



COUNTY of VENTURA

PUBLIC SAFETY RACIAL EQUITY ADVISORY

GROUP AGENDA

1911 WILLIAMS DRIVE, OXNARD, CA

THURSDAY, APRIL 3, 2025

5:30 PM - 7:30 PM

MEETING PARTICIPATION:

Topic: PSREAG Meeting

Location: Ventura County Behavioral Health
Large Training Room
1911 Williams Drive, Oxnard, CA

Members of the public may join in person or by Zoom link below:

Join Zoom Meeting: <https://us02web.zoom.us/j/85188551246>

Dial by your location
+1 669 900 6833 US (San
Jose) Meeting ID: 851
8855 1246

Find your local number: <https://us02web.zoom.us/u/kcHEEW6fU>

PUBLIC COMMENTS BY EMAIL:

IF YOU WISH TO MAKE EITHER A GENERAL PUBLIC COMMENT OR COMMENT ON A SPECIFIC AGENDA ITEM BEING HEARD, YOU CAN SUBMIT YOUR COMMENT VIA EMAIL BY 9:00 AM THE DAY OF THE MEETING TO THE FOLLOWING ADDRESS: COUNTYDEI@VENTURA.ORG. PLEASE INCLUDE THE FOLLOWING INFORMATION IN YOUR EMAIL: (A) MEETING DATE, (B) AGENDA ITEM NUMBER, (C) SUBJECT OR TITLE OF THE ITEM, (D) YOUR FULL NAME. DURING PUBLIC COMMENT ON THE AGENDA ITEM SPECIFIED IN YOUR EMAIL, YOUR EMAIL WILL BE SUBMITTED FOR THE RECORD.

OPENING

- 1. CALL TO ORDER (5 MIN)**
 - a. Welcome
 - b. Spotlight a Group Norm
 - c. Roll Call & Confirm Quorum
 - d. Review Agenda

- 2. APPROVAL OF PAST MEETING MINUTES (5 MIN)**

- 3. PUBLIC COMMENT OPPORTUNITY FOR ITEMS ON THE AGENDA AND/OR FOR OTHER ITEMS WITHIN PSREAG SUBJECT MATTER JURISDICTION (10 MIN).**
 - a. PSREAG members please reserve your comments for specific agenda items or for the allotted time for Member and Staff Comments at the end of the agenda.
 - b. *All public comments regarding public safety and racial equity are welcome and encouraged. However, please note that the PSREAG does not investigate complaints regarding individual incidents involving law enforcement. Formal complaints should be submitted to the involved law enforcement agency.*

REGULAR AGENDA

- 4. RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES (5 MIN)**
 - a. Presentation by DEI Staff

- 5. PSREAG MEMBER PRESENTATION SPOTLIGHT (10 MIN)**
 - a. Latinx Bar Association
 - b. Member Discussion

- 6. CONTINUATION OF PREVIOUS ITEM TO ADOPT ANNUAL FOCUS AREAS FOR 2025 (20 MIN)**
 - a. Presentation by DEI Staff
 - i. Review Guiding Questions
 - b. Member Discussion
 - c. Consider Action to Approve

- 7. CONSIDER ACTION TO FORM AD HOC SUBCOMMITTEE/S RELATED TO ANNUAL FOCUS AREAS (20 MIN)**
 - a. Presentation by DEI Staff
 - b. Member Discussion
 - c. Consider Action to Form Ad Hoc Subcommittees

8. REVIEW PROCESS FOR FILLING COMMUNITY GROUP MEMBER VACANCY ON PSREAG AND CONSIDER ACTION TO FORM AN AD HOC TO REVIEW POTENTIAL MEMBERS (10 MIN)

- a. Presentation by DEI Staff
- b. Member Discussion
- c. Consider Action to Form Ad Hoc Subcommittee

9. REVIEW PROCESS AND TIMELINE FOR ELECTION A NEW PUBLIC SAFETY CHAIR (10 MIN)

- a. Presentation by DEI Staff
- b. Member Discussion

10. MEMBER AND STAFF COMMENTS (10 MIN)

- a. Opportunity for announcements from members and staff.

