



Subgroup C: Reaching and Inspiring Youth Meeting 3 Notes
Meeting Date: December 1, 2020

Participants

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Kristie Wang
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Subcommittee and Staff

Trish Munro, City Council Member
Bob Woerner, Mayor Elect
Christine Martin, Deputy City Manager
Lynn Gardner, Livermore Police Department

1. Subgroup C Process Check In

Participants were asked about how this process is working for them and how it might be improved. Feedback on the process includes:

- We all need data and shared understanding of E+I concepts to inform actions and stories in the community, so group members can point to information about systemic racism, implicit bias, etc. when engaging community members. Suggestions from the group for terms that would be helpful for all to be familiar with:
 - Microaggressions, toxicity, institutional racism, structural racism, systemic racism (and differences between these terms), privilege, white privilege, overt vs. covert racism, intersectionality, racial equity, white space, slavery capitalism, BIPOC, black power, native sovereignty, internalized racism, colonialism, colonization, decolonizing, co-opting, colorism, appropriation, segregation vs. separation, normalizing pronouns and their meaning, allyship, upstander vs. bystander, cultural humility and how it relates to building trust, entitlement
- This group needs to be comfortable with sharing stories and relating to each other before the group can go to the community to ask them to share stories comfortably.
- Differences in communication styles can be triggering, reinforcing subtle inequities, which contributes to felt power imbalances, making it more difficult to

engage and empower each other and the community. Some would like more power to be free and independent in this group, with council just listening rather than being directed by council. This group is here to transform, not reinforce the same communication patterns.

- We bring our prior experiences into interpreting comments and communication, it is important for all of us to keep this in mind.
- Yes, and honoring our different backgrounds and experiences during this process is very important.
- Allyship - power and privilege is unavoidable, when we want to promote equity it is important to understand how to leverage power to raise up voices of those with less power, and important to mobilize this dynamic in this group.
- It is important to think about what we are willing to listen to and what we are not willing to listen to based on our backgrounds. When not willing to listen, work needs to be done so we can have these discussions. It's critical we tell our stories, and that we feel the allyship from those in power to make change, so that when we are not together we know we are still supported. We need to understand collectively what BIPOC people experience, not just focusing on getting things done.
- Members of this group want to know that their participation in this group can create lasting impact for E+I in Livermore.
- It may help to unite this group if we can define our purpose and goals in a short paragraph (see update on Mission below).

2. Update on Subgroup Mission & Scope

Suggestions and edits were incorporated from the last meeting, and additional suggestions were made by participants:

- Include mention that youth will be the leaders and changemakers to create a more equitable, inclusive future. They will inherit the work on EI from the older generation.
- Phrase “empower them to create transformation” - youth do not need power from us, they need us to get out of the way. “Facilitate” or “enable” or “help” or “support” rather than “empower”
 - Youth have great ideas, but they need help getting things done. “Facilitate” or “help” is actually close to the support they need
 - E+I include transferring skills and knowledge to students so they are able to make the changes they want
 - LAYAC - the more support, direction and structure they have, the more they are able to take the actions
- Clarify where transformation needs to happen, the youth do not need to be transformed
- BIPOC and at risk youth need to be included in youth voices, not just those youth who are used to leadership roles. There needs to be deliberate effort to engage

BIPOC youth, not just a casual effort because we will get more of the same rather than diverse voices

- Updated Mission based on suggestions above:
 - *Facilitate opportunities and safe spaces for marginalized youth to develop their voices and agency through ensuring safe spaces, resources, and different pathways (community, schools, etc.) for mutual communication. This will enable youth to lead the work of engaging in conversations and activities about race, equity, and inclusion in inter-generational contexts, develop authentic experiences grounded in “real talk” that is reflective of the lived experiences of Livermore’s young people, and helping them to be change makers in creating a more equitable and inclusive community.*

3. Planning the Affinity-Group Dialogues

Participants provided updates and input for how to move forward with the affinity-group project:

- Valerie took this idea to Livermore Management Association, they are willing, but want more clarity about goals and questions youth will be asked in dialogues. Once provided, they can take them to college clubs for feedback. Their questions include: What is this committee looking for in youth candidates who may join this group? Do we want recommendations? What is the commitment?
- Affinity groups are important for youth to share and support each other, how do we build these groups and how do these groups translate into critical actions that are needed?
 - How do we support these groups to engage other youth in E+I discussions?
 - Is there a way for youth to mentor those younger on E+I issues?
 - It is important for youth not to take direction from adults, but to take action with support from adults.
 - If adults do not talk and just listen, good information and ideas come out. "We are here to listen, as you share concerns and issues, what would you suggest that can help make things more equitable and inclusive?"
 - This group can engage youth groups and take this approach to learn more about what youth want and need and how to support them.
 - Can we go to them, join them in their spaces rather than invite them into our spaces? You get very different input from a group of youth in their familiar spaces rather than inviting a few to join an adult centered space.
 - Both can happen, those who are interested in joining this group should join and we can go to youth to engage them in their spaces.
 - We can go to youth groups to ask them what they want and need
- Can we set up a core youth working group that can help inform these groups?
 - LAYAC - Livermore Area Youth Advisory Commission would like to join this group

- 4 youth indicated interest, 3 are 16 or older, 1 is 15
 - As of now, the only criteria set has been an age of at least 16
 - There are 2 other HS youth interested in joining, they have an application
- Action Items
 - There is a meeting with LAYAC on Monday from 7-8pm, Lynn leads this youth group and requested Valerie join to speak about this process. Lynn will circulate an application to the six youth interested and encourage them to apply.
 - Valerie will get the names of the two HS youth from Bob W. and vet them with the appropriate administrators.

4. Next Steps

- A storytelling workshop is scheduled for December 9th for all subgroup members
- This group will reconvene in January 2021

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