

# COMMUNITY VISIONING FORUM PLANNING COMMITTEE (CVFPC)

**Tuesday, April 26, 2022, Meeting Minutes**

## Members

Eddie Crandell	JoAnn Saccato
Beniakem Cromwell	Tina Scott
Angela Cuellar-Marroquin	Dirk Slooten
Delores Farrell	Dale Stoebe
Carol Huchingson	Mireya Turner
Sally Peterson	Sue Williams

## Call to Order/Roll Call/Introductions

Meeting was Called to Order by JoAnn Saccato at 6:02pm.

*Members Present: Eddie Crandell; Angela Cuellar-Marroquin; Delores Farrell; Sally Peterson; JoAnn Saccato; Tina Scott; Dirk Slooten; Dale Stoebe; Mireya Turner*

*Consultants/Forum Facilitators: Nicole Anderson and Dr. Shelley Holt were present on behalf of Nicole Anderson and Associates Consulting, LLC, and shared their backgrounds*

*Absent: Beniakem Cromwell; Carol Huchingson; Sue Williams*

*Staff to Committee (present): Matthew Rothstein*

*Members of the Public Present and Contributing: Dave Geck; Rose Geck; Priscilla Knolle, Adventist Health; Carol Cole-Lewis; Clovice Lewis*

*Others Present: Jenni Byers, Community Development Director, City of Lakeport; Michael Green, City Councilmember, Lakeport; Kevin Ingram, City Manager, Lakeport; Scott Knight, Sutter Health; Todd Metcalf, Lake County Behavioral Health Services/Continuum of Care, Hope Rising; Peter Miller; Bethany Moss, City of Lakeport; Rick Orwig; Tina Viramontes, Facilities/Deputy City Clerk, City of Clearlake*

## Moment of Silence and Opening Offering

### **Intention for Moment of Silence:**

Dirk Slooten invited those present to enter into a Moment of Silence and reflection on the atrocities occurring in Ukraine.

### **Opening Offering, JoAnn Saccato:**

*I offer this quote from Dr. Martin Luther King, Jr. "We are tied together in the single garment of destiny, caught in an inescapable network of mutuality."*

*I acknowledge that I am participating in this session as the granddaughter of Italian immigrants and I reside on the unceded traditional lands of the Lake Miwok and Southeastern Pomo Nations. I honor all traditional custodians of this region, appreciating the opportunity to live and work on this land and ask the ancestors' blessings in being here.*

*If you wish, take a moment to acknowledge and honor the traditional custodians or indigenous peoples of your region, whether you know who they are or not, as a way of remembering a history that is often dismissed, forgotten, or erased from our modern-day culture.*

*I also pay respects to the enslaved African peoples, and peoples from any culture, that were brought to, held, and sold on this land against their will, and to their descendants. I recognize the continuing struggle for liberation.*

*May we, as we do our work tonight, remember those that came before us, upon whose shoulders we stand and from whose sacrifices we benefit. And may we move consciously together in this "single garment of destiny" for the greater good of all.*

## PLEDGE OF ALLEGIANCE WAS RECITED

*Dirk Slooten led the recitation.*

## Approve CVFPC Minutes – February 22, 2022 Meeting

JoAnn Saccato invited comment (*from all present*) on the content of the Minutes. Matthew Rothstein displayed the minutes for review, and reminded that Meeting Minutes are published on the County of Lake website, once approved:

[http://www.lakecountyca.gov/Government/Boards/Community\\_Visioning\\_Forum\\_Planning\\_Committee/Minutes.htm](http://www.lakecountyca.gov/Government/Boards/Community_Visioning_Forum_Planning_Committee/Minutes.htm)

Minutes were approved without changes, by Roll Call vote:

Ayes: *Farrell; Peterson; Saccato; Scott; Slooten; Turner*

Noes: *None*

Abstain: *Crandell; Cuellar-Marroquin; Stoebe*

Absent: *Cromwell; Huchingson; Williams*

Motion by Dirk Slooten. 2nd by Delores Farrell.

## Consideration of a Presentation by Forum Facilitators, Nicole Anderson and Associates Consulting, LLC

- Ms. Anderson and Dr. Holt shared appreciation for the process undertaken in Lake County thus far, and the conduct of meetings. “Many Committees aren’t where you are, haven’t gotten to the place of acknowledging the pain.”
- Both Anderson and Holt have experience in the field of education, and have seen how young peoples’ successes translate into adulthood.
- Want to create change that lasts – Anderson and Holt see their role as supporting Committee in achieving that
- Lasting change is complex – there is low-hanging fruit that can be acted on now, other elements take significantly more time
- Quote from Dr. Eric Witherspoon (educator, Superintendent for 16 years in Evanston Township High School District, Chicago Suburbs, retiring this month after a highly distinguished career): “We have to face it to fix it.”

