LIVERMORE
CALIFORNIA

Livermore Equity & Inclusion Working Group
Subgroup A: Community Culture and Representations
Meeting Date: March 2, 2021

SUMMARY NOTES
(Facilitated by Public Dialogue Consortium)

Community Participants

Garnay Thomas
Marilyn Dykstra
Ryan Keedy
Jackie Cota
Ellen Turner
Tambra Mola
Alexandra Bright
Emily Wilson
Isaiah Campbell (LAYAC)

Subcommittee and Staff

Bob Carling, Council Member
Trish Munro, Vice Mayor
Christine Martin, Deputy City Manager
Lynn Gardner, Horizons Family Counseling

Review Plan for E&I Phase 2 and Subgroup Project Meetings

- The Public Dialogue Consortium (PDC) consulting team reviewed the plan for phase 2 and the role of dialogue and the Working Group Values and Communication Guidelines in the subgroup project meetings.
- Summary of Subgroup comments:
  - It is important that this Subgroup creates a safe space for people to express their views and experiences, whatever they are, and to listen and try to understand the views of and experiences of others, even if they disagree.
  - This includes being open to different styles of communication and interaction.
  - When subgroup members take the time to connect with each other, they can work better together and learn from each other.
  - All of this will help create a more inclusive and inviting environment for people to join, participate and produce outcomes that help the City and community.

Project Development

- Subgroup members reviewed and discussed project ideas, building on and updating the initial ideas that were generated in Phase 1. Two projects emerged from this discussion for the Subgroup to pursue:

1. Community Representations in Livermore City Government: The purpose of this project is to develop recommendations on ways to broaden community participation in City Government, ensuring that outreach, recruitment and appointments are inclusive of the whole community. The project will focus initially on the City's Advisory Bodies and other community volunteer programs. Preliminary workplan items:
   a. Learn what the City is currently doing to recruit and appoint community members to Advisory Boards and volunteer programs
   b. Evaluate current efforts, identifying strengths, gaps, missed opportunities, etc.
   c. Develop recommendations to encourage more diverse representation.

   Subgroup members interested in this project: Ellen Turner, Lynn Gardner, Garnay Thomas, Emily Wilson, Marilyn Dykstra, and Jackie Cota

2. City Communication, Media, and Messaging: The purpose of this project is to develop recommendations to make the City's communication, media, and messaging welcoming, inclusive and representative of the whole community. The project will focus initially on external communication out to the public, with opportunities to include public art, cultural events, and educational programs. Preliminary workplan items:
   a. Identify and evaluate the various platforms and formats that the City uses to communicate to the public, focusing on those that reflect the community culture, look and feel of Livermore.
   b. Develop recommendations to make the City's communication, media and messaging representative and inclusive. Subgroup suggestions include:
      - The City's Calendar of Events was identified as a good place to start, with potential recommendations on how to make it more inclusive by including cultural events, celebrations, etc. Possible action item: Subgroup members reach out to the groups and organizations that sponsor these cultural events (e.g. churches, BLM tri-valley, etc.) to help coordinate outreach.
      - City marketing materials, website, banners, murals, and public art were also identified by the Subgroup, with potential recommendations to ensure they are representative of the whole community. Possible action item: Subgroup members coordinate with the Arts Commission to provide input on the arts master plan.
      - The Subgroup suggested that the City develop a way to communicate the contributions of diverse groups and individuals who have not historically been recognized, providing educational opportunities that instill pride and appreciation in the community.

- The Subgroup also suggested that all of these efforts be framed under a Livermore Unity umbrella, demonstrating how Livermore's diversity is a mosaic of differences that creates a unified whole.

Subgroup members interested in this project: Alexandra Bright, Lynn Gardner, Ryan Keedy, Emily Wilson, and Jackie Cota