



Minutes

Monthly Membership Meeting

October 2, 2015

REACH Ashland Youth Center, San Leandro

Attending: Dave Brown, Melanie Moore, Sarah Oddie, John Yuasa, Estelle Clemons, Doug Jones, Sylvia Soublet, Rhia Reboredo, Ariel Dekovic, Claudia Guerrero, Courtney Gonzales, Linda Gardner, Nalleli Sandoval, Rashad Armstead, Riana Robinson, Keisha Nzewie, Jan Malvin, Becky Hopkins, Leah Ricci, Kristi Miller, Jean Prasher, Chuck McKetney, Kelly Stenhoff, Hilary Bass

Meeting called to order at 11:10am due to A/V set up delay

Co-facilitator Ariel Dekovic gave welcome and announced co-facilitation by herself and Riana Shaw Robinson. Also announced that Courtney Gonzales would be note-taker for today. Introduced Sarah Oddie, new support staff at Supervisor's Chan's office.

General Announcements

- **This is a County Green Certified Event!**

Melanie explained the criteria for a county "green certified event," including attention to eco-friendly transportation, food service, waste management, and the inclusion of an exercise break for meetings over 2 hours. All-In will conduct "green" meetings from now on, to promote the well-being of people and planet.

- **Membership agreement**

A draft membership agreement was distributed, indicating the criteria for being a voting member of All-In. Key criteria were in the three categories: participation, respect and professionalism, and stewardship. Participants were invited to review the membership agreement and sign it, if they were ready to.

- **GARE training, Oct. 26 in LA**

Melanie will attend a day-long workshop in Los Angeles on October 26th, sponsored by the [Government Alliance for Racial Equity](#). Training is to build a national cohort of leaders in local government who are committed to achieving racial equity in social policy and practice. All-In members are encouraged to attend this training; everyone must pay their own way (\$50 registration, plus transportation). The purpose of Melanie attending is to take a first step toward actualizing our commitment to conducting a racial justice analysis of our work at All-In.

- **Local economy books/posters trivia contest/giveaway**

Melanie played a trivia game with participants, and those correctly answering questions were rewarded with either a book or poster on the development of a local economy put out by the Democracy Collaborative. These books/posters are available for free via the Democracy Collaborative website: <http://democracycollaborative.org/publications>

- **Save-the-dates: Brown Bags, Holiday Potluck December 17, February 5 convening**
 - Next brown bag: OCTOBER 23, 12:15-1:30pm – Junious Williams from Urban Strategies & Solana Rice from CFED presenting on the Family Assets Count Campaign
 - Holiday Potluck Celebration: DECEMBER 17, 5:30-7:30pm
 - All-In Social Innovation Fair: FEBRUARY 5, 8:30am-4pm

- **Feedback form**

Ariel circulated feedback forms and reminded people to fill them out by end of meeting. (No edits on the feedback form were suggested, so it is the same as last meeting.)

- **Input and Sign-Ups:** Ariel called on participants to suggest topics for the brown bag series, and to sign up for rotating co-facilitation of meetings
 - Suggestions

- **Announcements from participants included:**
 - ICPC hosting event on ending homelessness, Oct. 22:
<http://www.eventbrite.com/e/ending-homelessness-for-families-with-children-in-alameda-county-tickets-18445533086?aff=erelexporg>
 - Signatures now being collected for Nov '16 ballot initiative to establish a phased-in \$15/hr minimum wage. Contact Doug Jones, SEIU.
 - Dig Deep Farms is now catering, including box lunches for events. Contact Hilary Bass, Deputy Sheriff Activity League (DSAL).
 - Request for public comment to HUD regarding reductions in Fair Market Housing limits for Bay Area. Comment period ends Oct. 8. Contact Linda Gardner, Alameda County Housing & Community Development Department.

Approving Governance Structure

Melanie gave an overview of updated proposed governance structure, which had been emailed out to the All-In membership earlier in the week. A graphic and narrative description of the governance model was presented, and is included in these minutes. Q&A was as follows:

Q: Who decides what Action Teams (AT) will exist?