11. ADJOURN

Materials related to an item on this Agenda submitted after distribution of the agenda packet are available for public inspection on the Ventura County PSREAG website <https://www.ventura.org/psreag/> subject to staff's ability to post the documents prior to the meeting.

Persons who require accommodation for any audio, visual or other disability in order to review an agenda, or to participate in a meeting of the Ventura County Public Safety Racial Equity Advisory Group per the American Disabilities Act (ADA), may obtain assistance by requesting such accommodation in writing addressed to the County Executive Office, 800 South Victoria Avenue, Ventura, CA 93009-1740 or telephonically by calling (805) 654-2876 or email to CountyDEI@ventura.org. Any such request for accommodation should be made at least 48 hours prior to the scheduled meeting for which the accommodation is requested.

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

04.03.2025 MEETING

AGENDA ITEM #2: APPROVAL OF PAST MEETING MINUTES (5 MIN)

03.06.25 Meeting Minutes



COUNTY of VENTURA

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

MEETING MINUTES

1911 WILLIAMS DRIVE, OXNARD, CA

THURSDAY, MARCH 6, 2025

5:30 PM -7:30 PM

MEETING PARTICIPATION:

Topic: PSREAG Meeting

Location: Ventura County Behavioral Health
Large Training Room
1911 Williams Drive, Oxnard, CA

Members of the public may join in person or by Zoom link below:

Join Zoom Meeting: <https://us02web.zoom.us/j/85188551246>

Dial by your location

+1 669 900 6833 US (San Jose)

Meeting ID: 851 8855 1246

Find your local number: <https://us02web.zoom.us/j/85188551246>

PUBLIC COMMENTS BY EMAIL:

IF YOU WISH TO MAKE EITHER A GENERAL PUBLIC COMMENT OR COMMENT ON A SPECIFIC AGENDA ITEM BEING HEARD, YOU CAN SUBMIT YOUR COMMENT VIA EMAIL BY 9:00 AM THE DAY OF THE MEETING TO THE FOLLOWING ADDRESS: COUNTYDEI@VENTURA.ORG. PLEASE INCLUDE THE FOLLOWING INFORMATION IN YOUR EMAIL: (A) MEETING DATE, (B) AGENDA ITEM NUMBER, (C) SUBJECT OR TITLE OF THE ITEM, (D) YOUR FULL NAME. DURING PUBLIC COMMENT ON THE AGENDA ITEM SPECIFIED IN YOUR EMAIL, YOUR EMAIL WILL BE SUBMITTED FOR THE RECORD

OPENING

1. CALL TO ORDER (5 MIN)

- a. Welcome
- b. Spotlight a Group Norm
- c. Roll Call & Confirm Quorum
 - i. **Member Organizations' Representatives physically present:**
 1. **Black Lawyers of VC, Damon Jenkins**
 2. **Conejo Valley Interfaith Association, Bob Bland**
 3. **Diversity Collective of VC, Roland Catabona**
 4. **Future Leaders of America, Daniel Gonzales**
 5. **Latinx Bar Association, Vanessa Valdez**
 6. **MICOP, Vanessa Teran**
 7. **NAACP, VC Branch, Cynthia Gonzalez**
 8. **Santa Paula Latino Town Hall, Christina Eilar**
 9. **Santa Paula Police Department, Chief Don Aguilar**
 10. **VC District Attorney, Mike Jump**
 11. **VC Probation, Gina Johnson**
 12. **VC Public Defender, Claudia Bautista & Brooke Lautz**
 13. **VC Sheriff's Office, Assistant Sheriff Andrew Salinas**
 14. **We Belong Everywhere, Cindy Liu & Allice Chou**
 - ii. **Quorum Established**
 - iii. **Others present:**
 1. **Dr. Gabriela Cázares**
 2. **Kate English (online)**
 3. **Kathy Morgan (online)**
 4. **Kay Armstrong (online)**
 5. **Melissa McMurdo**
 6. **Rajima Danish-Engel (online)**
 7. **Sarah Garcia**
- d. Review Agenda

2. APPROVAL OF PAST MEETING MINUTES (5 MIN)

- a. **Minutes for 02.06.25 & 02.12.25 meetings approved**

3. PUBLIC COMMENT OPPORTUNITY FOR ITEMS ON THE AGENDA AND/OR FOR OTHER ITEMS WITHIN PSREAG SUBJECT MATTER JURISDICTION (10 MIN).