- An overview of County priorities and history of Diversity, Equity and Inclusion work was invited. Eddie Crandell (Committee Member and Chair of the Lake County Board of Supervisors) provided insights:
  - Community Call to Action Group was important forerunner of the Community Visioning Forum Planning Committee, Crandell made a presentation to this group.
  - JoAnn Saccato collaborated with County Administration and the Board of Supervisors to develop the Board's Proclamation
    - <https://www.youtube.com/watch?v=KnmnWM70JFI>
  - It was important to all stakeholders that the Proclamation include action steps
  - Crandell noted some in our communities feel excluded, "Has been happening far too long." While some may fail to see the relevance or have concerns such discussion may bring about unwelcome change, it is important that, "everyone is represented and respected."
- Ms. Anderson briefly introduced the concept behind the "Water of Systems Change" - there are many aspects of our situations, environments and systems that we do not unpack as a matter of course.
  - A fish may ask, "What is water?"
  - Great variance exists even within superficially homogeneous groups:
    - "When we talk about race, each individual may have a different experience," despite similar attributes [*i.e., there is great variance among the experiences of individuals within the same racial categories*]
    - Our ancestors, even within our own families, faced different circumstances, and had the opportunity to appreciate factors that informed their experiences to different degrees
- Quote from Maya Angelou: "Do your best until you know better. Then when you know better, do better."
- Introduced "Four Agreements of Courageous Conversations," from Glenn E. Singleton's *Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools* (<https://www.amazon.com/Courageous-Conversations-About-Race-Achieving/dp/1483383741>):
  - Stay Engaged
  - Experience Discomfort
  - Speak Your Truth
  - Expect/Accept Non-Closure
- Shared the parable of "Blind men and an elephant" (*Tittha sutta, Udāna 6.4, Khuddaka Nikaya*) as a model for understanding community members do not always have the, "same truth"
  - [https://en.wikipedia.org/wiki/Blind\\_men\\_and\\_an\\_elephant](https://en.wikipedia.org/wiki/Blind_men_and_an_elephant)
- "Comfort and Safety are two different things"
- "Blame and Shame" is not the goal – need everyone to have opportunity to engage in the conversation, and expect we will experience a lot of non-closure
- "Marathon," not a sprint
- Important to distinguish, "Low-Hanging Fruit," which can be quickly acted on, vs. long-term policy changes that require adjustment of mental models and a greater communication burden
  - Translating Board of Supervisors and Council Agendas, as a matter of habit, and not only in response to requests, is one potential area of opportunity
  - Eddie Crandell raised, *Inter caetera* ("The Doctrine of Discovery"), a Papal Bull issued by Pope Alexander VI (May 4, 1493), as an example of a policy document/pronouncement that has had far-reaching and enduring implications, particularly for Indigenous Peoples of the Americas.
    - The "Doctrine of Discovery" had roots in earlier Papal Bulls from Pope Nicholas V, *Dum Diversas* (1452) and *Romanus Pontifex* (1455)
      - Resources:
      - <https://www.nlm.nih.gov/nativevoices/timeline/171.html>

- [https://en.wikipedia.org/wiki/Inter\\_caetera](https://en.wikipedia.org/wiki/Inter_caetera)
- [https://ldhi.library.cofc.edu/exhibits/show/african\\_laborers\\_for\\_a\\_new\\_emp/pope\\_nicolas\\_v\\_and\\_the\\_portugu](https://ldhi.library.cofc.edu/exhibits/show/african_laborers_for_a_new_emp/pope_nicolas_v_and_the_portugu)
- <https://berkeleycenter.georgetown.edu/responses/what-fifteenth-century-papal-bulls-can-teach-us-about-indigenous-identity>
- Clovice and Carol Lewis pointed to similar effects of:
  - “Doctrine of Manifest Destiny,” <https://www.history.com/topics/westward-expansion/manifest-destiny#:~:text=Manifest%20Destiny%2C%20a%20phrase%20coined,the%20entire%20North%20American%20continent;and>
  - “1850 Act for the Government and Protection of Indians,” <https://www.courts.ca.gov/documents/IB.pdf>.
- Dr. Shelley Holt noted, “Understanding history is key to comprehending our present and forming our future!” Developing racial historical literacy enhances our collective learning. “This may be a midterm goal to incorporate an understanding of history in how we process current policies, practices, procedures, relationships, power dynamics and mental models! We each play a position or a role.”

