

Racial Equity Commission

# Commission Meeting: March 20, 2025 at 2:00pm

**Imperial Valley College | College Center (Building 600)**

380 E Aten Rd, Imperial, CA 92251

# Call to Order & Opening Remarks

Commissioner Traco Matthews

March 20, 2025 Commission Meeting

# Disclaimer

The information and opinions expressed by presenters or public commenters before the Commission reflect the views of the speaker. They do not necessarily represent the views of the Commission or the Office of Land Use and Climate Innovation.

# Land Acknowledgement

Commissioner Traco Matthews

March 20, 2025 Commission Meeting

# Review of the Agenda

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

March 20, 2025 Commission Meeting

# Public Meeting Agenda

- Welcome & Call to Order
- Public Comment on matters not on the agenda
- Consent Agenda – ACTION ITEM
- Fireside Chat – Seeking Common Ground: Effective Communication for Racial Equity and Improved Systems
- 15 Min RECESS
- Executive Director's Report – ACTION ITEM
- Committee Reports and Discussion – ACTION ITEM
- 5 Min RECESS
- Commission Discussion on Key Elements and Topics to Consider for the Framework – ACTION ITEM
- Next Steps for Staff Action
- Adjournment

# Remarks from Distinguished Guests

Commissioner Traco Matthews

March 20, 2025 Commission Meeting

# Establishment of Quorum & Public Comment Process

Agustin Arreola

External Affairs Manager

Office of Land Use and Climate Innovation

NOTE: The Commission did not meet Quorum for this meeting; no action will be taken on Action Items



# Public Comment

## In Person

- Complete and submit public comment card
- Separate public comment cards for each agenda item
- Listen for your name and line up by the podium
- Staff will call your name to the podium
- Please adhere to the time limit determined by the Chair (2 minutes)

## Virtual

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# Public Comment on matters not on the agenda

Agustin Arreola

External Affairs Manager

Office of Land Use and Climate Innovation

# Public Comment

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# Consent Agenda – ACTION ITEM

Commissioner Traco Matthews

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# Fireside Chat – Seeking Common Ground: Effective Communication for Racial Equity and Improved Systems

Commissioner Dr. Manuel Pastor

Angela Glover Blackwell, Founder in Residence, PolicyLink

# Seeking Common Ground: Effective Communication for Racial Equity and Improved Systems



**Moderator:**

**Dr. Manuel Pastor**

Commissioner

California Racial Equity Commission



**Guest Speaker:**

**Angela Glover Blackwell**

Founder in Residence

PolicyLink

March 20, 2025 Commission Meeting



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# RECESS

## 10 Minutes

We will be back at 3:53

# Executive Director's Report – ACTION ITEM

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

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# Commission Values

The Commission approved seven values to guide their work and achieve their strategic objective and vision.

Advance Equity &  
Racial Justice

Transparency &  
Accountability

Inclusion & Belonging

Prevent and Address  
Historical Wrongs

Center Community &  
Lived Experience

Ensuring Intentional  
Collaboration

Data-Driven  
Decision Making

# Proposed Model for Transformation



# Key Questions

1. How does the Commission define each of the values?
2. How does the Commission intend to shift power to communities [within its scope]?
3. What mechanisms [should] be put into place for the Commission to measure and evaluate progress [of framework implementation] as well as hold themselves accountable to these values?

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Executive Director

California Racial Equity Commission

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# Committee Reports and Discussion – ACTION ITEM

Commissioner Gabe Maldonado, Budget Equity Committee

Commissioner Dr. Manuel Pastor, Data Committee

Commissioner Yolanda Richardson, Framework Development Committee

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# Commission Discussion on Key Elements and Topics to Consider for the Framework – ACTION ITEM

