

December 17, 2025
1:00 PM
Racial Equity Commission Meeting #10
Agenda

Location: California Natural Resources Agency Building
715 P St, Conference Room 2-301 (Second Floor)
Sacramento, CA 95814

via Zoom Platform at https://opr-ca.zoom.us/webinar/register/WN_2ZSX-t2JQJGq7UDyllrNpg

The Racial Equity Commission (Commission) is hosting a hybrid meeting, with in-person and remote options available to those wishing to attend. We are committed to ensuring access for all who wish to participate. You may attend the meeting in-person at the location noted above, connect to the meeting electronically via [Zoom](#) (online or by phone), or tune in on [YouTube](#).

Virtual Participation Information: [Click here](#) to register to participate virtually.

Building Access Information: The Racial Equity Commission meeting will be held at the California Natural Resources Agency meeting room 2-301 (second floor) located at 715 P. Street, Sacramento. There are two entrances to the building from P Street and O Street. The meeting room is located on the second floor. You may access the meeting room via the large staircase or via the elevators adjacent to the security desk on the first floor. The security officers will need to provide access to the elevators for building entry. Follow the signage to meeting room 2-301.

No.	AGENDA ITEM	SPEAKER
1	Welcome	Commissioner Traco Matthews, Chair
	Call to Order	
	Land Acknowledgement	
	Community Acknowledgement	
	Review of the Agenda	Dr. Larissa Estes, Executive Director
	Remarks from Distinguished Guests	Commissioner Traco Matthews, Chair
	Establishment of Quorum	Jessica Gadow, Program Analyst
	Public Comment Process	
2	Consent Agenda - Approval of October 14, 2025, Meeting Minutes – ACTION ITEM	Commissioner Traco Matthews, Chair

No.	AGENDA ITEM	SPEAKER
3	Bylaw Update – ACTION ITEM	Dr. Larissa Estes, Executive Director
4	Standing and Ad Hoc Committee Appointments – ACTION ITEM	Dr. Larissa Estes, Executive Director
5	Director's Report	Dr. Larissa Estes, Executive Director
Break		
6	Committee Reports – ACTION ITEM - Community Engagement - Implementation & Technical Assistance	Commissioner Angelica Salas Commissioner John Kim
7	Proposed Guidance for Government Entities to Implement the Statewide Racial Equity Framework – ACTION ITEM	Amy Lerman, Executive Director, Possibility Lab at UC Berkeley Phoebe Lin, Postdoctoral Researcher, Possibility Lab at UC Berkeley
8	Next Steps for Staff Action	Dr. Larissa Estes, Executive Director
9	Public Comment on matters not on the agenda* * The Committee may not discuss or act on any matter raised during the public comment section that is not included on this agenda, except whether to decide to place the matter on a future meeting agenda. Matters brought during public comment must be germane to the Commission's charge.	Jessica Gadow, Program Analyst
	Adjournment	Commissioner Traco Matthews, Chair

Meeting Information

The Commission will host a hybrid meeting, with in-person and remote participation options. Both options will have opportunities for public comment. The Commission remains steadfast in its goals to promote transparency and public participation. To do so, the Commission has arranged multiple options to listen, view, and/or comment during the Commission Meeting. Please note there may be some technical issues during the hybrid Commission meetings.

Instructions for Providing Public Comment:

Public comment is an important part of every Commission meeting, and this hybrid meeting is no exception. If you plan to comment on an agenda item, or on a matter not on the meeting agenda, please follow the instructions below.

To make remote public comment, you will need to connect (online or by phone) to the meeting using Zoom. Public comment is not possible via YouTube.

When the public comment period opens for your item, you may comment using the "raise hand" function in Zoom. You can do this by clicking "Raise Hand" under the "participants" menu, which you can find at the bottom of your screen on the Zoom platform, or by pressing *9 if you are joining by phone. The Commission staff member who is facilitating public comment will call on you upon seeing your raised hand. Commission staff will unmute your microphone when your name is called.

To make in-person public comment, please fill out the physical comment card provided during the meeting. Prior to making your comments, please state your name for the record and identify any group or organization you represent.

