

## Community Advisory Board (CAB) – Retreat

### MEETING MINUTES

Date: January 21, 2022

Scheduled Time: 11 a.m. to 4 p.m.

Meeting Facilitators: Vamsey Palagummi and George Galvis

#### CAB Members Present:

- |                          |                       |                         |
|--------------------------|-----------------------|-------------------------|
| 1. Alexandra Kay         | 5. Jasmine Quinn      | 9. Tanasha Stevens      |
| 2. Damon (Shuja) Johnson | 6. Karen Roye         | 10. Timothy (Tim) Smith |
| 3. Eric Foster           | 7. Louis (Lou) Rigali |                         |
| 4. Gaylon Logan          | 8. Raymond Banks      |                         |

#### Meeting Recording

Click the link below to access the meeting recording:

[https://us06web.zoom.us/rec/share/135LhL4gduh5ffaQ8lmgMoJrhZm34c0MEUgNBQj\\_alovTadYn0Mcf7mxuUDVE.D3WekvrsmGynFG20](https://us06web.zoom.us/rec/share/135LhL4gduh5ffaQ8lmgMoJrhZm34c0MEUgNBQj_alovTadYn0Mcf7mxuUDVE.D3WekvrsmGynFG20)

Access Passcode: 6nh@#81A

Please Note: The link to the recording will expire on March 4, 2022, 11:59 PM.

#### CAB Agenda Items:

Meeting started at 11 a.m. and called to order at 11:08 a.m.

1. Settle in and welcome
2. Grounding Values Exercise
  - a. Group agreements: Be open to a new story; respect each other's voice; stepping up to step back; confidentiality (open recorded meeting – consequences & implications); assume best intentions; create healthy tensions
3. History of CAB
  - a. AB-109 History and Advocacy Efforts; CAB formation and Intent; and The Need for Authentic Community Engagement
    - i. Impetus: Supreme Court Order to the State of CA to reduce state prison populations & real motivator was cost savings – state prison system almost bankrupted the state; for decades the state was number one in prison spending and second to last in education spending
    - ii. Worked with CSAC and CPOC – move non, non, nons from state prison to county; advocates believed non, non, nons should be non-jail
    - iii. Community Corrections Partnership: Community was in name only – made up of law enforcement, Director of Health & Human Services and the Public

Defender's Office

- iv. Advocates wanted to see investments in things that keep the communities safe – you can't police or incarcerate your way into public safety; the safest cities are the ones with the most resources, not the ones with the most police or highest levels of incarceration
- v. Organizing efforts to keep county accountable on the implementation of AB 109
  - 1. Community Advisory Board: Years of work to ensure the real voice of the community was part of the process; wanted a Community Advisory Board with *teeth* (power and authority)
  - 2. Funding: State didn't dictate how the counties can spend funding; Majority of the funds were to go to the Sherriff – shut down the Board of Supervisors (BOS) to ensure 50% of funding would go towards community lead solutions – the highest of any county in the state; Investing in public safety means investing in the most vulnerable
  - 3. Token exercise – after years of advocacy a lot of the recommendations were co-opted, *teeth* removed
- b. Kamarlo Spooner, previous CAB chair, shared his history and experience with the CAB – 2016 to present
  - i. The CAB wasn't doing much of anything the community needed and wanted; CAB acted as a rubber stamp; Change in the flow of meetings to ensure items can go before the CAB prior to being heard by the CCPEC – without a voice, the CAB is still a rubber stamp; items still move forward to the CCPEC whether or not the CAB supports the item
  - ii. Divide and conquer tactic – the CAB needs to be able to work together to accomplish their goals
- c. Chairman Smith spoke about how the community did not believe the CAB would be able to thrive or grow if it was placed within a custodial setting or *under the thumb* of law enforcement – stifling effect of being housed under Probation
  - i. The CAB will be developing their own budget recommendations
  - ii. The Haywood Burns Institute report recommended having two CAB members with voting power serving on the CCPEC
- d. Tanasha Stevens recommended that if either body, the CCPEC or the CAB, does not support a recommendation, the idea should go back to be re-examined and re-configured until both bodies support the idea – checks and balances; or at a minimum, since the CCPEC has the *last word*, the CAB should be a voting member of the CCPEC so that the people will know, whether the item is approved or not, that the CAB does or does not support the item
- e. Louis Rigali shared that the CAB needs to be part of the planning process

#### 4. Looking Ahead: Vision & Mission Alignment; Short-Term and Long-Term Impact:

a. Why Am I On The CAB: History and being informed to create better conditions for the future; Being directly impacted and wanting to use lived experience to improve outcomes for others who are impacted; Want more CAB participation and for the CAB to be given the difference and respect it deserves; Putting the pieces of the puzzle together so the CAB can get ready for action and movement; What do we need to do to protect our children; Roots; Footprints; Still hurting and needing to heal to help others heal; No plans to stop running; Make an impact for the community; Witnessed shame, blame and dehumanization of houseless people and that attitude that is being projected on incarcerated and formerly incarcerated individuals needs to stop; Stigma of mental health; Taking lived experience to be part of something to bring change to the community

#### b. Strategy:

i. Vision: The End Game – What is the CAB’s ultimate “North Star” (not what the CAB does, bigger than that, the WHY)

1. System disruption/change and empower our people so that they may be free not just physically, but mentally and emotionally

a. The CAB is not reactionary

b. The CAB has a connection to/on-going engagement with the community

c. Full-time admin assistant to handle the CAB’s administrative and research needs

d. Resources available for the CAB to be able to take trips to visit other successful programs/CAB’s

2. Platform for formerly incarcerated where they can be heard instead of being downcast

3. Improving outcomes for our people

4. Free economically (living and thriving wage) – economic solutions

ii. Mission: How is the CAB best positioned to achieve the Vision?

iii. Impact: By 2027, what needs to be true, to get us closer to achieving our Mission?