- a. *All public comments regarding public safety and racial equity are welcome and encouraged. However, please note that the PSREAG does not investigate complaints regarding individual incidents involving law enforcement. Such complaints should be submitted to the involved law enforcement agency.*
- b. **Discussion on potential changes to the statement found in bullet A.**
- c. **Public comments submitted online by Mars Juanez and Vanessa Frank were read aloud and are included in their entirety at the end**

of this document.

REGULAR AGENDA

- 4. RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES (7 MIN)**
 - a. Presentation by DEI Staff
 - b. **Cynthia Gonzales** named as lead for the Black Lawyers of VC; **Damon Jenkins** named as alternate.
 - c. **Ivan Vega** named as lead for Future Leaders of America
 - d. **Above changes ratified effective March 7, 2025**

- 5. PSREAG MEMBER PRESENTATION ANNOUNCEMENT & SPOTLIGHTS (10 MIN)**
 - a. Member Discussion
 - b. **Latinx Bar Association** volunteers to present during April 2025 meeting
 - c. **ODEI Staff** to draft a presentation schedule for rest of organizations.

- 6. CONTINUATION OF DISCUSSION REGARDING IMMIGRATION & CUSTOMS ENFORCEMENT ACTIVITY IN VENTURA COUNTY FROM SPECIAL MEETING ON 02.12.2025 (20 MIN)**
 - a. Presentation by DEI Staff
 - b. Member Discussion
 - c. **Presentation given by Sarah**
 - d. **Public Defender's office** gave clarity on the recent DHS announcements
 - e. **Discussion on impact of shifts in immigration enforcement with varying opinions on how vulnerable residents should respond.**

- 7. REVIEW NOMINATIONS AND ELECT COMMUNITY GROUP MEMBER CO-CHAIR TO COMPLETE TERM BEING VACATED THROUGH DECEMBER 2025 (15 MIN)**
 - a. Presentation by DEI Staff
 - b. Additional Nominations from the Floor
 - c. Member Discussion
 - d. Action by Vote
 - e. **Cynthia Gonzales** voted in to continue her term as CBO chair in her new role as lead rep for the Black Lawyers of VC effective March 7, 2025.

- 8. CONSIDER APPROVAL OF 1-2 FOCUS AREAS FOR 2025 (25 MIN)**
 - a. Presentation by DEI Staff
 - b. Member Discussion
 - c. Consider Approval/Action
 - d. **Top two areas identified: know your rights/community info share and traffic stops**
 - e. **Several members agreed that accessibility should be a focus/consideration for all PSREAG efforts moving**

- forward.
- f. **ODEI Staff to send out survey seeking members' thoughts and suggestions for shaping the charges of the associated ad hoc groups.**
9. **CONSIDER FORMATION OF AD HOC COMMITTEES TO CREATE SMART GOALS RELATED TO NAMED 2025 AREAS OF FOCUS (15 MIN)**
- a. Presentation by DEI Staff
 - b. Member Discussion
 - c. **ODEI Staff to send out survey on the topic and share results at next meeting for the group's consideration**
10. **MEMBER AND STAFF COMMENTS (10 MIN)**
- a. Opportunity for announcements from members and staff.
 - b. **More information on the selection process for a new CBO member forthcoming.**
11. **ADJOURN**
- a. **Adjourned at 7:10 p.m.**

Materials related to an item on this Agenda submitted after distribution of the agenda packet are available for public inspection on the Ventura County PSREAG website <https://www.ventura.org/psreag/> subject to staff's ability to post the documents prior to the meeting.

Persons who require accommodation for any audio, visual or other disability in order to review an agenda, or to participate in a meeting of the Ventura County Public Safety Racial Equity Advisory Group per the American Disabilities Act (ADA), may obtain assistance by requesting such accommodation in writing addressed to the County Executive Office, 800 South Victoria Avenue, Ventura, CA 93009-1740 or telephonically by calling (805) 654-2876 or email to CountyDEI@ventura.org. Any such request for accommodation should be made at least 48 hours prior to the scheduled meeting for which the accommodation is requested.

