



Subgroup A: Community Culture and Representations Meeting Notes
Meeting Date: October 1, 2020

Participants

Arthur Barinque
Roxanna Mohammed
Cierra Bailey
Ellen Turner
Sophia Elkihel
Valerie Nebo
Lynn Gardener
Susan Frost
Carla Estrada
Thomas Ramos (left @8:30)
Amy Pannu (left @7:30 before sharing)
Michael Mosby could not attend but submitted ideas

Brainstorming Ideas and Suggestions (organized by themes/categories)

1. Elicit and share equity and inclusion stories and experiences

- Interview youth for their experiences and stories; selecting groups and parents in schools to talk to in an informal way
- Open forums with small groups to share experiences and stories; open forums with small groups to share experiences and stories
- Collect stories to share so others understand the experience of racism in Livermore
- How do we create safer spaces for people to share their experiences? This means fostering trust that allows people to be vulnerable.
- Find ways to get smaller deeper listening groups that feel comfortable
- Start a google.doc for members to add to

2. Develop mission statement, principles, and objectives

- What is the mission statement? Principles?
- What are the goals and objectives of the working group? (Bob = increasing awareness)
- Equity and Inclusion statement?
- Create group norms/agreements: "assume positive intent" "do not share others' personal stories"
- Valerie and Roxanna would like to help with mission statement

3. Collect resources and educate subgroup and community about equity and inclusion issues, terminology, etc. (e.g. systemic racism)

- Educate the task force on what systemic racism is - 5 pillars - create a knowledge base for the subcommittee to fall back on when encounter resistance from those who think there is not systemic racism.
- Education book talk
- Start google.doc for a list of resources that can help define systemic racism

4. Establish community partnerships

- Partner with groups in Livermore (community centers within developments, faith groups, schools, and others) to assure that reaching all communities in Livermore (not just centralized downtown?).

Suggested principles for this subgroup (submitted by Michael Mosby)

- *Cross boundaries and link sectors, communities, and cultures* - Long lasting social change requires systemic thinking, joint investment in outcomes, and cross-sector approaches.
- *Act with empathy and respect* - Be realistic about what we don't know and always open to new points of view. Respectful conversations can lead to new and innovative solutions.
- *Engage with those whose lives are most affected* - Community voices should be the core of our work. Marginalized communities and those closest to the problems are key partners in creating solutions.
- *Embrace smart risk-taking* - Don't be afraid of the untested. Take smart risks in light of an ever-changing world and rise to the increasingly complex challenges of today.
- *Prioritize ideas that can scale* - Support solutions with the most potential for substantial positive impact.

*As much as possible, these notes are taken from statements made by the working group members.