



Subgroup A: Community Culture and Representations Meeting Notes
Meeting Date: October 27, 2020

Participants

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Subcommittee and Staff

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1. Plans and Ideas to Complete the Subgroup's Mission, Values and Goals

- A google doc link will be sent to all subgroup members to add comments to the first draft Mission, Values and Goals.
- Valerie, Roxanna and Barbara will be the lead editors for the Mission, Values and Goals document, coordinating and integrating the comments and compiling a second draft for the subgroup to review.
- Deadlines:
 - Comments from subgroup members: Monday, November 9
 - Second draft completed by editors: Tuesday, November 17
- Ideas and Suggestions for the Second Draft
 - Take "previously" out of the Scope/Mission.
 - Use the term "transformation" instead of "change."
 - Use the Mission, Values and Goals as an internal resource, first, to establish direction and promote unity and healing within the group to prepare for

outreach to the community. Second, develop a public version of the document that is accessible to the wider, community audience.

- Identify the unique strengths, perspectives, blind spots and limitations of the group members to understand what each offers and how to work together.

2. Plans and ideas for a Resource Page and FAQs

- Make this a diverse list of resources, including books, articles, media, organizations, etc. that are focused on E&I as a value to the community.
- Use the Resources and FAQs as an internal tool, first, to provide the subgroup with a common vocabulary and framework. Second, make the Resources and FAQs available to the public.
 - Reach out to diverse groups and individuals.
 - Ask people how best to reach them with resources.
 - Utilize multiple avenues and modalities; ensure access for all community members.
 - Circulate to schools; identify specific groups to reach out to.
 - Reach educators and community leaders/activists with E&I resources (e.g. Tri-Valley for Black Lives).
 - Set up social media for this group and committee.
 - Ensure Resource and FAQs are tailored to both the victims of racism and perpetrators of racism (e.g. rally in Livermore Saturday, October 24).
 - Add resources from Lynn Gardner to the list.
- Next step: The link to a google doc link will be sent to subgroup members who can begin adding resources and questions.

3. Plans and Ideas for Eliciting and Sharing E&I Stories and Experiences

- The goals for storytelling are community education and increasing awareness.
- Ensure we capture stories that reflect the diversity people of color (POC) in Livermore, including generational differences.
- Create safe spaces for people to be honest about racism, not just for victims, but for those who want to express what may sound like racist perspectives - important to have openness for all.
- The process should be flexible, adaptive and responsive to the unique stories and experiences of people; encourage different mediums and ways of telling and sharing stories.
- Develop a handful of questions as prompts, be open to people sharing how they would like (e.g. LHS posed the question to our Student Forum, "What do you need to feel wholly included in Livermore (like downtown, in public spaces)?" Or, "What

does Livermore need to become for youth so it is more than a place you aspire to leave when you turn 18?")

- Utilize other groups to assist with collecting stories (e.g. LHS students are going into the community to ask for stories, then are going to re-enact stories for a play).
- Build on the stories by creating dialogue between "different camps" in regards to racism (e.g. Restorative Circles format).
- Address legal concerns with consent, privacy and safety.
- Next step: Review the storytelling project idea at the next subgroup meeting. There is not yet a clear consensus to move forward with it.

4. New Project Idea for Community-Wide Assessment and Action

- Valerie suggested a community-wide assessment and action process consisting of the following steps:
 - Scope of authority/agency: Identify the public spaces that fall within the City's scope of authority; the areas where City, and by extension the Community Culture subgroup, have agency.
 - Inventory: Within those spaces and areas, identify what's been done in Livermore and what currently exists to address systemic racism and promote equity and inclusion.
 - Assessment: From that inventory, determine how effective those measures have been, including what is missing or lacking.
 - Action: Identify and implement actions the City and subgroup can/should take to better address systemic racism and promote equity and inclusion.
- Ideas and items to Start the Assessment and Action Process
 - City Council can assist with "getting things done."
 - The subgroup can help shape how the City can step up to support targets of racism.
 - The subgroup can assist with establishing protocols for inclusive decision-making.
 - Collect stories from community members as inventory is taken, linking the story-telling project to community-wide assessment and action process.
 - Look at the symbology and artwork that currently is displayed in Livermore and how this reflects the community (e.g. Pride flag, cowboy, field/vineyard worker, murals, Livermore seal (cowboy), sculptures of families/children with Eurocentric features, ranch brands, lack of diverse culture representation, totem pole).
 - Identify and evaluate how decisions about art and symbols made - Who is included in the decision-making process? Who is not included? What groups are consulted? Not consulted?

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Next subgroup meeting: November 17, 2020 at 7:00pm

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