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

04.03.2025 MEETING

AGENDA ITEM #4: RATIFY/CONFIRM ALL MEMBER LEADS AND ALTERNATES
(5 MIN)

PSREAG UPDATED MEMBER ROSTER

| | | Point of Contact (s) |
|-----|--------------------------------------|----------------------------------------------------------------------|
| 1. | VC Sheriff's Office | Sheriff Fryhoff (lead) Andrew Salinas (alternate) |
| 2. | VC District Attorney | Erik Nasarenko (lead) Mike Jump (alternate) |
| 3. | VC Public Defender | Claudia Bautista- (lead) Brooke Lautz (alternate) |
| 4. | VC Probation | Gina Johnson (lead)-Co-Chair Candice Modica (alternate) |
| 5. | City of Santa Paula | Chief Don(ald) Aguilar (lead) Commander Eric Starna (alternate) |
| 6. | VC NAACP | Resignation from PSREAG as of 03.30.2025 |
| 7. | Santa Paula Latino Townhall | Christina Eilar (lead) Monica Ruiz (alternate) |
| 8. | Black Lawyers of VC | Cynthia Gonzalez-Co-Chair (lead) Damon Jenkins (alternate) |
| 9. | Latinx Bar Association | Vanessa Benitez (lead) Vacant (alternate) |
| 10. | We Belong 805 | Cindy Liu (lead) - Secretary Allice Chou (alternate) |
| 11. | VC Project 50 | Dexter Nunnery (lead) Jason Maxwell (alternate) |
| 12. | Conejo Valley Interfaith Association | Bob Bland (lead) Willie Lubka (alternate) |
| 13. | MICOP | Genevieve Flores-Haro (lead) Vanessa Teran (alternate) |
| 14. | Diversity Collective of VC | Roland Catabona (lead) Luis Andrade (alternate) |
| 15. | Future Leaders of America | Ivan Vega (lead) Meghan Salas (alternate) |

Updated 03/19/2025 GC

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

04.03.2025 MEETING

AGENDA ITEM #6: CONTINUATION OF PREVIOUS ITEM TO ADOPT ANNUAL FOCUS AREAS FOR 2025

2025 Focus Areas chosen during the 03.06.2025 meeting:

1. Know Your Rights/Community Info Share (11 votes)
 - a. Immigration Concerns
 - b. Focus on accessibility
2. Traffic Stops (7 votes)
 - a. Focus on accessibility

Guiding Questions*

1. Focus Area 1
 - a. Should this broad topic be narrowly focused on immigration issues/rights? If not, how should the scope be narrowed and what else should be included?
 - b. What can the PSREAG do that is both meaningful and not already being done more effectively by another organization that is active in this area?
2. Focus Area 2
 - a. Should this focus area relate to the report created by the P&P ad hoc? If so, how will this focus differ from the previous ad-hoc?
3. Overall
 - a. How will accessibility be considered for both focus areas?
 - b. Do the focus areas have a functional scope given time constraints?
 - c. Do the focus areas have a defined purpose aligned with the mission of the PSREAG?

*Please note: These questions were developed based on (1) main themes from member discussion during the March 6, 2025 PSREAG meeting and (2) the results of the focus area & ad hoc prep survey sent to all PSREAG members. The raw survey results/data are listed in the next addendum item for agenda item 7.

**PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
04.03.2025 MEETING**

**AGENDA ITEM #7: CONSIDER FORMATION OF AD HOC COMMITTEES TO
CREATE SMART GOALS RELATED TO NAMED 2025 AREAS OF FOCUS (15 MIN)**

Results of “PSREAG 2025 Focus Area & Ad-Hoc Prep Survey”

