

California Racial Equity Commission Meeting: October 14, 2026 10:00 AM

**Virtual & in-Person viewing room available at 202
1400 Tenth St., Sacramento, CA 95814**

Call to Order & Opening Remarks

Chairperson Traco Matthews

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.

Welcome to the Commission!



Tania Israel
Commissioner



Eric De La Cruz
Executive Director



Diane Ortiz
Commissioner

Land Acknowledgement

Chairperson Traco Matthews

Community Acknowledgement

Chairperson Traco Matthews

Community Acknowledgment

We thank and honor the Indigenous nations of this land who contributed to the building of this country we recognize the forced and unpaid labor of California Indigenous peoples under Spanish, Mexican, and U.S. rule especially within the Mission system, where Native people were enslaved to build infrastructure, harvest food, and serve colonial institutions. Our ancestral lands, knowledge systems, and labor continue to shape the cultural and economic foundation of this state. Native Nations in California contribute to the arts, governance, land management, cultural revitalization, and health sovereignty.

Community Acknowledgment

We acknowledge and thank the people of African ancestry who were stolen from their homelands and brought to this country and whose free labor played a major role in the formation and economic wealth of this country. We also honor the contributions of Black ancestral scientists, inventors, and entrepreneurs whose contributions were stolen or never acknowledged. We honor and will not forget the thousands upon thousands of lives lost at the hands of enslavers, vigilantes, law enforcement, and other forces of suppression in this country. We affirm and uplift those of African ancestry living in this country today, as a living testimony of the strength, love, faith, and fortitude of a resilient people.

Community Acknowledgment

We acknowledge the International and Global Immigrant contributions who shaped this country's economy and help build its infrastructure. We honor the contributions of Asian immigrant community including Chinese railroad workers, Japanese farmers, Filipino cannery workers and Fieldworkers, and other Asian workers.

We acknowledge Latinos and Mexican immigrants have been integral to shaping economic growth in the U.S. from building homes, filling roles of agricultural needs, and other service industries have been influential to providing everyday needs to fellow Americans. These communities have filled critical workforce gaps and enriched American society with different intersectionalities of culture and beliefs.

Community Acknowledgment

We recognize the impacts of U.S. militarism, colonial oppression, capitalistic tourism, appropriation of cultural heritage, and more have affected Pasifika and Oceanic people and island relations. We acknowledge the harms of climate change and environmental pollutants from global powers that are harming islands and destroying oceans. Thank you for your community's contributions in roles of service and public health, the teachings of reciprocity and how those lessons can be woven into societal structure serves as a model of hope and change for this country.

Review of the Agenda

Chairperson Traco Matthews

Agenda

Welcome

1. Housekeeping
2. Public comment on matters not on the agenda
3. Consent Agenda

Committee updates and public comment

4. Implementation & Technical Assistance
5. Budget Equity
6. Data and Evaluation
7. Community Engagement

Executive updates

8. Director's Report
9. Chairman's Report

Presentations followed by public comment

10. Community Engagement Presentation

Closing

11. Next Steps for Action

Adjournment

Remarks from Distinguished Guests

Chairperson Traco Matthews

Establishment of Quorum & Public Comment Process

Jessica Gadow, Strategic Capacity Building Analyst

Public Comment

In Person

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

Virtual

1. Visit [our website](#) and complete the public comment form to be added to the queue.
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Public comment on matters not on the agenda

Jessica Gadow, Strategic Capacity Building Analyst

Public Comment

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Consent Agenda

Chairperson Traco Matthews

- July 23, 2026 meeting minutes
- Committee Appointments

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Implementation & Technical Assistance Committee Discussion

Commissioner Amy Tong

Public Comment

In Person

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Budget Equity Committee Discussion

Commissioner Gabriel Maldonado

Public Comment

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Data and Evaluation Committee Discussion

Senior Program Analyst, Dylyn Turner-Keener

Public Comment

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Community Engagement Committee Discussion

Senior Program Analyst, Dylyn Turner-Keener

Public Comment

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Break

We will resume at am.