### Defining Equity, Diversity and Inclusion

- Nicole Anderson shared example definitions of Equity, Diversity and Inclusion. These were sourced from *Unrealized Impact: The Case for Diversity Equity and Inclusion* (2017, Xiomara Padamsee, Becky Crowe, et al) [https://www.promise54.org/wp-content/uploads/2020/09/Unrealized\\_Impact-Final-072017.pdf](https://www.promise54.org/wp-content/uploads/2020/09/Unrealized_Impact-Final-072017.pdf):
  - **Equity:** The process of ensuring equally high outcomes for all and removing the predictability of success or failure that currently correlates with any social, cultural or racial factors (*e.g. clear compensation structures*)
  - **Diversity:** The presence of different types of people (from a wide range of different identities and with different perspectives, experiences, etc.)
    - Example: an organization with high degree of variation in racial, ethnic representation among staff
      - *Clovice Lewis encouraged those present to “unpack diversity,” and appreciate differences in cultural identity and intersectionality*
  - **Inclusion:** Process of putting diversity into action by creating an environment, respect and connection-where the richness of ideas, backgrounds, and perspectives are harnessed to create value
    - Valuing differences is important, but if we do not include those diverse perspectives, we cannot get to the outcomes we’re looking for – people’s perspectives must be heard, and decision-making processes must be inclusive
- Visuals were shared to enhance understanding, including this one: [https://www.researchgate.net/figure/The-difference-between-the-terms-equality-equity-and-liberation-illustrated-C\\_fig1\\_340777978](https://www.researchgate.net/figure/The-difference-between-the-terms-equality-equity-and-liberation-illustrated-C_fig1_340777978)

(a) Discussion of Next Steps for Community Visioning Forum planning process, in coordination with Facilitator, and Continuation of Discussion on Hosting Forums; (b) Consideration of options for core Forum Planning group, stakeholder subcommittees; (c) Group feedback on next steps

- First two planning meetings with Nicole Anderson and Associates Consulting to be held April 26 and late May/early June (June 6 was ultimately selected), provide overview to build on

- Nicole Anderson and Associates Consulting, LLC, expects to work on structural considerations in the spring and summer, and host more intensive planning meetings in the fall, then begin facilitating the public-facing Community Visioning Forums
- Process will be “thoroughly documented” with documentation collected here:
  - [https://drive.google.com/drive/folders/1-vhFigTxP\\_-0VnplZx37isSIByZMHew2](https://drive.google.com/drive/folders/1-vhFigTxP_-0VnplZx37isSIByZMHew2)
- Three total public forums/fora will be presented, which need to be planned, contingencies need to be in place given unknowns surrounding COVID-19
- Constant thought regarding how we engage people that can’t be part of ongoing Committees and “bring others along,” is needed to sustain the work
- Mention was made of community discussion surrounding renaming of Kelseyville, and the possibility a Forum could be hosted on this topic. “Konocti” is the proposed new name.
  - JoAnn Saccato noted “Citizens for Healing” is the group working on the Kelseyville Name Change, and “Dallas and Lorna” are on the Committee
    - <http://citizensforhealing.org/index.php>
- Nicole Anderson noted her expectation that her firm will support Lake County in developing a long-term plan to sustain the work of this or subsequent Diversity, Equity and Inclusion-focused Committees

**As a means of centering next steps in what had previously been determined, discussion of Purpose Statement and Guiding Principles was facilitated**

- Carol Cole-Lewis noted one of the Purposes of the Community Visioning Forum was to develop recommendations for meaningful actions and activities that, “Focus resources on underlying causes and conditions that lead to inequitable resource and justice distribution,” and encouraged identification of those resources and services
- Delores Farrell noted she is Chair of newly-formed Equity Committee within the governing apparatus of the Continuum of Care, and that group receives Federal and State funds, other resources. In this role, Ms. Farrell carries the intention to ensure, “resources are getting where they belong,” and that those making resource decisions are “Looking at the entire community”
- Priscilla Knolle asked how accountability is held for the Guiding Principles of the Community Visioning Forum Planning Committee
  - This was roundly acknowledged as an important question.
  - Nicole Anderson responded an Equity Impact Action Plan will be created, with specific goals that build on the principles, and lead to recommendations for the Board of Supervisors and City Councils.
    - These recommendations will be based on data, listening, and consistently asking how we can include other voices
    - Starting in the fall, subcommittees are expected to dig more deeply into particular facets the plan and areas of focus
  - Asking the question, “Accountable to what?” is important
    - The Community holds its leaders accountable
    - Staff and governance teams/advisory groups partner to allocate resources
  - Consider barriers, and build metrics into the Equity Impact Action Plan that are publicly known, to allow accountability (*e.g. SMART goals that are published and discussed*)
  - Accountability for some principles is built into the conduct of meetings, e.g., “Growth Opportunities” are presented at each meeting, to promote continuing education, and there is always opportunity to evaluate whether current norms are effective
- Clovice Lewis drew out Guiding Principle number 6, “Model and encourage discussion to identify and mitigate any disparities in Lake County’s representation and service of our many population groups, including but not limited to persons of color, seniors, persons with limited access to resources and persons whose voices are less likely to be heard.” Mr. Lewis highlighted the import of “Encouraging opportunities to examine intersectionality through public dialogue”