Focus Area 1 – Know Your Rights/Community Info Share

1. Suggestions/comments/questions to consider when forming the ad hoc committee and determining its charge:
 - a) include as many members as possible who are already involved in the areas of immigrant rights through their community involvement. If they are willing to commit to this task I would like to see the following organizations represented on this subcommittee:; VCSO, DA, Probation, MICOP, LatinX Bar Assn., Santa Paula Latino Townhall and Willie Lubka (Buen Vecino). PSREAG should consider the group's history of whether or not they have actually participated in the groups they volunteered for. There has been a lot of volunteering, but much less work being done. The presenting members of the Ad-Hocs can clarify about how many hour [sic] they provided in comparison to other groups that volunteered but did nothing.
 - b) Can the lead and alternate be on the same ad hoc committee, and do they only count as one member of that ad hoc committee? Can the members commit to 3-4 hours a month that they devote to that ad hoc committee?
 - c) Functional scope (narrow enough with a specific purpose) and clear end point (when reached the ad hoc will end)
 - d) A defined purpose that supports the mission of the PSREAG.
 - e) If possible during the selection process, set a target date for the committee's work to be completed by. Also taking into account the time needed to calendarize a final presentation to the BOS.
 - f) Before accepting groups/people as ad-hoc members, we should require them to commit to monthly meetings and preparing for those meetings. Those monthly meetings should be set quickly so the members can confirm they can be present and prepare for them.
 - g) The scope for "Know Your Rights" should be broadened. Examples:
<https://www.aclu.org/know-your-rights>
2. Suggestions/comments/questions for future committee members to consider when developing their SMART goals for the year:
 - a) The key question to consider when developing their smart goals is the following:

What can the PSREAG do that is both meaningful and not already being done more effectively by another organization that is active in this area?

- b) Consider both the goal and how supporting that goal will actually look like when we are working on it.
 - c) Who is the intended audience (aside from present agencies/groups/board of supervisors)? What/who/where are the experts on this topic (no need to reinvent the wheel) and what info/guidance from them can we use to expedite work? Wrapping accessibility (ex: <https://www.ada.gov/topics/effective-communication/>; https://unprpd.org/new/wp-content/uploads/2023/12/UN_Disability-Inclusive_Comms_Guidelines_FINAL-d8a.pdf; https://www.un.org/sites/un2.un.org/files/un_disability-inclusive_communication_guidelines.pdf)
 - d) PSREAG is not a decision-making body.
 - e) N/A
 - f) Would we be able to have a social media toolkit created for all NGOs and public safety agencies to use to distribute information?
 - g) Both a general goal and ideas of how to achieve the goal would be helpful for efficiency.
 - h) Clear defined deliverables
3. Member Organizations interested in serving on this ad hoc:
- a) Yes:
 - a. Black Lawyers of Ventura County
 - b. Conejo Valley Interfaith Association
 - c. We Belong Everywhere
 - b) Maybe:
 - a. Diversity Collective
 - b. Probation
 - c. Public Defender

Focus Area 2 – Traffic Stops

1. Suggestions/comments/questions to consider when forming the ad hoc committee and determining its charge:
- a) Interpreting traffic stops in the broadest possible context, I would like to see this committee follow up on the focus areas from the Policy & Practice Report. All recommendations were removed from this report because the PSREAG felt that more discussion with VCSO & the DA was required before agreeing on specific recommendations. So in that sense the Policy & Practice Report is incomplete since it points to areas that may be problematic but does not recommend what to do about them. This subcommittee would be a good place to develop those