Director's Report

Eric De La Cruz, Executive Director

Public Comment

In Person

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Chairman's Report

Chairperson Traco Matthews

Public Comment

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Community Engagement Presentation

Asia Butts, Student Intern

Racial Equity Commission

Best Practices for Community Engagement in San Diego

October 2026

Prepared by Asia Butts, Student Intern

Background

Background

San Diego is a city located on the Pacific Coast of Southern California, adjacent to the Mexico–United States border.

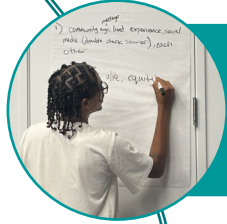
As of 2024, the city was home to more than 1.4 million residents and is notable for its many beaches and parks, strong military presence and the recent emergence as a hub for electronic, healthcare, and biotechnology development.

The Racial Equity Commission staff has yet to travel to San Diego to interact with community and community organizations.



San Diego on a map of California

3-Day Immersion Approach



Community Listening

Hear directly from residents, advocates, community leaders, and local partners about priorities, barriers, and lived experiences.



Community Immersion

Deepen understanding of place, context, and community conditions through site visits, relationship-building, and direct observation.



Implementation & Technical Assistance

Bring community and government partners together to identify practical next steps, technical assistance needs, and opportunities to apply the Racial Equity Framework.

What issues are prominent in San Diego?

Gentrification and Homelessness

Gentrification

- Long-time residents of San Diego are being priced out and struggle to deal with the high cost of living
- San Diego's typical market rate rent in 2026 is \$2,914 per month (*U.S. Census Bureau*)

Homelessness and poverty

- As of 2024, 10,605 people in San Diego had experienced homelessness, and 6,110 people were unsheltered (*State of California Accountability*)
- Homeless and unsheltered people are also constantly targeted by San Diego Police
- Also in 2024, 10% of San Diego residents lived below the poverty line (*U.S. Census Bureau*)



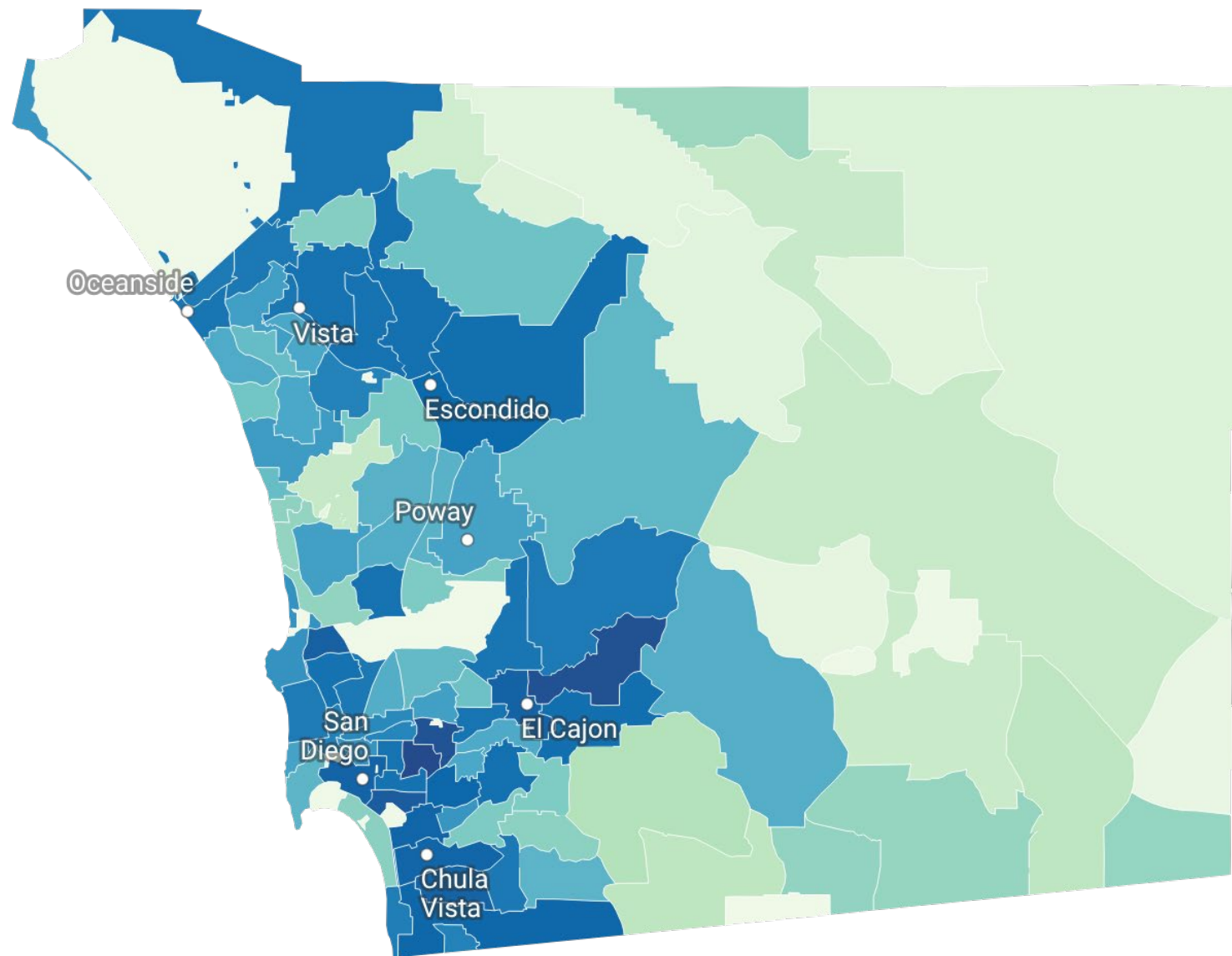
An unhoused man walks his dog in San Diego