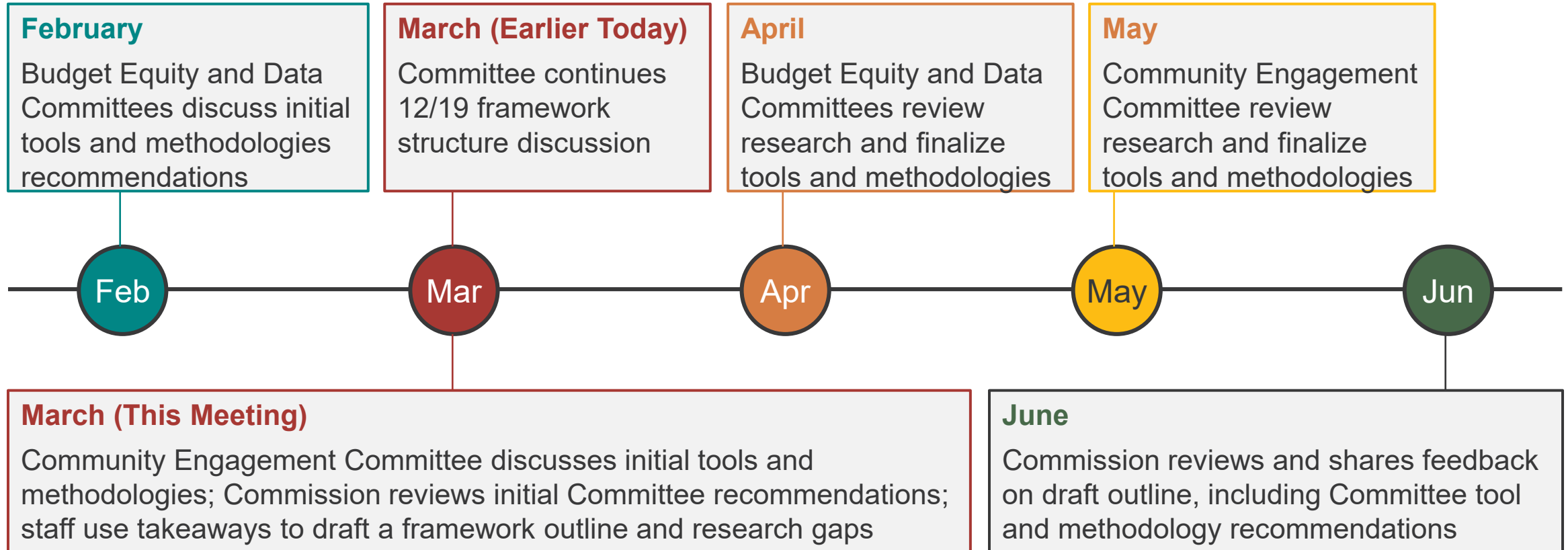
Joyce Chiao

Facilitator

Abundance

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# Timeline at a Glance





March 20, 2025 Commission Meeting

# Proposed Framework Outline

Overview of the Racial Equity Commission
<ul style="list-style-type: none"><li>• Executive Order N16-22</li><li>• Process to Develop the Framework</li></ul>
Framework Values, Goals, Roadmap/Theory of Change
Community Engagement
Data
Budget Equity
TBD topic (optional)
Next Steps
<ul style="list-style-type: none"><li>• Implementation and Technical Assistance Plan</li><li>• Annual Report December 1, 2026</li></ul>

Earlier today, the Framework Development Committee reviewed this outline again.

## Discussion of Tools and Methodologies to Include:

-  Committees discussed in February Committee Meetings
-  Committee will discuss in this agenda item.

*From the Asset Analysis  
initial findings presented at  
the 12/19 Commission  
Meeting:*