- recommendations and bring them to the PSREAG for discussion and approval
- b) How many hours can your organization work on this issue per week? What expertise does your group bring to this issue?
 - c) Functional scope (narrow enough with a specific purpose) and clear end point (when reached the ad hoc will end)
 - d) variety and balance amongst ad hocs, meaning the person in charge one ad hoc represents the community and a second ad hoc is led by public safety
 - e) Incorporate the data and suggestions from the prior Policy and Practice ad hoc committee
 - f) How will this differ from the previous ad hoc committee -policies and practices?
 - g) We should make sure that members are available for the meetings and willing to prepare. Do you have time? What can you offer that other member's can't? Will you prepare for meetings? How does this ad-hoc relate to or benefit your group? Leader of group should be picked there. Meeting dates should be picked immediately afterwards so that we can determine if the ad hoc members are available.
 - h) what relevant data about impacts of various policy options already exists?
2. Suggestions/comments/questions for future committee members to consider when developing their SMART goals for the year:
 - a) See answer to previous question
 - b) Same as above
 - c) Who is the intended audience (aside from present agencies/groups/board of supervisors)? What/who/where are the experts on this topic (no need to reinvent the wheel) and what info/guidance from them can we use to expedite work? Wrapping accessibility (ex: <https://www.ada.gov/topics/effective-communication/>; https://unprpd.org/new/wp-content/uploads/2023/12/UN_Disability-Inclusive_Comms_Guidelines_FINAL-d8a.pdf; https://www.un.org/sites/un2.un.org/files/un_disability-inclusive_communication_guidelines.pdf)
 - d) Again, PSREAG is not a decision making body. SMART goals should be made with knowledge of the various duties and responsibilities of each member's organization.
 - e) A "Know Your Rights" campaign regarding traffic stops (i.e. individuals do not have to consent to a search of their car, the right to not answer questions, etc.)
 - f) None
 - g) Providing both goals and some ideas about how to achieve or overcoming anticipated obstacles.
 - h) Clear deliverables
 3. Member Organizations interested in serving on this ad hoc:
 - a) Yes:

- a. Black Lawyers of Ventura County
 - b. Conejo Valley Interfaith Association
 - c. Public Defender
- b) Maybe:
- a. Diversity Collective
 - b. Probation
 - c. We Belong Everywhere

Ad-Hoc Formation: Potential Challenges & Solutions

1. Based on your experience/observations as a PSREAG member, please share your thoughts on what challenges, if any, ad hocs may face that could hinder their work or progress?
 - a. The biggest challenge will be reaching consensus between the organizational stakeholders and the community representatives. The dilemma faced by this subcommittee will be whether to seek consensus on a set of trivial recommendations or to recommend meaningful changes in the absence of consensus.
 - b. Lack of direction (not clear what we question we need to answer), lack of regular meetings and organizing those meetings, the group being responsible for hosting the meeting
 - c. Scope creep, individuals prioritizing their own interests above the group, lack of guardrails, no clear direction
 - d. personal agendas
 - e. folks don't actually attend the ad hoc meetings or contribute to the work product--my experience with both ad hocs I have been a member of is that 2-3 people do all the work.'
 - f. Lack of full data needed or receiving reports in a timely manner from other agencies
 - g. lack of participation, lack of input, lack of guidance, lack of cooperation, lack of buy-in from law enforcement, lack of commitment to change, in-fighting, lack of knowledge for member, lack of organization from the ad-hoc
 - h. meeting attendance and participation.
2. If you have suggestions for how to better support future ad hoc committees or streamline their work, please share below:
 - a. Ad hocs involve a lot of work. Streamlining the work or taking shortcuts often results in an inferior product. A one hour ad hoc meeting once a month will not generally produce a quality product. Most of the real work of the ad hoc takes place before and after the subcommittee meetings: researching ideas, fleshing out ideas discussed in the meeting, looking at examples from other communities, writing documents, and preparing presentations, to name a few. Potential ad hoc subcommittee members should consider whether they have

the time to fully participate in work that goes into the final product before volunteering to be an ad hoc member.

- b.** the county should help to facilitate and host meetings. group members should not be responsible for the cost or responsibility of hosting
 - c.** Framework must be done prior to the ad hoc meeting, some of the content can be determined in the ad hoc, but clear guidelines should be established prior
 - d.** Again, defined purpose
 - e.** Get time commitments from ad hoc members, ad hoc members should vote internally on a chair member who can set meeting times and agenda, be spokesperson to PSREAG at large, follow up with PSREAG larger questions, lead any presentation or submissions to the Board of Supervisors
 - f.** No additional suggestions.
 - g.** inviting guests with subject matter expertise
 - h.** Help and support from DEI for administration with meetings for organizing meetings and ideas, administrative help, reminders, cohesion of the ad hoc, recommendations, ideas, etc.
- 3.** Are there additional ad hoc support needs, comments, concerns, etc. that you would like to share regarding ad hoc committees?
- a.** Ad hocs need the support of the full PSREAG. If a subcommittee puts in hours of work developing a report for the full PSREAG, every member needs to respect the effort that went into that report by reading it in advance of the meeting and be prepared to ask questions, make suggestions, and affirm or question the direction the subcommittee is heading
 - b.** Concern that individuals utilize the ad hocs to complete work not really geared for the intended purpose and group minded, but rather as a way to promote their own individual interests
 - c.** We should ask law enforcement to also talk and identify areas where they know they will buy-in and consider possible implementation of ideas from the community.
 - d.** traffic stops ad hoc must include law enforcement agency representatives
 - e.** None- other than we appreciate the free food :)
 - f.** No
 - g.** N/a
 - h.** No other comments or concerns.