San Diego Residents Living Below the Poverty Line, by Zip Code (2024)

The cities of San Diego, El Cajon, and Chula Vista have the **highest** numbers of residents living below the poverty line.

Approximately **35% of San Diego County residents** identify as Hispanic or Latino, and along with other BIPOC residents, are disproportionately affected by poverty and homelessness.

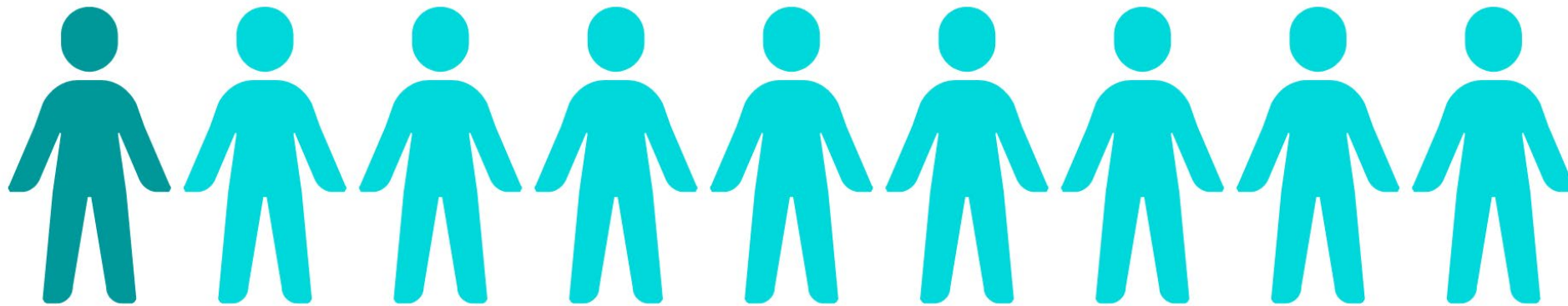
Data source: U.S. Census Bureau



Education

While 90% of San Diego residents over the age of 25 have obtained at least a high school diploma, 1 in 9 residents either completed any grade level Pre-K through 12th grade (without receiving a diploma) or did not complete any schooling at all.