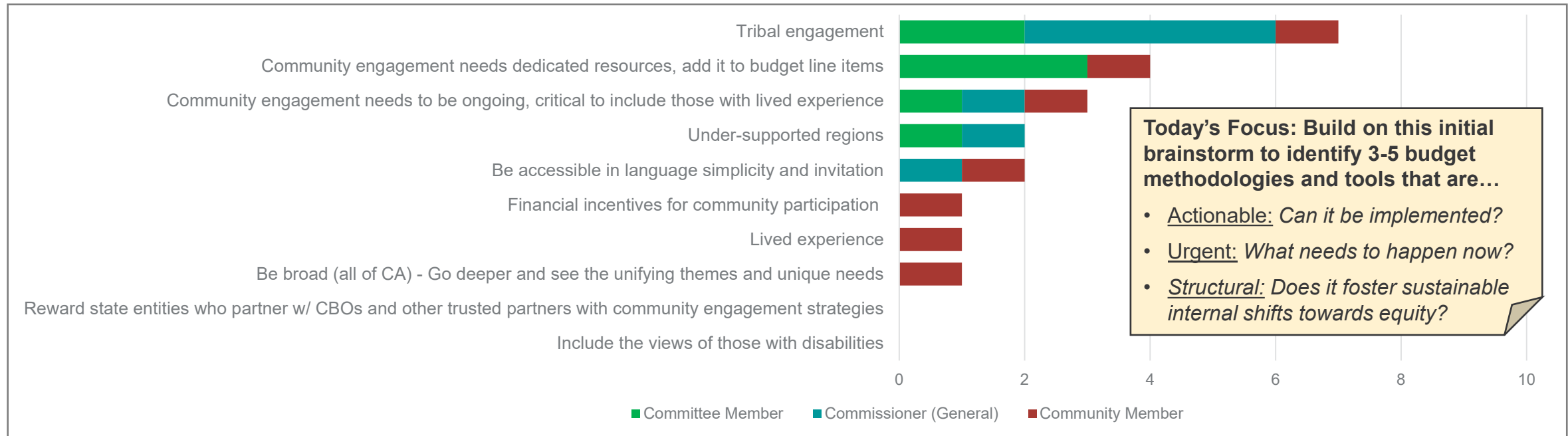
## How can the Racial Equity Framework best support your organization's equity work?

- Create processes for collecting and analyzing data effectively and safely
- Define racial equity
- Develop and disseminate tools, resources, and models
- Establish requirements and resources for employee training
- Establish the baseline of staff capacity needed to support the work
- Facilitate networking opportunities
- Make presentations on the framework with clear expectations
- Monitor progress of implementation with data-driven metrics
- Offer a measuring tool and establish specific goals for how to embed equity
- Provide a structured approach for implementation
- Provide technical assistance for small agencies
- Provide training webinars, panel discussions, and feature experts to advance learning
- Support the allocation of resources for staff doing this work

# 12/19 Discussion Results: Community Engagement

## Quick Notable Observations about Community Engagement

- **Tribal engagement** was overwhelmingly the top voted priority, with votes for this item exceeding that of the second highest-voted item by nearly double.
- Three out of four Community Engagement Committee Members emphasized the **need for dedicated resources as a formal budget line item** (e.g., to fund efforts such as providing translation for language access, incentives for community participation, etc.).





# Brainstorm + Discussion

## Our Goals:



Identify **3-5 community engagement methodologies and tools** to elevate to the Commission



Identify any **additional research areas** for staff to conduct between now and April

# Initial Committee Recommendations: Summary of Tools and Methodologies

Budget Equity	Data	Framework Development
<ul style="list-style-type: none"><li>Budget equity tools and methodologies should support budget accessibility by growing four key areas: Prioritization, Transparency, Input, and Accountability</li></ul> <p><b>Potential tools and methodologies:</b></p> <ol style="list-style-type: none"><li><b>Database tool development</b> framework</li><li>Methodology for mitigating the <b>impact of budget gaps</b> on highest need communities</li><li><b>Community engagement</b> tools and methodologies to engage communities on budget-related decisions and issues in an accessible, consistent way</li><li><b>Budget accessibility</b> tools and methodologies</li></ol> <p><b>Implementation considerations:</b></p> <ul style="list-style-type: none"><li>Identifying where implementation requires legislative (e.g., ballot measure) or regulatory shifts</li><li>Proposing phases, steps, or a process for implementation</li></ul>		

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Joyce Chiao

Facilitator

Abundance

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# Next Steps for Staff Action

Dr. Larissa Estes

Executive Director

California Racial Equity Commission

# Adjournment

Commissioner Traco Matthews

## Next Racial Equity Commission Meeting



Joint Budget Equity and Data Committee  
Meeting

April 17, 2025

Virtual Meeting with Viewing Room Available  
in Los Angeles, CA

Website: [racialequity.lci.ca.gov](https://racialequity.lci.ca.gov)

Email: [RacialEquityCommission@opr.ca.gov](mailto:RacialEquityCommission@opr.ca.gov)



# Thank you!