Timing of Comments:

Public comments will adhere to the length the meeting chair announces during the meeting. Commission staff will share a timer and ask speakers to end when their time is up.

Trouble-shooting technical problems on Zoom:

Please use the Q&A Function and Staff will respond quickly. If you are participating by phone, please email RacialEquityCommission@lci.ca.gov.

General Guidelines for Participation in Commission Meetings:

All times indicated and the order of business is approximate and subject to change. Public comment is taken on each agenda item as well as at the end of the meeting. If you wish to speak, please fill out the provided comment card for in-person public comment or use the "Raise Hand" function for remote public comment. Prior to making your comments, please state your name for the record and identify any group or organization you represent. Depending on the number of individuals wishing to address the council, the Chair may establish specific time limits on presentations.

The meeting agenda and accompanying action Item materials will be posted on the Racial Equity Commission website at racialequity.lci.ca.gov 10 calendar days prior to the meeting. To receive future notices for the Commission meetings, please sign up for the Racial Equity Commission listserv at racialequity.lci.ca.gov. This meeting will be recorded, and the recording will be posted on the California Racial Equity Commission website 10 days after the meeting.

The Racial Equity Commission will host a hybrid meeting, with in-person and remote participation options. Both options will have opportunities for public comment. The

Commission is committed to promote transparency and broad public participation. To do so, the Commission has arranged multiple options to listen, view, and/or comment during the Commission Meeting.

If you have a disability and require a reasonable accommodation to fully participate in this event, please contact Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov as soon as possible to discuss your accessibility needs.

Translation and interpretation services may be provided upon request. To ensure availability of these services, please make your request no later than 14 days prior to the meeting by contacting Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov.

If you have any questions regarding the process for this public comment period, please contact Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov.

[Spanish]

Servicios de accesibilidad adicionales, como traducción de inglés a otros idiomas, pueden hacerse disponibles si usted los pide. Para asegurar la disponibilidad de estos servicios, por favor haga su petición 14 días antes del taller público, a Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov.

[Tagalog]

Pagsasalín at pagpapaliwanag ay maaring ipakiusap (karagdagan sa Espanyol). Upang masiguro na mayroon ang mga serbisong inaalok, mangyaring makipagugnayan kay Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov sa loob ng 14 araw ng paggawa.

[Punjabi]

ਬੇਨਤੀ ਕਰਨ 'ਤੇ ਅਨੁਵਾਦ ਅਤੇ ਵਿਆਖਿਆ ਸੇਵਾਵਾਂ (ਸਪੈਨਿਸ਼ ਤੋਂ ਇਲਾਵਾ) ਪ੍ਰਦਾਨ ਕੀਤੀਆਂ ਜਾ ਸਕਦੀਆਂ ਹਨ। ਇਹਨਾਂ ਸੇਵਾਵਾਂ ਦੀ ਉਪਲਬਧਤਾ ਨੂੰ ਯਕੀਨੀ ਬਣਾਉਣ ਲਈ, ਕਿਰਪਾ ਕਰਕੇ ਮੀਟਿੰਗ ਤੋਂ 14 ਦਿਨ ਪਹਿਲਾਂ Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov 'ਤੇ ਲੇਇਸ ਕਿਮ ਨਾਲ ਸੰਪਰਕ ਕਰਕੇ ਆਪਣੀ ਬੇਨਤੀ ਕਰੋ।

[Chinese]

可应要求提供翻译和口译服务（除西班牙语外）。为了确保这些服务的可用性，请在研讨会开始前的十四天内与 Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov.

[Vietnamese]

Có thể cung cấp các dịch vụ biên dịch và phiên dịch (ngoài tiếng Tây Ban Nha) theo yêu cầu. Để đảm bảo việc có thể cung cấp các dịch vụ này, quý vị vui lòng đưa ra yêu cầu không trễ hơn mười bốn ngày làm việc trước ngày hội thảo bằng cách liên hệ với Kalin Kipling-Mojaddedi, kalin.kipling-mojaddedi@lci.ca.gov.

CONTACT

For more information, please contact the Racial Equity Commission, 1400 Tenth Street, Sacramento, California 95814, RacialEquityCommission@lci.ca.gov.