#### 1. Impact:

a. Efficient and effective administrative support

b. Having real funding power – not just the Executive Committee

c. Physical presence in the community – ideally brick and mortar to demonstrate educational abilities, conduct outreach and recruitment and train and support community members

i. Allow the CAB to build community relationships,

establish community presence and power

- d. Consistent form of activity, regular forums for previously incarcerated individuals
  - e. Ability to pay individuals well
  - f. Develop a community Board that advises the CAB (made up of previously incarcerated individuals and CBO's)
  - g. Internal grievance process (to allow space to deal with issues between CAB members internally)
  - h. Voting member of the CCPEC – multiple votes, enough to establish and balance equity in power on the board (3-8 seats)
  - i. Need a historian: the ability to control our own narrative – marketing and development
  - j. Synopsis of meeting included in the annual CCPEC report that goes to the state
  - k. Need a benchmark at 2 years, not just 5 years
  - l. More resources for clients, such as connections to trade schools, education and post-secondary programs – comprehension, specific skill development that leads to living wage employment and entrepreneurship opportunities that can be passed down generations
2. 2022 Goals: What needs to occur this year for the CAB to be on track towards reaching its impact? What additional resources are needed? What priorities should the CAB focus on? What trainings are needed?
- a. Goal #1: Build Our Power – Getting votes on the CCPEC, at least 3 voting members
    - i. There is no penalty/violation of the law in the language of AB-109 for adding voting members to the CCPEC, but there is also no precedent
    - ii. The CAB needs to engage in power mapping, SWAT analysis and determine targets and identify strategies to operationalize the CAB's campaign – how to start galvanizing political and community support; how do we make them do it?
      1. Connect with advocacy and organizing organizations
      2. CAB press conference?
      3. Letter sent to members of the CCPEC, a letter will also be sent to the BOS and the CAB members should individually be connected to

their district's BOS (start pressuring and building relationships)

- iii. CAB members are more active and engaged – commitments/expectations are clear; share the load/strength in numbers
- b. Goal #2: Supporting Each Other – Building the Training and Capacity of CAB Members
  - i. Professionalize the CAB: provide professional training opportunities for CAB members (free webinars, community engagement, utilize resources explicitly for additional training opportunities; investing time, resources and energy to build us up as professionals
  - ii. Equitable treatment and support of each other
    - 1. Stipends for those who need it
    - 2. Grievance policy
    - 3. Restorative justice practices to deal with internal conflict
  - iii. Prioritize healing and wellbeing
    - 1. Forming transformative relationships – events with each other
    - 2. Fair compensation: Ensuring stipend payments reflect the amount of work done/time consumed (matrix)
    - 3. Team building, trust building
  - iv. Learn how to effectively interact with each other – build relationship/community, trust, rapport and respect to increase effectiveness and decrease the ability for others to divide and conquer
- c. Additional Focus for 2022: COVID – equality and access, and mental health issues
- d. Additional Recommendation: CAB Members Should Commit to meeting with their BOS minimally twice a year and collectively as a CAB presenting to the BOS at least annual to share what the agenda of the CAB is and to get interest and determine the BOS support for the CAB's initiatives
  - i. Members should attend BOS meetings

- ii. CAB members can meet with their BOS monthly if possible

5. Introduction to Parliamentary Procedure: Ensure procedure aligns to values; Consensus building; Common pitfalls

- a. Colonial settlor frame, typically used to disenfranchise community members or marginalized individuals
- b. Over-emphasis on parliamentary procedure can silence discourse, rather than foster inclusive dialogue
- c. When done well, it can foster meaningful dialogue, but keep in mind:
  - i. Consensus building
  - ii. Trust, which will enable the group's natural rhythm and flow
  - iii. Just because an attorney says it, doesn't make it fact

6. Closing the Space

- a. The Juvenile Justice Commission (JJC) and the CAB need stronger, integrated collaboration as both are trying to build voice and power and push up on the systems that aren't serving the people
- b. Wendy Still publicly held up the CAB as a reason why there shouldn't be community engagement – let that help motivate you, prove her wrong
- c. People who are not from the community cannot “reimagine” the community they have never been a part of
- d. We are not just resilient – we are moving beyond resilience to resistance; this will be a take-over, not a make over
- e. When we heal, we can be honest
- f. Uplifting the CAB's agency and visibility will in-turn uplift the entire community; Balancing the scales begins economically
- g. You have to see it to be it
- h. There's not a shortage of recourses, there is a shortage of political will – need to think about not just AB-109 funding but beyond
  - i. There are a lot of vacant housing authority building units that can be used to help house people
- i. Alignment between Justice Reinvestment Coalition (JRC) and the CAB (the Dirty Thirty) – How can the JRC and the CAB work together?
  - i. Expansion of who is eligible to receive AB-109 funding
  - ii. Pressure/galvanize the CCP to meet more regularly now that the Reentry Plan is in the implementation phase
  - iii. 1400 Jobs – refocus on a more realistic number: 140 jobs (15 jobs of the 140 jobs to be paid CAB positions)

- j. Find your allies within systems that you can partner with to further the CAB's goals – you may not always agree
  - k. The facilitators and other organizations will fall behind and support the CAB in their efforts – there is power in showing up in unison and force
  - l. Roberts Rules cheat sheet and a cleaned-up version of the PowerPoint will be shared with the CAB after the conclusion of the meeting
  - m. The meeting facilitators and all who contributed were applauded and thanked
7. Meeting adjourned at 4:03 p.m.