A: Governance committee didn't discuss this specifically. AT should self-organize as needed, based on interest/need expressed by community.

Q: By definition, are community residents not necessarily associated with an organization?

A: They may be independent, representing their neighborhood or themselves. It's also likely that many of the people who may like to serve will be affiliated in some way with an organization.

Q: What happens today?

A: Plan is to vote on the model. Next step would be to nominate Steering Committee (SC) members. The nominations would be sent around with notes so that people can see the people being nominated. Supervisor Chan will review them. This is a 6-month interim SC and governance model. Interim because we want the governance model to be responsive to our work, we want to reserve the right to make a change. In 6 months we're expecting to have implementation plans moving forward.

Q: A lot of people aren't here who have been involved in this work.

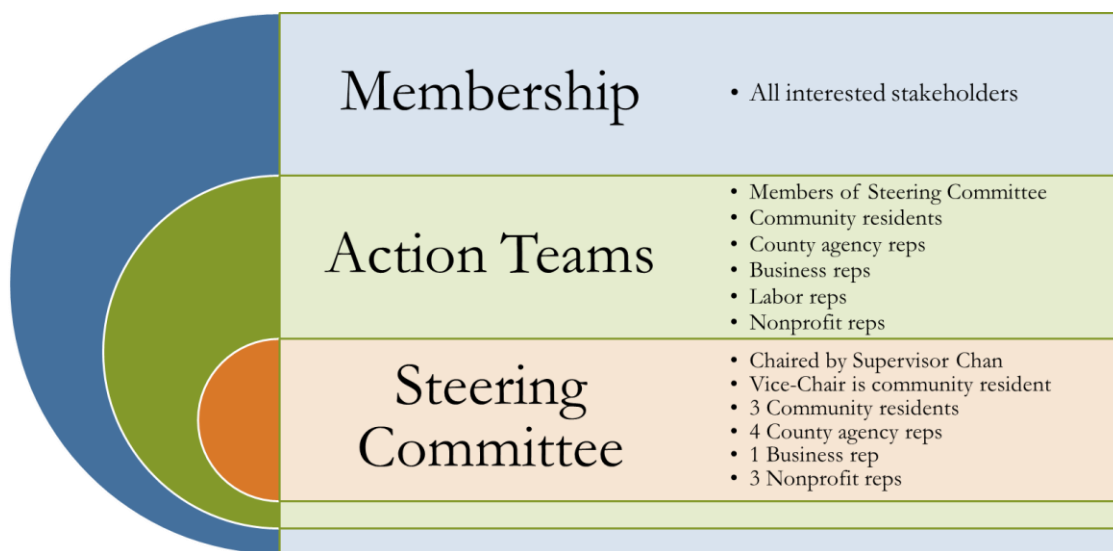
A: Emails were sent to people to gather feedback and have been in conversations with many of the people not in the room today. One person indicated she is there specifically representing a Governance Committee member who couldn't be present.

With the stipulation that anyone attending their first-ever All-In meeting abstain, the facilitators asked for an indication of consensus (thumbs up/down/sideways). All were in favor of approving the governance model. No one opposed. Only people abstaining were there for their first time. Governance model is approved.

Nomination forms for Steering Committee were distributed, and a nomination form is included in these minutes. All-In members are encouraged to submit their nominations ASAP.

The group broke for a brief walk to visit Dig Deep Farms, and then to pick up lunch.