- Nicole Anderson noted there is danger of telling a “Single story” of the history of race, for example, and examining intersectionality and intra-group diversity are, “Absolutely part of our learning.”

#### **Who/What Perspectives are Missing and Underrepresented from Planning Discussion Thus Far?**

- Further representation from Law Enforcement groups that serve Lake County communities (*appreciation was shared for Lt. Stoebe’s dedication through this process, thus far*)
- School Districts
- Faith-based organizations
- Chambers of Commerce
- Members of our local NAACP Chapter
- Youth; “Young voices, high school/middle school students”
  - “The young and media savvy”
- Ana Santana, Healthy Start Director/LCOE, advocate of underprivileged and Latinx community
- Gilbert Rangel, AmeriCorps Director, Kelseyville Unified School District Board Member
- Zabdy Neria, member of the Konocti Unified School District Board of Trustees
- Blue Zones Lake County contributors, Jamey Gill, Executive Director
- North Coast Opportunities
- In connection to this discussion, it was noted equity leaders oftentimes must be willing to put personal feelings aside to hear those we may disagree with, “This MUST be a safe space for ALL voices.”

#### Growth Opportunity (Presented by JoAnn Saccato)

##### **“The Origin of Race in the USA”**

In the interest of continuing education, in consistency with the Purpose and Guiding Principles of the Community Visioning Forum Planning Committee, this short PBS documentary was shared:

<https://www.pbs.org/video/the-origin-of-race-in-the-usa-wbm41s/?source=social>

##### *Discussion included:*

- Mention of concern equity in climate action has some ongoing parallels.
- Challenges in rural areas, pockets of California with greater prevalence of Confederate Flags, for example
- Reference to Kimberly Johnston-Dodds’ “Early California Laws and Policies Related to California Indians,” [https://digitalcommons.csumb.edu/hornbeck\\_usa\\_3\\_d/34/](https://digitalcommons.csumb.edu/hornbeck_usa_3_d/34/)
- “Who built this road? Whose land did it destroy?”
- “Historical Racial Literacy is crucial to forward movement.”
- “Consider new immigrants - new to this country, who bring different history, expectations, and needs.
- “Forgiveness without justice does not lead to reconciliation or forward movement... this will be a transformative individual and community journey”

#### Public Input (not related to any Agenda Item)

None

#### Adjournment

The meeting was adjourned by JoAnn Saccato at 7:45pm.

## Pre-Work for Next Meeting (Shared via Email)

### *Reading: The Water of Systems Change*

You may recall, Ms. Anderson has encouraged each of us to familiarize ourselves with, “The Water of Systems Change,” an outstanding resource from John Kania, Mark Kramer and Peter Senge for those looking to make a lasting and positive difference in communities. The "Six Conditions of Systems Change," lend understanding regarding the mental models and semi-explicit factors that underlie Policies and Resource distributions.

[https://www.fsg.org/resource/water\\_of\\_systems\\_change/](https://www.fsg.org/resource/water_of_systems_change/)

### *Data Review: Reviewing Public Data Sources to Identify Equity Gaps*

During Monday’s [June 6] meeting, our Consultants will work with us to use data sets in the areas of Health, Race and Education to identify equity gaps.

- **Health:** <https://www.hoperisinglc.org/indicators>
- **Race:** <https://www.racecounts.org/county/lake/>
- **Education:** <https://www.caschooldashboard.org>

Participants are encouraged to review the data ahead of Monday’s meeting, with the following questions in mind:

- What does the data reveal?
- What data may be missing?
- What questions do you have about the data?
- What equity gaps does the data reveal that may potentially be a focus area in your equity impact action plan?
- What qualitative & quantitative data are you using to drive your equity action planning?