



**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 (Cruza, etc)

**PUBLIC COMMENT**

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

Get out into the Community  
Be Creative!  
Be Inclusive

Expand Hours

**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

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

**TAKEAWAYS**

**LIVED EXPERIENCE** - CHANNEL, Air Res. Board

More than reduction targets, addressing racism, disparities in the Agency - engage, SHARE POWER

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

**CONTRACTING -**  
Public Workshops  
Partnerships with other State Agencies

**NEXT STEPS:**  
Measurement?  
Barriers with State Agencies  
Models - working?