BYLAWS ADDENDUM A

Public Safety Racial Equity Advisory Group (PSREAG)

Ad Hoc Committee Functions & Guidance

- Ad hoc committees shall be established during a regular or special meeting by a formal action of the PSREAG.
- Ad hoc committees may not consist of more than 7 members. Alternates may fully participate in ad hoc committees along with the lead voting member from their organization.
- Ad hoc committees automatically sunset when goal is reached or timeline is maxed and may be otherwise disbanded or suspended by an action of the PSREAG.
- Ad hoc committees must be for a specific goal or goals and have an expected timeline for completion. Any changes to goal/s or timeline must be approved by an action of the PSREAG at a regular or special meeting
- Ad hoc committees should generally last one year or less but should not exceed 2 years unless approved by the PSREAG and reviewed by County Counsel.
- Ad hoc committee members should follow the bylaws rules of engagement and work towards consensus on decisions.
- Ad hoc committee communication expectations:
 - Ad hoc committees must submit monthly summary reports to the ODEI support staff to be included in the meeting packet a minimum of one week before
 - Ad hoc committees should bring any research, proposals, recommendations or recommended action to the PSREAG larger body for consideration.
 - Chair of Ad Hoc works directly with Office of DEI staff to arrange meetings, and requests for information.

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

04.03.2025 MEETING

AGENDA ITEM #8: REVIEW PROCESS FOR FILLING COMMUNITY GROUP MEMBER VACANCY ON PSREAG AND CONSIDER ACTION TO FORM AN AD HOC TO REVIEW POTENTIAL MEMBERS (10 MIN)

- List of past community-based organizations who have already applied and will be contacted:
 - Buen Vecino
 - Gathering for Justice
 - RISE Simi Valley
 - Swapmeet Justice
- Suggested Process & Timeline for Ad-Hoc Consideration*
 - April 2025
 - Form Ad Hoc Committee during 04.03.2025 meeting
 - Confirm meeting schedule for ad hoc group
 - Compile list of organizations recommended by PSREAG members
 - Develop/update:
 - application document(s) & scoring rubric
 - interview questions for 1st and 2nd round interviews & scoring rubrics
 - Finalize 1st round Interview schedule based on ad hoc members' schedules
 - May 2025
 - Finalize:
 - List of organizations to invite to apply for membership
 - Application document(s) & scoring rubric
 - Interview questions for 1st and 2nd round interviews & scoring rubrics
 - Send out invitations to apply to the finalized list
 - Begin scheduling and conducting 1st round interviews
 - June 2025
 - Finish conducting and scoring 1st round interviews
 - Based on scores, invite the two top-scoring organizations to 2nd round interview to be held during the July meeting
 - July 2025
 - Conduct second round interview
 - PSREAG members vote
 - August 2025
 - New member organization's representative(s) attend(s) their first meeting

* Please note: This was drafted by ODEI Staff based on knowledge of challenges that arose in the previous member selection process and is offered as a potential entry point into the ad-hoc committee's planning process.

**PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
04.03.2025 MEETING**

**AGENDA ITEM #9: REVIEW PROCESS AND TIMELINE FOR ELECTION A NEW
PUBLIC SAFETY CO-CHAIR**

Early-Mid April

- Nominations from PSREAG members for Public Safety Co-Chair attained via survey

May 1, 2025 meeting

- Review nominations from the survey and additional nominations from the floor
- Review nominations and elect Public Safety Co-Chair to complete term being vacated through December 2025