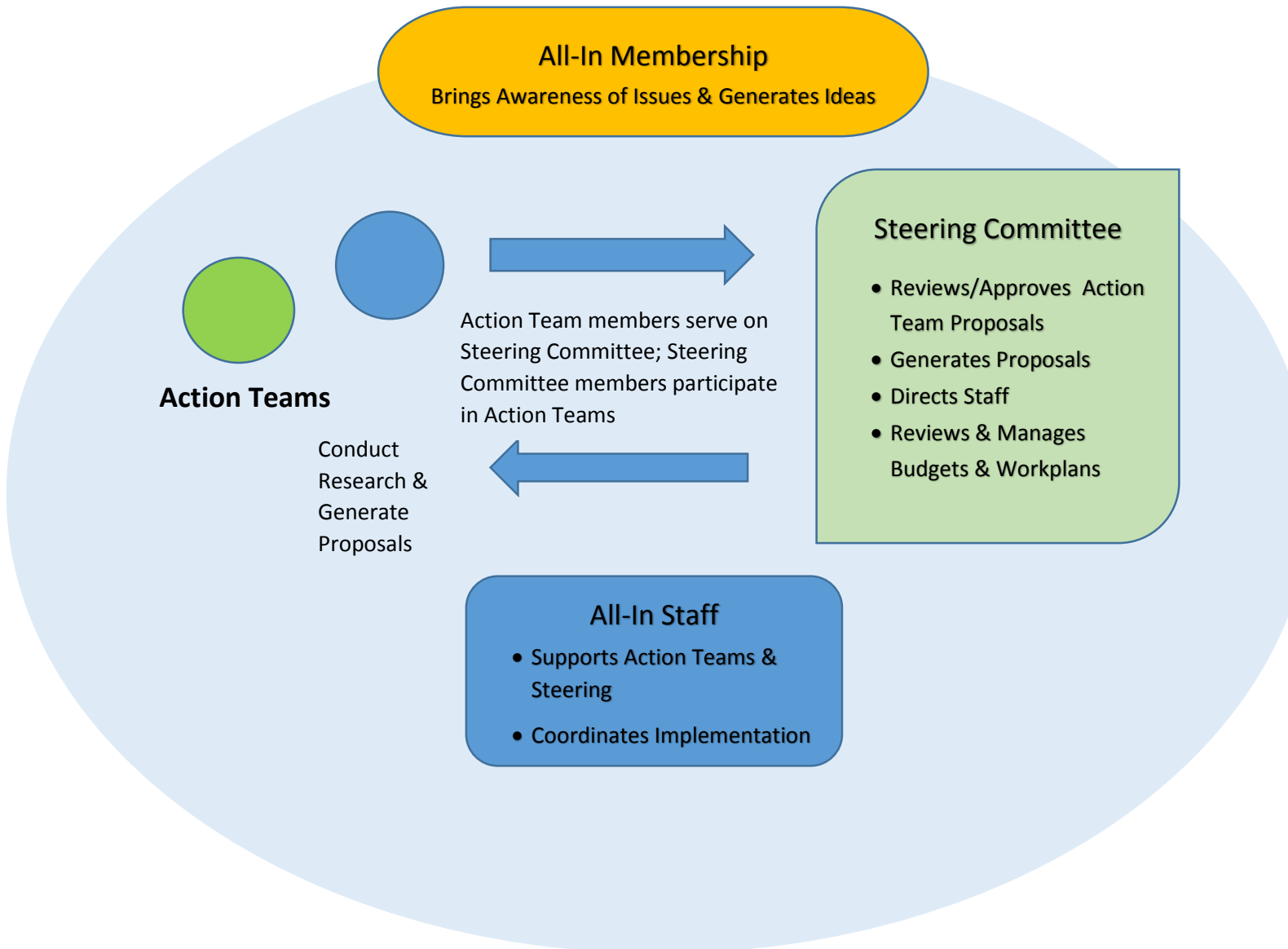
GOVERNANCE STRUCTURE & PROCESS



- Whole membership brings awareness about issues in communities and agencies, and generates ideas for focus areas. Every member is encouraged to serve on an action team.
- Action teams generate ideas and content, and design implementation plans.
- Action teams are encouraged to recruit diverse members with a range of expertise, including business people, labor representatives, community leaders, county agencies, etc.
- Implementation plans go to Steering committee on a rolling basis as teams are ready, and also based on specific opportunities for funding, etc. Steering can request that action teams address specific opportunities, and can direct staff to take advantage of specific opportunities for funding and partnerships that have urgent deadlines in between whole membership meetings.
- Steering reviews/approves plans from action teams. If plans are not ready to move forward for vote, or steering votes to not move a plan forward, it can go back to action teams for more work. Steering committee sets priorities and can table proposals.
- Steering directs staff to move implementation forward, including requesting that staff develop funding proposals, budgets, workplans, and agreements, that will be reviewed and approved by Steering.
- Community residents serve at all levels of governance structure; a community resident is Vice Chair of Steering Committee.
- Staff provide the organizational "backbone," filling key communications, logistics, fundraising, monitoring and evaluation, and implementation roles.

- At all levels of governance, All-In strives for a consensus decision-making model, and utilizes a 2/3 supermajority vote when needed.

GOVERNANCE STRUCTURE 2015-2016



Release of RFP for Community Listening Sessions

Melanie provided an overview of community engagement/listening sessions RFP & distribution plan.

Request for Proposal is available in Spanish and Cantonese. We have a website that is ready to go up today. <http://www.acgov.org/allin/involved.htm>. Flyers promoting the RFP, and copies of RFP in English, Spanish, and Chinese were distributed.

We will fund listening sessions between \$1-5K. We want to hear what is working, what people would want to change in their community. Also ask more specifics around food security, entrepreneurship, and early childhood.

Deadline for proposals is October 26th. There is an email and phone number people can use if they have questions or need technical assistance support. Listening sessions would happen Nov-Dec. A final report would be due by Dec. 18th. We will invite them to our January meeting to present on their work.

We urgently need: volunteers to provide technical assistance in Cantonese to potential applicants. All-In members are requested to please tap their networks and identify one or more short-term volunteers.

Non-profit organizations and individuals/groups of community leaders can apply.

Scoring criteria will be numerical and objective. We'll outreach to all parts of the county so applications aren't consolidated in one area.

We are actively recruiting a total of 9 reviewers → 6 All-in members, 3 community members; additional people to increase size of review team if needed (based on number of proposals rec'd). Goal is that no reviewer has to read more than 5 proposals.

Estelle Clemons (AC-OCAP) and Sylvia Soublelet (Social Services Agency) volunteered to be reviewers.

Q&A as follows:

Q: Is the review team making final decision or making recommendations?

A: Review committee will probably not meet together as a group. They'll review their applications, send recommendations back to Community Engagement (CE) committee, CE Committee will make a slate of applications with considerations to geographic, language, ethnic diversity. CE will probably make the final decision because SC will probably not be in place.

Study Teams

Last year we had topical working groups- food security and economic empowerment. Right now, we're in a position where we need work to continue but we also need to finalize the listening sessions before we start with implementation plans.

Study Teams self-organized and discussed questions that were provided, as follows:

Study Teams that formed:

- 1) CalFresh
- 2) Launching and supporting small entrepreneurs
- 3) Living wage/Local hiring initiatives
- 4) Housing and gentrification
- 5) Asset development & wealth-building

Questions discussed:

- 1) Is this a strategy that will make a meaningful difference in addressing All-In's long-term goals?**
 - Does this strategy address the root causes of the challenge we are seeking to address? If no, what is the meaningful contribution this strategy will make in addressing the challenge?
 - What is the potential scope/scale of this strategy? How many people in low-income situations can it reach? Can it be scaled county-wide in all geographic areas? If by nature it will stay more localized to a neighborhood, can it spark innovation elsewhere? How?
 - If we design successful implementation projects in this strategy area, what can we expect to be different in 3 years? 5 years? 10 years? What indicators could we track that would reveal success?
- 2) What do we know already about this strategy? What more do we need to know?**
 - Has this strategy been tried in Alameda County? If so, what happened? Has it been tried elsewhere?
 - Do we have any information on what community residents think about this strategy? How does it work for them? How does it not work?
 - Who are the local and national experts in this strategy? Are they already part of All-In? How can we get them to the table?
- 3) What are the best next steps for learning more?**
 - What do your study team participants volunteer to take on before the next meeting?
 - What requests do you have for All-In staff to move your learning forward in this area?

Each study team will submit notes/action steps from their conversation to Melanie. Please submit these if you haven't already.

Next Meeting: *Friday, November 6, 11am-2pm at California Endowment Conference Center, 7th Floor, 1111 Broadway, Oakland*