Data source: U.S. Census Bureau



Environmental Issues

The city of San Diego has many pollutants that serve as burdens to residents, many of whom are people of color. The Barrio-Logan neighborhood, which is historically Chicano/Mexican-American, is among the **top 5% of most polluted communities in the entire state of California.**



The Barrio-Logan neighborhood in San Diego

Environmental Issues

In the 1960s and 1970s, the Barrio-Logan and Logan Heights neighborhoods were subjected to discriminatory land use policies, causing homes to be cleared and replaced with freeways, and warehouses and junkyards being placed near homes and schools, emitting toxic fumes into these residences.



The Barrio-Logan neighborhood in San Diego

Who can we include in the conversation, and how are they affected?

Proposed Groups of Focus

Latinx Community

Much like other areas in Southern California, San Diego has a significant Latinx population, and 30% of all San Diegans are Hispanic or Latino

Kumeyaay Nation

The Kumeyaay Nation are the original inhabitants of San Diego County and are separated into 12 bands across the county

LGBTQ+ Community

San Diego's Hillcrest Neighborhood is known for its prevalent LGBTQ+ community presence

LGBTQ+ Community

Gentrification and Homelessness

LGBTQ+ individuals experience homelessness disproportionately

Poverty

Education

Environmental Issues

Kumeyaay Nation

Gentrification and Homelessness

Poverty

Education

Environmental Issues

Latinx Community

Gentrification and Homelessness

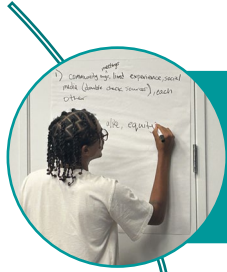
Poverty

Education

Environmental Issues

How can the Commission interact with community in San Diego to support day 3?

3-Day Immersion Approach



Before

Tailoring questions for communities, focusing on community concerns, perspectives and prominent issues



During

Engaging in an interactive activity with community to understand cultural practices and their significance



After

Building trust with community and maintaining long-term contact with community members through follow-ups

Facilitating Interactive Discussions with Community

While community members may have grievances about negative aspects of their community, it is also important to highlight the positive aspects that make community members feel proud to share their stories.

- What brings you joy?
- What positive things are you seeing in your community?
- If you could change one thing in your community, what would it be?
- What are your hopes and dreams for your community?
- What would help your community feel safer, more supported, and more connected?
- What kind of mental support and crisis prevention is needed for your community?

Tailoring Questions for Community Members

LGBTQ+ Community

25% of hate crimes in San Diego in 2025 and 2026 were anti-LGBT. How can the community be supported in this climate?

Kumeyaay Nations

What concerns might the Kumeyaay have regarding a decline in cultural preservation and the decrease of Kumeyaay bands on their native land of San Diego County?

Latinx Community

How can we support Latinx individuals in San Diego and make them feel safe amidst the increased presence of immigration enforcement?

Facilitating Interactive Discussions with Community

Residents in San Diego contribute to a larger community of diverse identities, made up of LGBTQ+ people, Latinx people, Indigenous Americans, unhoused people, and more groups **whose voices are not always prioritized.**

Depending on the identities and lived experiences of the community, **conversations around racial equity and socio-cultural awareness may look different.**

How does community voice lead to action?



Q&A / Discussion

Contact Us

Racial Equity Commission

Visit us on the web: racialequity.lci.ca.gov

Email us: RacialEquityCommission@lci.ca.gov

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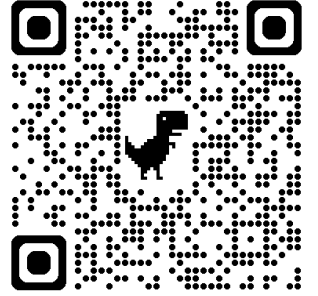
Next Steps for Staff Action

Chairperson Traco Matthews

Adjournment

Chairperson Traco Matthews

**Scan the QR code to
sign up for our
newsletter**



Website: racialequity.lci.ca.gov

Email: RacialEquityCommission@lci.ca.gov

Next Commission Meeting

December 15, 2026 | Sacramento

Thank you!

