vote at the September 18, 2024, Commission meeting for approval.
- Commissioners discussed the committee charge and discussed a brief prepared by Vital Research with recommendations on best practices for Community Engagement and a proposed plan to support how the Commission engages Community.
- Commissioners heard from panel members Ben Wang (Director of Special Initiatives, Asian Health Services), Carolyn “CJ” Johnson (Chief Executive Officer, Black Culture Zone), Chanell Fletcher (Deputy Executive Officer, Equity, Communities & Environmental Justice, California Air Resource Board), and Saul Ramos (Co-Executive Director, SOMOS Mayfair).

Key Takeaways:

Below is a list of recommendations for the Committee to consider following best practices to inform and collaborate with community:

- Community engagement is a process, not a product.
- Remember the people and communities the Racial Equity Commission (Commission) serves and why individuals are serving in these roles
- Increased collaboration between Commission and community-based organizations (CBOS) to bridge government resources to community
- Emphasis on more community collaboration between the Commission and community-based organizations and/or local community leaders
- Develop more pathways for community to inform state policies and tools to address systematic barriers.

Next Steps:

- Measurement of success, timelines, and milestones of the Commission
- Explore models to support communities to better understand and access government resources.
- Identify barriers that state agencies experience in community engagement. Explore marketing strategies of the Commission



- Acknowledge the need for more active engagement and transparency of the activities happening between meetings
- Exploring ways to bring conversations to the full Commission

Intersection with the Framework and Commission Strategy

- Consider adjusting Commission meeting hours to improve accessibility and attendance in support of broader community engagement.
- Brainstorm what are the first three critical steps for how the Commission might inform state departments on how to value lived experiences most effectively?

9-17-2024
OAKLAND, CA



THE BRIEF

FUNDS
Get to CEOs
Community who NEED IT most!

How to be effective?
BAKE IN decision-making power!

Be intentional on geographic spread (rural, etc)

PUBLIC COMMENT

We are Organizers who build TRUST in the community. - Eiko T

Expand hours
Get level 4 participation!
Get out into the community
Be Creative!
Be Inclusive!

WHY?
Those impacted have the solutions!



How do you GIVE BACK?

Still figuring it out...

Addressing 'The Reckoning' ... A RACIAL RECKONING

ENGAGEMENT
• CARING
• SEEING
• FEELING
• RESPONDING

It's a Relationship
↳ Patient input
↳ Senior learning out in the Community
↳ Leads to **ADVOCACY!**

If they're hungry, they can't hear you.

No Monoliths! Embrace the Diversity

NOT a PRODUCT!

ACTIVATE the people not here
Messenger Honor people where they are

Peer to Peer LEADERS
• shared Governance
• shared Decisions
• PAY PEOPLE!

PANEL

RACIAL EQUITY through DATA
[BEN WANG, CAROLYN JOHNSON, CHANNEL FLETCHER, SAUL RAMOS]

PUBLIC COMMENT:
• Importance of Collaboration
• Best Practices Doc + Plan
• Children = Real Community Engagement
• Go to where the community IS!

Stop the Hate - BEN WANG
AGIAN HEALTH SERVICES
Message Food Delivery Holistic Healing Language Assistance
Access to Lay Counseling Overcome STIGMA
Collaborate through/with other Communities of color
DANCE, MUSIC & FOOD!

EXAMPLES

BLACK CULTURAL ZONE - CJ

There is power in **SHARING**
Collaborate on **FUNDING - TRUST & SHARE**
↳ Who's best positioned?

"We're the swing vote from Survivor!"
Real Estate Roots - and they talk to each other!

"Be the fly in the milk of gentrification."

Graphic recorded by Raven Tahara

COMMUNITY DECISION-MAKING

- SAUL - SOMOS
• Be CLEAR
• Community Building
• It's a JOURNEY, culture, and ongoing practice
• Values
• TRUST
• Be Transparent
• CULTURE Let the Community Transform the State!

LIVED EXPERIENCE

- CHANNEL, Air Res. Board
More than reduction targets, addressing racism, disparities in the Agency - engage, SHARE POWER

TAKEAWAYS

• Process, not Product
• Remember the PEOPLE & Who you ARE
• Collaborate to get government RESOURCES

CONTRACTING -

Public Workshops Partnerships with other State Agencies
• Measurement?
• Barriers with State Agencies
• Models - working?

NEXT STEPS: