



## Steering Committee Meeting Notes December 21<sup>st</sup>, 2023

[Presentation](#)

[Recording](#)

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### Meeting Notes

#### **Fiscal Agent Update:**

- Updates on the affinity hub lead payment contracts and RFP 2 progress are provided. Questions are raised about the marketing report deadline and missing industries in the industry cluster report. Technical assistance is requested for completing contracts and Paykeeper.

#### **Community Based Org Definition:**

- Discussion of the nature of community-based and charitable organizations within the California jobs first program is had. The nature of community-based organizations and charities remains undefined in their framework, so they want to clarify these definitions to prevent future challenges. They also discuss when the charity designation would be used, particularly in eligibility for funding and contracting. There is flexibility in tweaking the definitions based on feedback from committee members. They also address the suspension of Sharon Evans from the steering committee but announce that differences have been resolved, emphasizing the importance of raising questions to make the organization stronger. Moving forward, they aim to make a difference for people in their county by asking tough questions and leaving no stone unturned.
- A survey will be conducted to have the SC define what a community-based org is.

#### **Regional Report Part 1:**

- Tony raises concerns about the report and requests two changes regarding terminology and data representation. The steering committee supports Tony's request and commits to making the necessary revisions. They acknowledge the significance of Native Americans and express respect for their community. There is also a discussion about terminology used in the report and a commitment to address it. The CJF team is working on incorporating the feedback from the SC and data from the research consultants to submit it by December 30<sup>th</sup> deadline.

#### **General Updates:**

- Another topic discussed is the proposed name change for LA Collaborative, which ultimately remains as Los Angeles High Road Transition Collaborative (HRTC). Lastly, there is a proposal to bring organizations relevant to California Jobs First (CJF) to present at future steering committee meetings, with specific criteria outlined for these presentations.
- Sharon expresses concern about the thresholds for annual revenue and number of employees in screening potential partners. She suggests ideating ways to strengthen the process. There is a discussion about small businesses and the need for balance in hiring entities. The idea of subsidizing apprenticeships is mentioned to help small businesses afford thriving wages. Alan shares a document

where feedback can be provided on partner selection. The importance of presenting and inviting companies to invest is emphasized.

- The bylaws update is discussed, with plans to finalize them in the upcoming year. Research updates include community engagement surveys, interviews with employers, and data analysis progress. Tony raises questions about stakeholder mapping but suggests using survey questions already being conducted as backup for filling gaps in the map. There is a discussion about submitting a draft document to demonstrate work progress but clarify that it is not final. The importance of completing the bylaws before January 31st is emphasized in relation to a collaborative governance check. There is also confusion regarding different deadlines for regional plans and research updates on industry sectors.

## Chat Transcript

Alan Cheam

04:11

AC

Good afternoon, everyone! Please fill out the attendance form here: <https://forms.gle/aLKcHe9SaSCoYVRW8>

Jennifer Zellet

07:34

JZ

I apologize in advance, but I will need to make an early exit at 1:30. An emergency meeting got called for the college. Happy Holidays to all!

Scarlet Peralta

07:46

SP

Good afternoon, everyone! Please fill out the attendance form here: <https://forms.gle/aLKcHe9SaSCoYVRW8>

Agenda Item Jamboard:

[https://jamboard.google.com/d/1SAGYWNVFqJLwTGvI0XmbE39IRSoSyRcmA\\_vKqD4u19U/edit?usp=sharing](https://jamboard.google.com/d/1SAGYWNVFqJLwTGvI0XmbE39IRSoSyRcmA_vKqD4u19U/edit?usp=sharing)

Steering Committee Resource Tracker: <https://docs.google.com/spreadsheets/d/1apfhPM7h5RVzcDLB7pMqZ-B4UVGFc68z1mrz0qedH64/edit?usp=sharing>

Benjamin Torres

10:13

BT

most groups are closed next week

tunua thrash-ntuk

13:42

TT

Can CCF Share their plan and strategy to encourage the remaining groups to complete their contracts and paykeeper profiles?

tunua thrash-ntuk

14:54

TT

PayKeeper profile?

They may need TA support.

Alan Cheam

18:35

AC

The following document will be used to develop a ballot for you all to cast your votes:

[https://docs.google.com/document/d/1Nht1fhjsgwc3w0pQmFnOg7L\\_BjjTvRjMHabnfnfOeQ4/edit](https://docs.google.com/document/d/1Nht1fhjsgwc3w0pQmFnOg7L_BjjTvRjMHabnfnfOeQ4/edit)

A SurveyMonkey poll will be created and sent out to you all by email.

Scarlet Peralta

19:52

**SP**

Good afternoon, everyone! Please fill out the attendance form here: <https://forms.gle/aLKcHe9SaSCoYVRW8>

Sharon Evans

24:38

**SE**

"from that locale" is not listed in CA Welf. and Inst. Code § 651.5, which is the CA statutory definition of CBO

Sharon Evans

26:22

**SE**

Charity will come up as eligibility for funding as a future consideration. The AG's definition of Charity will ensure the eligibility for funding for com CBO entities

Jennifer Zellet

26:33

**JZ**

Is this a conversation happening amongst all groups working on CJF? If so, is there a norm rising to the top?

Sharon Evans

27:53

**SE**

Great point, Zahirah!!!

 2

501 ce status is NOT required for CBO funding or charitay designation under CA stutute

Zahirah Mann

29:42

**ZM**

Will add again later but the fiscal sponsor language is essential. Many entities are fiscally sponsored, and the designation should not impact participation.

 1  1

Stella Ursua (She/Her) GRID Alternatives LA

30:47

**SU**

Hooohooo Sharon!!! Glad you're back!

 1  1

tunua thrash-ntuk

30:48

**TT**

Thank you for leadership Mr. Harbour! I appreciate that this matter was resolved and that we are working on strategies on how we learn from this.

 1  1  2  1

Toni Symonds

31:30

**TS**

Thank you Mr. Chair for facilitating the resolution of this issue.

❤️ 1

Zahirah Mann

32:07

**ZM**

Thank you, Mr. Chair. Your leadership is very much appreciated!

Derek Steele

32:15

**DS**

Thank you Mr. Chair

Jennifer Zellet

32:27

**JZ**

Thank you Mr. Chair. Much appreciated

Derek Steele

32:33

**DS**

Sharon! Glad to have you maintain your work with us  
you are such a critical participant.

Sharon Evans

33:10

**SE**

Thank you all, I appreciate the commitment and willingness to continue this collaboration

👍 1

Sharon Evans

33:37

**SE**

I did not receive it. Please include me

[1 Reply](#)

Toni Symonds

33:42

**TS**

AICCCAL is asking for 2 items in order to support the sending of Part 1 of the Regional Plan:

1. A commitment that before sending the report to the state, the LA EDC changes every reference from "Native American" to "American Indian/Alaska Native," which is the actual term used by the US Census and the BLS in reporting the data.
2. Language is added in the SWOT analysis section, stating that data for American Indians/Alaska Natives will be added in the next draft of Part 1 of the Regional Plan. Similar language to this was made in a notation to our comments. We want it written in the report.

Benjamin Torres

33:44

**BT**

Thanks for your effort Sharon.

Jermaine Hampton - LAEDC

34:10

**JH**

@Alan Cheam please see the note from Sharon thanks

 1

Stella Ursua (She/Her) GRID Alternatives LA

36:14

**SU**

Thank you for bringing this to the Steering Committee Toni.

Sharon Evans

38:14

**SE**

Thank you Derek, I appreciate your comments and support. I am wholeheartedly committed to the mission of CERF and LA's economic vitality

 1

kevin clark

40:36

**KC**

Leadership is the key. Thankyou Sharon for introducing me to this process.

Sharon Evans

41:23

**SE**

@Zahirah! Thank you for your truly covaluable mments. Much appreciated.

 3

Mr Chair LOL.... understood

 1

Zahirah Mann

42:56

**ZM**

Thank you, Toni!

Adine Forman

43:41

**AF**

Adine Forman, Hospitality Training Academy (HTA)

 1

Jermaine Hampton - LAEDC

43:55

**JH**

No County?

[1 Reply](#)

Alan Cheam

46:08

**AC**

Please fill out the attendance form here: <https://forms.gle/aLKcHe9SaSCoYVVRW8>

Adine Forman

46:42

**AF**

If a “yes” to labor unions, I would ask which unions.

 1

Derek Steele

51:17

**DS**

This could be one of those situations where data can help us determine the most valuable potential partners. The data around what size of the small business sector is employing the most people can be the ones we push to have be a part of this...

 1

Stella Ursua (She/Her) GRID Alternatives LA

51:40

**SU**

Thank you Derek.

Benjamin Torres

51:50

**BT**

We can ask about the number of employees they have in LA County.  
as oppose to just employees

 1

Sharon Evans

53:07

**SE**

I think that opportunities to bring Success Models might be a more valuable approach... as opposed to business size

Alan Cheam

53:08

**AC**

Brainstorming Document: <https://docs.google.com/document/d/1uN34Ewl-nsXsDaGRIBNh2HXqxuZlg8tZAhl7iUHniH0/edit>

[1 Reply](#)

 1

Rita Kampalath (she/her), LA County Chief Sustainability Office

53:17

**RK**

I'd like to hear about their commitment to sustainability as well.

 1

Stella Ursua (She/Her) GRID Alternatives LA

54:46

**SU**

Thank you for your suggestions everyone! And thanks to Alan for providing the brainstorming document.

Derek Steele

54:47

**DS**

That was a connection to the conversation we were having yesterday about that mix of community engagement and empirical data

Sharon Evans

55:36

**SE**

Great point...Ben

Jermaine Hampton - LAEDC

59:02

**JH**

The state actually admitted they want them in place but have no intention of going through all regions bylaws...  
So plenty of flexibility for growth and change....

Sharon Evans

01:03:15

**SE**

Can we extend the timeline for 2 more days for SC members to chime in on this

Sharon Evans

01:04:24

**SE**

I think that given some portions that were excluded =, we should not submit the bylaws. There is no Formal requirement from the state to submit

Jermaine Hampton - LAEDC

01:05:34

**JH**

so it might be useful to include any bylaws that cover that requirement

Sharon Evans

01:05:38

**SE**

I like the idea of finishing and submitting by Jan 31.

Alan Cheam

01:07:47

**AC**

Flagging 25 minutes left in the meeting.

Sharon Evans

01:08:57

**SE**

Thanks to Alan.

 1

Lots of work to do on Process Map

Sharon Evans

01:10:36

**SE**

Please send a copy of the agenda with attachments to Sharon Evans

[1 Reply](#)

Jermaine Hampton - LAEDC

01:11:08

**JH**

I think he may be questioning #2 which is inconclusive

Jermaine Hampton - LAEDC

01:14:56

**JH**

So this is to fulfill the state requirements....

Adine Forman

01:14:57

**AF**

Why don't we invite McKinsey to present on their study, if you want? I am happy to do the invite, if this is what the group wants.

tunua thrash-ntuk

01:15:01

**TT**

Great points about industry sectors.

Sharon Evans

01:16:35

**SE**

@Where can I find recordings of Steering Committee meetings?

[4 Replies](#)

Robert Sausedo

01:18:43

**RS**

Another source document is the Human Index Report <https://measureofamerica.org/los-angeles-county/>

 2

Derek Steele

01:21:00

**DS**

love that

 1

Sharon Evans

01:22:24

**SE**

Where can we find the budget submitted for LA HRTC Catalyst proposal?

[1 Reply](#)

Jermaine Hampton - LAEDC

01:22:51

**JH**

So the other part to this is leveraging our partners across the HRTC currently and start thinking about exploratory and last mile projects etc.....

Jermaine Hampton - LAEDC

01:24:58

**JH**

We will do our best to get 25% or more of the remaining funds.... So roughly 70m or more!!! This will also be helpful to weave with other funding coming to the region and current funding...

Stella Ursua (She/Her) GRID Alternatives LA

01:25:07



**SU**

Thank you Chioma!

❤️ 3

Jermaine Hampton - LAEDC

01:26:10

**JH**

Adine it would helpful to get them to onboard as a partner....

❤️ 2

Cheyenne Capelo

01:27:13

**CC**

Thank you Mr. Chair, Stella, Alan and Chioma - very grateful.

❤️ 1

Benjamin Torres

01:27:16

**BT**

happy holidays everyone

👍 2

Alan Cheam

01:27:25

**AC**

Happy Holidays!

Jermaine Hampton - LAEDC

01:27:30

**JH**

Happy Holidays all! Enjoy!

Scarlet Peralta

01:27:31

**SP**

Happy Holidays 😊

Robert Sausedo

01:27:32

**RS**

<https://www.mckinsey.com/bem/our-insights/the-impact-of-generative-ai-on-black-communities>

Zahirah Mann

01:27:34

**ZM**

Thank you! Happy Holidays! See you in 2024!

Libby Williams, VSEDC

01:27:34

**LW**

HAPPY HOLIDAYS!!

## Meeting Transcript:

**03:45**

Good afternoon. Alan Scarlett. Tony. Tony, long time no communicate to. I tell you, Tony, those of us of the same help, we got two or three jobs now. Kevin Clark. Chris Timbador. Good afternoon. Jermaine Hampton. See you.

**04:08**

Afternoon, Mr.

**04:09**

Chair. Maria Garcia. Good afternoon.

**04:15**

Good afternoon.

**04:16**

I see you there. Jennifer.

**04:20**

Good afternoon, Kevin. Good afternoon. Everybody else. Hopefully everybody's enjoying their week.

**04:25**

We are. In fact, just to let you know, my wife and I were walking around campus. Hey, AV college. To get our exercise.

**04:34**

There you go.

**04:36**

We had a big meal. So we said, let's walk around AV college.

**04:40**

Yes. So these little letters that are behind me are a relic of the past. They got torn down so that we could build our new Cedar hall. So we actually are trying to figure out where. I'm thinking about putting them over by Marauder Stadium, by the football field.

**04:57**

We saw the building going on.

**05:00**

It's going to be nice.

**05:01**

Yeah.

**05:02**

I'm glad you guys are feeling better. Kevin.

**05:05**

Thank you. We are. Bobby Davis got to know a thrash and took Jose Chioma. Robert Salcedo. Got my co chairs on. Andrea Slater, Stella Ursula.

**05:28**

Hello, everyone.

**05:33**

Rita Kampalov, Jose Nahera. So we'll give one more minute, as we normally do, for the stragglers to come on.

Thank you all for being on time. As we used to say, you folks are on. In honor of Vince Lombardi on the football field, we used to say, you're on Lombardi time.

**05:56**

Right on.

**05:58**

Thank you.

**06:00**

I'll be right back. Mr. Chair, just grab. If you're early, you're on time. If you're on time, you're late.

**06:09**

Oh, listen to you, Jennifer. That's right. Had to get out there and stretch, right. Just like we're doing. We're having our little networking batcher.

**06:22**

That's right.

**06:23**

Break the ice a little bit. Okay, so we'll give them 45 seconds, then we're going to go ahead and get started because Christmas is waiting on us. All right. I see Patrick Hogg from the labor team. Good afternoon, Mr. Chairman. How are you doing? We are great on Friday Eve. Most of us are off work tomorrow, so it's an early Friday.

**07:01**

Excellent.

**07:03**

So it's ten. 987-65-4321 it's now 105. Let's go ahead and kick it off, Alan.

**07:17**

All right, well, welcome, everyone. Last steering committee meeting before we all head off to the holidays. But Mr. Harbor, if you wanted to go into the agenda or want to go straight into the housekeeping, why don't you go ahead?

**07:30**

As you see, folks, the agenda has been out, but we have our agenda here and we'll go ahead and do your housekeeping, Alan. And then we'll start off with the fiscal agent update.

**07:44**

Gotcha. Perfect. So, like we always do in our steering committee meetings, if you can, please fill out the attendance form that I'm going to drop in the chat. Thank you, Scarlett. So it's in the chat there for you to fill out your attendance. And as a reminder, we have our actionable items in our actionable items tracker, as well as if you'd like to propose an agenda item, we do have the Google Jamboard link, and additionally, we have our very useful resource tracker to keep everything in one place for you steering committee members so you can easily access all the resources that you need. So we'll go ahead and move on to our fiscal agent update. So, Maria, I'll go ahead and give you the floor.

**08:27**

Thank you, Ellen. And good afternoon, everybody. So we have two updates for the steering committee, one around affinity hub lead payment, and I'll actually have my colleague Jose provide that update and then I'll provide an update on the status of RFP two. So before we get to that, though, I'll hand it over to my colleague Jose.

**08:52**

Thank you, Maria. Hi, everybody. Just giving a brief update on the affinity hub lead. So I'm happy to report that got information from the beekeeper this morning. And we have, as of now, eleven out of the twelve contracts have been signed and submitted. Out of those eleven, we have seven agencies that are set up with payment method. And so the communication is that payments should be going out as early as today. So please keep an

eye out for that. That should be coming shortly. If I could say, Jose, that's great news because certainly those of us that have been prudent and filling out that paperwork, we like to receive ours. So thank you. And not holding that back. Yeah, no, thank you.

**09:45**

We did go back and forth with that, trying to do the whole tranche, but we want to your point, not necessarily penalize anybody, but do reward the people that are submitting the stuff and not hold payment. Hopefully you get it before Christmas so you guys can have it already. So please, again, keep an eye out for it. It should be going in, out as early as today. I think most of us are concerned about getting it before the fiscal or calendar year ends. So greatly appreciated. No problem. Thank you, Mr. Chair. And that's it for me. So I'll kick it back to Maria.

**10:23**

Thank you, Jose. And our second update is around the status of RFP two. So we received confirmation from LADC that were able to move forward with contracting with beacon economics for the industry cluster research. So we are right now processing that contract and hope to have it fully executed contract by the first week of January. And we've also scheduled the kickoff meeting with LADC and Beacon NCCF to scope out the remainder of the work. And that will be held the first week of January.

**11:07**

Thank you, Maria. If anyone has any questions, as usual, most of you are used to it. Now raise your hands so we can keep things moving smoothly. Are there any questions on the fiscal agent update? Sharon.

**11:24**

Good afternoon. Hi there, all you guys, and thank you, DCF for getting this done. A quick question, how does that affect our 1231 deadline for the marketing report? My understanding is that LAEDC is going to submit the report with the information they do have, and when the additional research is complete, they'll insert that new research into the report and resubmit it back to the state. Alan, you can correct me if I'm wrong.

**11:54**

Yeah, Maria, you're right on track. So, I'm not sure if you all remember, but the industry clusters report was actually partially already done by LAEDC. And so what Armand and Charles are doing right now are they're essentially writing that piece of the report and just doing the best as we can to include as much information that we do have. And we have spoken with Matt and Chris, our representatives from the state, to ask them about that. And so, yeah, that's how we're moving forward for now. Just putting what we can and doing our best to include all the information that we have.

**12:33**

Thank you, Maria. Thank you, Alan. Tanua, for some reason we can't hear.

**12:41**

You might have to log out and log back in.

**12:48**

Yeah, you can log on, log back in, or you can put your question in chat while Tanua is fixing comms. Robert Salcedo.

**13:01**

So, question, are we going over this report, this industry cluster report today?

**13:11**

It's not on the agenda, Robert. No.

**13:13**

Okay.

**13:13**

I don't know why. My secretary told me. Yeah. In fact, I'm not sure what you mean by industry cluster, but that's not on the agenda. Unless you meant the RFP. But we cover that in past meetings.

**13:28**

We'll talk offline. Maybe this is the wrong maybe. Shelley, EdC. We'll talk offline. There's three missing industries in this report.

**13:38**

Okay, thanks. All right, is Tanoa back on? Okay, Tanoa has a question in chat, if you can read it. Can CCF share their plan and strategy to encourage the remaining groups to complete their contracts and keeper profiles or to complete, not compete, to complete their contracts and Paykeeper profiles. So in other words. Go ahead, Jose. Sorry, Mr. Chair. Thank you. So there is only one agency that needs to complete, and I believe they had a question which we answered today. So hopefully they'll have the information in order to be able to move forward and process and sign their contract. But it is only that one agency that we're still pending. And based on the fact that we answered that question, they had a specific question that we had to go back to the state to get clarification. I was able to answer it today.

**14:45**

They literally just received it less than an hour ago. So I'm assuming that they're going to get that information and now move forward with the contract. So I'm happy to report that. I hope that answers very good. And the Paykeeper profile, I think you said there were seven to Tenua's question. Yeah. So thank you for that, Mr. Chair. So the payment structure at this point is depending on. I think they're asking folks to sign up through ACh because it's more secure, easier, more efficient method of payment. But if the agency opts out and wants to get an actual check built out to them, they're having that option as well. I can reach out to them to see what the process is for them or what the status is specifically, and then I can report back.

**15:32**

But my understanding is they're handling that aspect of it when it comes to the actual payment processing. Okay. Tano says they may need support, and they can definitely reach out either to Paykeeper directly or to us so that we can facilitate. Okay. So technical assistance, I'm assuming. Ta. Okay. Yes. Sorry. Yes. I got lucky. All right. Good guess. Okay, so that completes that agenda item. Let's move on to the next agenda item, which is the defining the nature of community based and charitable organizations. We're going to go ahead and call on Jermaine Hampton.

**16:22**

Thank you, Mr. Chair. I'll be brief. I won't read through all of this, but essentially just a little background. Many of you may know, obviously, from time to time, there's different challenges that we kind of encounter with the whole California jobs first process program overall, previously known as Surf. And so my gauge on this, what the state has done, is really just tried to have this open as possible to create a situation where there's lots of flexibility. But sometimes that lack of direction can lead to challenges, obviously. And because our consortium of partners or collaborative partners is so huge, went from 100 plus organizations to over 500 plus organizations involved our election process took quite some time to get through that. We went from having essentially our initial kind of informal governance structure, which was made up of our subcommittees.

**17:32**

Those have since dissolved as planned because we now have finally a seated steering committee. But throughout that process, many different challenges. We know we had the challenge with labor. Thankfully, that has been resolved, and we've been able to bring them back to the table, and very thankful for that. And thank you all for the work on that. We also had other issues that have come up as well. Most recently, you all did receive an email about one of the steering committee seats that was being challenged in terms of them being able to proceed serving on a steering committee. I would like to say that issue has also been resolved, to my knowledge, based on information that I've received from our chair.

**18:17**

And so with that being said, it kind of leaves a question, though, because one of the things that kind of led to some of these challenges, really, is our ability to define certain things. And so what we're kind of calling on or asking the steering committee today, if possible, is to look at these two different definitions, one being the definition of a nonprofit entity or a nonprofit organization or CBO. Right. And then also what defines a charity. We have a couple of different options up here on the screen, and what I'll do, actually, is actually read them both so that votes can be polled. I don't know if we're going to do a live vote or if this is going to just be sent out. Did we discuss how it'll be sent out?

**19:10**

It'll be sent out, yeah.

**19:12**

And so what this will do is once we kind of document this, the goal would hopefully be that the bylaws can essentially be adopted to have this reflected. And essentially this will hopefully prevent any future challenges as well as it pertains to what a particular entity is defined as when we're talking about a community based organization and or a charity. And so the first question that comes about is the nature of a community based organization remains undefined within our framework as we entertain a diverse array of members, including resident seats and various organizational structures, performing what is viewed as essentially volunteer work. We know this is volunteer work. No one is hired to do this work. And obviously, thank you all again for this. But this is volunteer work.

**20:10**

Right.

**20:10**

So we have to kind of consider the definitions that encapsulate the spirit and function of a CBO. Potential definitions to deliberate may include the following, which are listed below. So for the first one, the definitions that we're looking at are an organization that is deeply rooted in a particular community led by individuals from that locale and primarily focused on addressing the social, economic, educational, or health related issues of that community. Another option would be a public or private nonprofit organization that is representative of a community or significant segments of the community and provides educational, physical, or mental health, recreational, arts or youth development or social support or related services to individuals or other members in the community. Then the third option is, obviously, maybe we need to bring this up for more discussion.

**21:12**

So the third option would be, do not agree with any of the definitions. Would like to discuss further. So that's the first question. And then as it pertains to charities, this is from the attorney general. The nature of what a charity entails also remains undefined in our framework. In California, the attorney general has oversight of charities, charitable trusts, as well as individuals and other organizations who hold charitable assets or engage in fundraising or charitable purposes. According to the attorney general, if the organization is classified as a California nonprofit public benefit corporation or has received federal tax exemption under the Internal Revenue Code, section 501, it is considered a charity. Charity defines charitable purpose very broadly to include the following, relief of poverty, advancements of education or religion, promotion of health, governmental or municipal purposes, and other purposes beneficial to the community.

**22:16**

So we either can select, I agree with the California attorney general's definition of charity, or you do not agree with the California attorney general's definition of charity and would like to discuss further. And so our hope is that once we kind of define and land on what these definitions are, we can document it. And this will kind of help a lot. Moving forward with this process. Let's say a steering committee member currently has to step down. Let's say any number of things could happen. This could even go over into when we get into the pilot projects. Right. Whether exploratory or last mile projects, as we have consortiums of individuals come together to apply for that funding, this is also something that we can go back and look at as well. And so that's kind of it right there.

**23:08**

I don't know if there's any questions. Happy to answer. I don't think it sounds like we're not conducting the poll right here live. Just wanted to read it, document it, and then it'll be sent out by the jobs first team after this meeting.

**23:22**

Tony Simons.

**23:24**

Yeah, I had two questions. One I wondered, relative to the first proposed definition. In the second piece, you said an organization deeply rooted in particular community and led by individuals from that locale. And I'm wondering why you didn't use the word community, since community doesn't necessarily mean geography. So I

didn't know if that was meant to be intentional or not if there are different communities. That was one question. And the second part, I wasn't clear when we would be using the charity designation. I do understand we have a CBO designation in various parts of our organization, so could you just explain when does the charity designation come up? I'm not sure when we would use it, so it would be hard to know about the definition.

**24:25**

Yeah, I think to your point on the first question, I mean, there's flexibility there. So if we want to tweak the definition that's listed, we certainly can. There was no meaning or method behind that. These are just general definitions that we saw.

**24:42**

I think it would be good if it just said as a met, I totally agree with personally the concept that it should be led by those individuals, but maybe led by individuals from that community which might be living next door, but you might have a community in LA that isn't geographically defined. It may be LGBTQ AI. It could be. I don't know. But I'm just saying there's. Yeah, I think that would be helpful.

**25:14**

Yeah. And then for sure, definitely. So what I would say for you is just maybe you vote, do not agree with either definition and would like to discuss further, but I think there's plenty of flexibility there and we can adopt some different language that best fits the spirit of this committee. The other piece for number two, different organizations classify themselves differently, right. Someone may be a community based organization, and they may do work in the community, but they may not necessarily classify themselves as charity.

**25:48**

So I think we're just trying to just really just document the difference, if there is any difference, and essentially just make sure that we have it documented so that if it comes up as something or a topic of discussion, we can clearly point to the two different types of definitions, because there definitely are some organizations that do different types of work in the community, and some do consider themselves a charity, and then others may consider themselves a community advocacy organization. That's a community based organization, essentially. So just really want to kind of make sure that we document the two. And then also, to Sharon's point, let's see what she put. Charity will come up as eligibility for funding as correct future consideration.

**26:39**

Yeah. That'll also be more than likely. CCF can speak to this, but it'll also be in the contract, any contracting. So thank you, Jermaine. Thank you, Tony. One thing I wanted to ask Alan, just tony's point, is there any way that we could put in, if people disagree or would like to modify the question, can they put in comments? Can we make an allowance for that? Because that could help us speed up things?

**27:16**

Yeah, definitely. I can add a little text box in the survey so everyone can provide whatever comments that they see fit.

**27:24**

Okay. All right, Zahira.

**27:29**

Hello. Thank you. I appreciate this discussion and this process. One thing I'll just say is that adding specifically that entities that are fiscally sponsored by a 501 also fall under this category. That's one of the ways the state has specifically left that out in the past, and it does cause a lot of complications. So we shouldn't be doing the same thing.

**27:57**

So, Zahira, that's a great point. And Sharon pointed that out. You, when we send this out, could you put that in the comment section so that we can get an aggregate of all these comments and see if we can integrate it? And we might be sending out another one once we do it, but try to perfect this. Okay. But thank you, Jermaine, for sharing that. And we can go to the next agenda item I want to hit. So I want to address the 800 pound gorilla in the room, right. And give you guys a little context. So one of the reasons why we're going to do this is to make sure that we grow as an organization and that we make good decisions that are fair and equitable and that make sense.

**28:50**

Some of you are aware, some of you not aware, that Sharon Evans was suspended from the steering committee. Based on her organization's status, Sharon was able to make some adjustments. She got formally recognized by the state, Shirley Weber, state, the secretary of state, and she has been welcomed back with open arms. I will tell you that we had a great meeting last week. Sharon brought some points that had not been considered into the meeting, which stimulated more thought, particularly in me and Stephen Chung. And so Sunday, it just hit me that I needed to do something, and I did. And I was able to get everybody to a meeting yesterday, and it was very productive. And I'm happy to announce as a result of that meeting, were able to resolve whatever differences were able to grow.

**29:56**

Many times when we start off with these kinds of initiatives, things that are challenging happen, but no one loses face in this. We're all stronger, we're all better, and we're all going to be able to function more accurately and seamlessly as an organization. I would say that whenever there's heavy lifting like this to be done, whenever you bring in 38 organizations, 38 personalities, 38 ideas, 38 ways of doing things. There are going to be differences of opinion, but a testament to you all, a testament to LADC and the great work that they've done. No one's perfect, but the great work that they've done and the great work that Sharon has done over the last year and a half as the outreach and engagement chair, co chair, and as the steering committee member, I personally valued that.

**30:59**

And I'm glad everyone else came to understand the level of value and that we will be stronger. See, anytime you have someone that will raise a question, it makes you stronger. And we are stronger as an organization. So we want to move on. We're going to put this to bed. We're going to get better. And most importantly, we're going to make a difference for the people in this county, because that's really what it comes down to. I want this next generation, and even the current generation to be able to do the things that I was blessed to be able to do and to move into the middle class, build wealth. And we got to ask those tough questions, and we got to make sure that no stone leaves is overturned.

**31:49**

And thanks to all of you and your diligence and showing up today and all the work we've done for a year and a half as volunteers on top of our jobs and being held accountable for our jobs, we're here today, and we're close. This has been a challenge for me. But I appreciate you, and I appreciate all the work that you put in. So onward we go, folks. And Sharon, we've been talking, and I just want you all to know that I was supposed to remain neutral. I was not supposed to get involved. I had to get involved. I just couldn't let this go. And I'm thankful that everybody saw it. Their wisdom came through, and here we are. So we move on. Thank you. All right, let's hit the next agenda item.

**32:44**

Thank you, Mr. Chair. I see everyone is echoing our gratitude for your leadership. So very much appreciated. So, moving on to our next agenda item, which is the regional plan, part one. So, as I mentioned earlier, unfortunately, Armand and Charles are not on the call today just because they're working on that regional plan. The plan was sent out as a draft on Monday evening, and the final comment period ended yesterday night. And so our team is currently working on the final draft, and we'll have that final draft available for review and for your vote for submission tomorrow between 01:00 p.m. And 05:00 p.m.

**33:30**

Any questions? Seeing none. Let's move to the next item.

**33:39**

I see, Tony, I believe your hand was up first.

**33:42**

Oh, Tony, let's go.

**33:45**

Hi. So I put into the chat, we did go through and read the report and made a number of comments, and we do completely. I'm representing the American Indian Chamber of commerce of California, and we do respect that. We need to get this turned in. We cannot support the report as is. We are asking for two changes, and with that



we can support it. So we'd like to have a commitment to that. The first, and I put this in the chat, the first is that the references to Native American be struck and instead use the actual term that we would prefer. But it's also used by us census and by the Bureau of Labor Statistics, and that's American Indian and Alaska Native. And the other issue that we would like is language to be added to the SWOT analysis.

**34:40**

Unfortunately, the SWOT analysis did not include American Indian and Alaskan natives, although it did include data on populations for black, white, Asian, and Hispanic, and we found that very offensive. Instead, data was included for a category called other. It implied that was American Indian and Alaskan natives. We can't be sure of that. So what we would like is to have in the next revision actual data for American Indians and Alaskan natives, and we would like to have a commitment in the document in writing that says that the next update will include that information.

**35:26**

Thank you, Tony. I received, you sent your email to me. I did forward it on to the CGF team, the entire team, and in support of your request, and recognizing that respect should be given. So I don't see any problem in that making that happen. And just on behalf of the steering committee and all else, we recognize the significance of the Native Americans and also the significance of the Tongvas, much of the land that we occupy right now, they were the first to occupy it. And so with that said, much respect is given, and I am advocating for that to happen. I don't see any problem why it should not happen.

**36:18**

Okay, Sharon, just in short, I was not shared that document, and so I would like to request the opportunity to review it and provide any feedback of which I'm willing to do by tomorrow.

**36:33**

Okay. I believe you submitted that in chat. It was responded to by Alan. You will be receiving it. Jermaine, thank you.

**36:45**

Yeah, my question is back actually at Tony, because I just want to clarify, because I'm also hearing kind of another challenge. The terminology that you're referring to, you're saying, is that reflective of the data components that were listed? Could you just confirm that? Because if it is, I think I'd like to have a conversation with civil and Beacon, who I think had those initial kind of data analytics and analysis put into that document.

**37:21**

It is in the data. It's also used colloquially, as in the narrative. And we would prefer American Indian Alaskan native. It is an important issue for our organization and the community that they're part of. We also submitted in the comments, we understand that in the solicitation, the term is California native American tribes. And so we made a suggestion about, obviously, if that's in the solicitation, but then we asked and then we drafted language that would say, which includes American Indian and Alaskan native. So we do understand there are times when we're required to address the solicitation, but in the general narrative, we'd like to have the term, and it is a data report. So it seems consistent for both charts. And.

**38:18**

All that context you just provided, you have sent that over, right? You put that.

**38:23**

I don't know if you've looked at the sample, but yes.

**38:26**

Okay.

**38:27**

It is all in the chart. I even gave a hyperlink to us census and Bureau of Labor Statistics. Cloakly, people use many terms for many groups, and groups do have opinions about what they like to be called, and we're clarifying what that is for our group and the community in which the American Indian Alaskan natives belong to.

**38:54**

Perfect.

**38:55**

Okay, Alan, could you just document that? And then let's also schedule a follow up call with beacon and civil, because moving forward, if they're going to be our kind of data folks that are collaborating with us, we may need to have a call around terminology as well.

**39:12**

Well, the other issue was the terminology of other was offensive.

**39:18**

Yeah.

**39:18**

I think overall, we can just look at.

**39:20**

So in the interest of moving on the agenda, first of all, thank you, Tony, for bringing that. Again, thank you, Jermaine, for acting on it. I did forward that information that Tony sent over in writing. We're going to take two more questions. Zahira.

**39:36**

Thank you. And this is less of a question and more of a comment, because I think, and I appreciate, Tony, you very much bringing this up in terms of the reference and use of american indian and alaskan native. And one of the things I just want to kind of highlight is because we had a lot of these conversations before all of this was formed and before the proposal was finalized and everything was awarded, where we talked about different racial and ethnic groups, and we started having conversations where it felt as if there was a pitting against that was happening. And as we kind of approach this moving forward, I just hope that we all remember that we're all on the same team and we want kind of the best thing for our full community.

**40:27**

And so I know that all of this is going to bring up certain understandings of how we feel and whether we find something as offensive or not and put in certain context in terms of the language, it starts to bring up some of those earlier conversations about how we're understanding Latinos versus African Americans versus Asians versus American Indians, and alaskan natives versus those who are white. I feel like when we talk about these issues, we just have to use another step in terms of how we're framing them because we did go down a very slippery slope that was quite tricky before.

**41:12**

But I know we all have the same intentions and that we're all on the same team, but I really appreciate you raising this, and I'm happy that we're going to correct the language so that it's accurate and more authentically reflects the needs of all of our shared partners. Thank you.

**41:29**

Powerful comments, Sahira. Thank you. I'm old enough to say I've been through about three or four different descriptions of African Americans, blacks, negroes, colored, and others that I will not say in this space. So, Tony, I understand what you mean by feeling offended. I've been there. So I take it personal. That's why I immediately forwarded it on and supported you. Alan Cheam.

**42:02**

Thank you, Mr. Chair. Yeah, I just wanted to address your comments, Tony, because I did see the email that you forwarded as well as your comments on the document. Armand and I, as we're going through the research from Beacon, specifically the spot analysis, we did notice, or Armand noticed last week, late last week, that the native american tribes aspect had some gaps. And so we did schedule a call with Beacon and we spoke to them this morning. So we're just waiting on some more additional information from them. And so hopefully we can get all of that clarified and revised. But again, just want to echo super appreciative, I don't know what we would do without you in regards to advocating for our american indian and alaskan native.

**42:47**

Brothers and sisters doing a phenomenal job, Tony. Okay, so we're going to move to the next agenda item. We got 20 minutes left, so let's hit these last four, five or six points. Scarlett?

**43:05**

Yes. Thank you, Mr. Chair. So just an update on the LA collaborative name change. So as we have spoken about this topic in the previous, I believe, two to three meetings now, a vote was taken as far as an online vote was taken to just reconfirm whether the collaborative was going to stay as La HRTC or the new name that had been developed, which was Alley Los Angeles collaborative. So in the spirit of this democratic process, we did receive a nine three vote and we will remain as Los Angeles High road transition collaborative, which was the original name that we founded within this program.

**43:54**

Thank you, Scarlett. I really support branding. Branding has been a part of my business life since I'm not even going to tell you how old I am, 79. And throughout my career, branding is important. Part of your talking points, part of your digital assets, and then part of your own mentality. So I think it's important and appreciate all the work that you and the steering committee has done to maintain this. Chioma, is there anything you want to add to that?

**44:33**

No, Scarlett said it all.

**44:35**

Okay.

**44:36**

And I'll say that HRTC is in the original legislation that was written back in 2021. So I'm glad the steering committee took the vote to keep it HRTC high road transition collaborative.

**44:52**

Okay. All right. Very good. Okay, let's move on to the proposed proposal for bringing organizations relevant to the CJF or California jobs first to the steering committee meetings for presentations. We talked about that the last meeting. Stella, you want to jump in on that?

**45:10**

Absolutely, Mr. Chair. Thank you. And thanks to everyone for joining us for this last meeting of the year. And so our chair did a little bit of the legwork here. A lot of the legwork, actually. And so we want to create a form so that organizations that are interested in presenting to the steering committee next year that they meet certain criteria. And so this is the form that our chair suggested, or the criteria. So obviously the company name, contact information, the actual industry that they come from, annual revenue in brackets, the location of their company or companies, the number of employees, sustainable career job titles, if they're working with the labor unions, explain what you know about California jobs first initiative. What is your vision to support the CJF mission at your organization? We want examples of your commitment to diversity, equity and inclusion.

**46:27**

And we want information on workforce demographics. And so this is being suggested by the chair, the vice chairs. I believe we did send this out to everyone.

**46:43**

Correct me if I'm. It was only about four. It was only Rudy, Luis, I can't remember who else, only four that raised the question in our last meeting. And at the end of the day, want to be clear. The reason we're bringing this up today is that if someone has some additional ideas on how to make this better, we're all for it. Now is the time to do it. Sharon.

**47:11**

Yes. Thank you.

**47:14**

By the way. Hold on. Stella, thank you so much. Appreciate it, Sharon.

**47:19**

Stella, thank you. I'm trying to gain just a little bit more insight. This appears to be, to me, it appears to be slated toward businesses that want to present to the steering committee.

**47:35**

Correct. Let me give you a little context, Sharon. So maybe a month ago, it was suggested that Alaska Airlines come in and present. I said, well, no, let me bring the idea before the steering committee of doing this because I thought it was a good idea, right. To create a coalition of the willing for businesses so that once we do all this great work we're doing, we have companies that we're comfortable with, businesses, but not just, in fact, one modification. Alan, if you can make a note of this, instead of company name, maybe we should put company organizational name, because it shouldn't just be business, but as the affinity hub lead for business and employers. I want to use this as a tool to help not only direct micro grantees, but help direct our efforts.

**48:30**

I'm already forming partnerships, getting ideas, and having discussions around how to get a pool of organizations and companies, including medium, large and small business, ready so that when it's time to hire these folks, there's not going to be any question. Get them to plan organizationally. Get them to plan in terms of their revenue and forecast for 2024, 2025 and beyond 2026. So back to you, Sharon.

**49:11**

I really appreciate the spirit by which this is done because it's valuable. I'm concerned about this. Annual revenue puts a threshold and a focus that, no threshold.

**49:26**

No threshold. There are no thresholds.

**49:28**

But the number of employees in annual revenue dialogue has issues or for part of screening, may not serve some of the other unique opportunities of groups that could come before the steering committee. I'm very interested in us having an opportunity as a committee to come together to ideate and innovate on ways that we can make this process and program stronger. And one of the things that I know, there's at least one individual I know that has data on jobs and hiring impacts across public projects all over Los Angeles county. And bringing know that foundation that does that work would be a valuable partner to all of the various affinity hubs as they look to find ways for their individual constituents to find employment in these public works areas.

**50:31**

But bringing in the idea of annual revenue or employee count as a factor in that might exclude some valuable potential partners. So I don't know how, since I'm.

**50:45**

The affinity of lead and I get to control that, I value your intellectual capital, your wisdom, experience and background. Understand that. A couple of things. First of all, my co chair, Stella Ursula, and some of the partners I identified, like LA County Deo, they focus on small business. They got 17 facilities that they've offered to support us. Small business is going to be 80% of the hiring entities in state of California. We just want to be able to segment so that we don't get too heavy in either direction. We want balance, is my point. Right. And some small businesses don't offer certain sustainable careers that could offer a thriving wage. But we're researching, and it seems like we found a couple of county organizations and others that will subsidize free apprenticeships. Apprenticeships where they can pay 80% to 90% of the salaries.

**51:48**

And so now small businesses that want to, say, go into the water space or AI space or life science space, they can hire people, pay them a thriving wage, and have entities that are going to help them to afford it. So this allows us to recognize that and to make sure that we got the right number. I'm going to personally hold myself accountable and everybody on my team. That's right, Benjamin. We're not just looking for employees. These are careers. Right. But we want balance, and they got to be paid. Right. And some of the small businesses can't afford it. We got to find ways where they can afford it. And we're on that path already. So your points are well taken. We'll not allow bias to take place in this process. And if we find that it does, then we adjust it. Right.

**52:47**

But right now, if you want to make any suggestions, if you want to send this around, Alan, we can. Stella, let me hit Alan real quick. He has his hand up, then we'll come back to you.

**52:58**

Absolutely.

**52:59**

Go ahead, Alan.

**53:00**

Thank you. Yeah, it was just about that topic. I had prepared a document with this exact list that you see on the screen. So, everyone feel free to click on the link of that document, and you should be able to use the comment feature to provide your feedback and suggestions on that form.

**53:19**

Okay, thank you, Alan.

**53:21**

And, Mr. Chair, I just wanted to pull out a couple of the comments here in the chat. Adine says, if a yes to labor unions, I would ask, which unions? I think that's a great suggestion right there. And Derek says, this could be one of those situations where data can help us determine the most valuable potential partners. Data around what size the small business sector is employing. The most people can be the ones we push to have be a part of this, and then we can ask about the number of employees they have in LA county then. That's from Ben Torres. Let's see.

**53:55**

So you got a little bit. Thank you, Sharon. Derek, thank you for your comments. Let me be clear. I'm not stuck on this. I'm not married to it, okay? So whatever is going to make it better and more accurate, more useful, that's all I want. And we got a little time to get there. Why don't you send me your information and copy? Alan will integrate it into this and get something out. As a matter of fact, our plan was to get something out to you and let's get your information, let's integrate it. If it's redundant, then we'll try to fashion it as good as possible. But certainly I want to use this as a part of my affinity hub lead work. Benjamin?

**54:45**

Yeah.

**54:45**

I think just want to be clear.

**54:46**

More context for Sharon.

**54:48**

We wanted to create some sort of platform to document information so that we could then, as a committee, look at that information and figure out who we wanted to come to share with us and have some sort of a sequence in order. And so this is just an information gathering process for any company, any nonprofit, any business, any organization who's doing this kind of work. We just wanted to not have a bias by just single handedly picking people to come. We wanted to develop a system and a process. And so this was just a way of developing a form that could collect the data that we could use to.

**55:22**

Then make a better decision as to.

**55:24**

Sequence and timing, et cetera.

**55:27**

100% spot on, Benny. I appreciate that. And know this, that we're going to decide as a group who gets to present. This is all about presenting, right? That's what it started off to. Heck, I'm going to use. And especially once we all agree on adopting it makes it easy. And that means that I don't have to worry about being off target with my work and my contribution. So, thank you all. So, Alan, we'll share this around. We'll continue to get

some feedback, we'll refine it, but we want to get this to you so that at the beginning of the year, we can begin. Our next meeting is going to be what?

**56:15**

January 11th.

**56:17**

So we want to get this out so we can start having folks come in and talk to us and understand that this is another living document. I'm not stuck on anything. If it's not accurate, it's not catching enough. If it's creating bias, we eliminate it. Right. But we get to invite who we want to talk to. Us to allow us to better position ourselves to get these companies to invest in who we are and our work. So at the end of the day, we got a bunch of folks and thriving careers. All right, so we've had a lot of questions. Let's move on to the next agenda item, and that will be Scarlett on the bylaws update. Yes.

**56:59**

Thank you so much, Mr. Chair. So, again, recognizing the month long work on behalf of our steering committee members and just extremely thankful for your direction on some of these very complex provisions, we did have a meeting this past Wednesday to gain clarification on outstanding items that related to research as well as conflict of interest. We will be having another additional meeting scheduled for January 5 from 11:00 a.m. To 12:00 p.m. To continue combing through some of these outstanding items that we've been given direction for. And so we hope to have these bylaws finalized in the beginning of the incoming year. That concludes this slide. Mr. Chair.

**57:48**

Thank you. And hopefully we'll have enough time. We should probably schedule an hour and a half to make sure that we get through it. But you know what? The bylaws, as I said before, other things that we've learned is not required as originally thought to be done by December 31 as a living document. We will continue to make that document as accurate as possible. But in time, as we go on, if the landscape changes, if our direction changes for whatever reason, if it fails to be as effective as we need it to be, we can update it. There's nothing that says that we can't. So we'll take as long as it takes. It'll be a draft until we get to a copy. But we like to get these things in place so that we know how to operate and we can be efficient.

**58:45**

All right, so the next agenda item is our research update. First of all, any questions before I move on? Any questions? All right, our next general item, research update.

**59:01**

Thank you, Mr.

**59:02**

Chair.

**59:02**

So I'll be chiming in for Armand today. So to start with the civil economics and their progress with the regional summary. The regional summary. So the update on community engagement. So they are currently conducting 800 surveys across the county, and they're projecting to be completed by the end of the month. And they're using a specific methodology to ensure that we have representative sampling for our data. They're also going to be conducting interviews with employers, which will begin in January. Their data analysis as well as index development is next to follow since they've already completed their other data collection and they have submitted a draft of their findings so far for the regional plan part one. So we do have a portion already in the regional plan about the regional summary.

**59:59**

So the RFP number two, as our fiscal agent, let everyone know Beacon Economics was approved by the steering committee. And specifically this was a nine to one vote. So thank you everyone who took the time to vote. And for our last RFP number three, which is also held by Beacon Economics. So they did provide a draft of the report to us, I believe, on the 11 December and as we mentioned with conversations with Tony. Thank you again, Tony, for bringing those concerns. We are just working out with them how we can address some of the gaps that were identified. And we have here listed some of the topics covered. So that includes labor force

income and outcomes, economic mobility, industry swap by service, planning area, sustainability swap by spa, green economy, as well as case studies.

**01:00:53**

And they're currently working with their design team touch up the final report as well as address the concerns that we brought forth to them. Does anyone have any questions on the research updates? Tony?

**01:01:07**

Tony.

**01:01:08**

Yeah. What I wondered was it didn't look like we did a contract for the stakeholder mapping, is that true?

**01:01:16**

Yeah, that's very true. So the stakeholder mapping was not devoted as.

**01:01:23**

It's okay. One of my suggestions though is if you've got someone already going out with surveys, maybe there's a way to do some backup because I could see that we're kind of struggling on the stakeholder map. I wasn't trying to criticize, I'm trying to help. Maybe some of the survey questions that they're already doing for the other areas might be able to pick up some of the things that are needed to fill out the stakeholder map, right?

**01:01:52**

Yeah, and thank you for that. So for the stakeholder map, we used a specific document that the state provided to us, which basically provided an outline and examples of what we can include under each heading. So the stakeholder mapping, we broke it down into three different sections. The one that Armand was able to write out in terms of the research was the overview of the state of disinvested communities. So we do have a section in the draft there. The ones that we really needed you all to chime in on was the pieces where the state is looking for in that stakeholder map, potential synergies and all of your network and how your partnerships could come into play in this planning process and in implementation. So I appreciate that, Tony, and we'll definitely keep an eye on how we can add to that.

**01:02:43**

You know, I was able to write a couple of things. I was able to write the section on what the American Indian Chamber could commit to the process. I just didn't have enough time to write the other part. And I don't have a problem with us having was. It was a little tight. So maybe more direction for us on what you're looking for might be helpful so that we can fill that out.

**01:03:11**

Okay.

**01:03:12**

Thank you for that.

**01:03:14**

All right. Thank you. I. There's another comment by Jermaine Hampton that the state actually admitted they wanted them in place. Jermaine, are you still there. In yesterday's meeting, the bylaws, as it stands right now, they're written, but we're still going through the editing process. Right. So we can give them what we have with the understanding that it's a draft and that it is a living document and that we still have work to do on mean. And, Alan, as long as you can bookmark where we left off so that it maintains integrity and that the state understands that none of this is cast in concrete. But we want to demonstrate to them that we're not down here twiddling our thumbs, that we've done a ton of work on this.

**01:04:14**

We're close to the finish line, but we're going to make sure that everyone has an opportunity to lean on. We're being transparent. We're getting all these bright minds to contribute to this document, not only today, tomorrow, but ongoing, so that, again, it continues to be a framework for us to optimize how we do business, and it's complementary. So, with that said, if we want to submit what we have, where we are, that's fine with the understanding that we're going to continue to work on it. Alan.

**01:04:49**

Thank you, Mr. Chair. Yeah, I just wanted to also provide some clarification around the bylaws and where they come in regards to submission to the state. So we're not required to submit them to the state. However, Edd did send us a collaborative governance check, which is due at the end of January. So essentially, our governance structure needs to be complete by January 31. And along with that comes the decision making process that our collaborative has chosen. And so I think that's where the bylaws will come in. So I think if we can target maybe to complete it before the end of January, that would be a good idea.

**01:05:31**

Okay. All right.

**01:05:33**

As soon as possible, of course. But just wanted to provide some metric context.

**01:05:37**

Yeah, that's so, again, Sharon, I don't want you get stuck on the submission being final. The idea to submit is to let them know that we have been working, not that it's a final document we're not going to leave out. I know that you brought an email that I did forward to the other steering committee leadership, that there still needs to be work. So unless we have a number of people that object to that, it's my opinion that we need to go ahead and show them the great work that we've already done with the understanding that there's still work to be done. And we're not going to leave out that document you sent me that I forwarded. Alan has already received that from me and committed that will be a part of our next bylaws meeting and discussion. So are you okay with that?

**01:06:47**

I don't have a problem, but I really like the idea. I mean, I don't have a problem with submitting. I just don't see that a real need for us to need to do it if they're giving us until January 31 and we are going to meet January.

**01:07:00**

Did I hear that wrong then, Jermaine, are you saying that you said they really wanted. When is the deadline that they're giving us? Because if that's true, then no need to submit anything. Let's give them our best shot. Yeah.

**01:07:13**

The deadline is the 31st.

**01:07:15**

31 December, right?

**01:07:17**

No, the 31 January.

**01:07:20**

I was told it was December.

**01:07:24**

Phillips from the state is saying is essentially that we will need to describe the region's transparent decision making process. So it might be useful to include the bylaws that cover that requirement. But they're basically saying, hey, look, it's not required as part of this particular report that's coming up.

**01:07:44**

Well, that's only a portion of the whole document, a small portion that I concur with, Sharon, that we submit on the 2030 1st. Thank you, Sharon, for pressing on that. Scarlett.

**01:07:58**

Yes. And please correct me if I'm wrong, Alan, just to maybe it's my own confusion. There's two separate deadlines. The first one is the regional plan that has the deadline of December 31. And then we're talking about the January 31 deadline, which would include us conveying what our decision making process is, where the bylaws come in, correct?



**01:08:23**

Yeah, that's right.

**01:08:25**

Okay. Got it. So, yes, Mr. Chair, we still do have the December 31 deadline, but that's for the regional plan part one.

**01:08:33**

All right. So do you need anything from us in terms of bylaws for. That is my point. Other than what Jermaine mentioned, no. Okay, so you guys already have that, so we're good. So again, thank you, Sharon, for bringing that up, clearing it up. Great minds in action. All right, let's hit our next agenda item. Unless there are any other points process. No, we hit that process. Mapping, update and tasks.

**01:09:06**

Yeah, I can just update on this.

**01:09:09**

Before you do, can I have you just go back to the last slide, Kevin, please?

**01:09:13**

Okay.

**01:09:16**

I got a little lost in the conversation. This research update, and forgive me, it's probably me. I'm just having a moment today. Did this have to do just with the bylaws were discussing or the document that came for the industry sectors clusters?

**01:09:37**

It doesn't have to do with the bylaws.

**01:09:39**

Does not.

**01:09:40**

Right? No. Okay.

**01:09:42**

So.

**01:09:44**

What I'm struggling with this document is what is our ultimate end in mind with this document? What is it to inform of?

**01:09:56**

Are you referring to? Sorry.

**01:10:01**

The one that's attached to the agenda. LahrTc.

**01:10:11**

You're asking what is the research for industry sectors?

**01:10:14**

Well, I just want to know what.

**01:10:15**

We're looking to get to. What's the end in mind with the industry sectors?

**01:10:21**

Well, the information from the research is to give us to inform the community based organizations and others on what data is out there that's going to guide and direct their efforts, whatever it is that they're doing. So hopefully that helps you. But you take the empirical data from research and you take the lived experience data, and the community based organizations capture that and they use that to help direct them on their activities. Okay.

**01:10:59**

I don't want to waste the community's time. I just see a lot of missing here and I'll talk to you offline about it, Kevin.

**01:11:05**

All right, Alan, is there anything I left out or Chioma that you.

**01:11:12**

Yeah, I would just add that if you're referring to the number two research update, the industry clusters RFP, that is the one that you all just voted on to approve beacon to fulfill. So that one is not complete. So I'm not sure the document that's attached to the agenda, there's a report.

**01:11:34**

Here that breaks out a bunch of industry stuff, employment, et cetera. You all have that, right? It's multi page document.

**01:11:42**

I don't have that one in front of me, but I will say that one is the one beacon is currently working on. And we will not have the full report for that one until number two, I think early March, the end of February, early March for research number two, research RFP number two. So that one is not completed, just.

**01:12:04**

And chioma, if I may chime, you are. Are you referring to the draft of the regional plan.

**01:12:13**

Yes.

**01:12:14**

Got it. Okay. Yeah. So I believe there is some information under the industry cluster section. But to give some context, the reason why is because previously, the deadline for the regional plan, part one was August 31 of this year. And so that deadline has changed. And we had submitted an initial draft of the regional plan, and that's why we have those industries that were recommended, I believe, by the Institute for Applied Economics, as well as our chair for our research and data subcommittee. So that information will be updated by the data that comes out of that RFP. Number two, the industry cluster reports conducted by Beacon Economics. I hope that clarifies.

**01:13:01**

Robert, are you good?

**01:13:04**

I don't want to tie up the committee's thing. The approach may be a little off, I think, because let me give you a couple of examples that's disturbing me. I don't see aviation aerospace in this two huge growth industries and life changing job opportunities. I don't see infrastructure construction related where that's going. What I'm concerned about is what some of the job opportunities that I've read through here is part of that analysis going to be. For example, we know that according to a McKinsey report, 4.3 million jobs will be lost in the african american community as a result of artificial intelligence. So what are those jobs? Are they part of this report?

**01:13:44**

Are we looking out, and what are the real sustainable opportunities that we should be lobbying around where we're going to give people 20, 30, 40 years worth of opportunity, both in employment and business? Yeah. And if I may just to reiterate again, those industries that you see on that draft, those are not the actual industries that we'll be officially focusing on. That was essentially a placeholder from the previous draft. We could do this in the future, Alan, for the team. I read a phone book for the information a week. So if something's not relevant, please don't send it. Don't put placeholders just to be determined, because I literally will sit here and read this whole thing for no good reason.

**01:14:33**

So I'm asking questions if something's a placeholder, I know I'm not the only one busy here, but let's just make sure it's relevant information that we're evaluating and that it meets the test of what our goals and objectives are. But I don't want to read something that's just a placeholder. No. Yeah, of course. And I would have no way of knowing that unless I raised the question. No, I think you might be reading it printed, but on the live document we leave comments to indicate the status of each section. So I think that's where the disconnect is. But duly noted.

**01:15:06**

Thank you, Robert. And Robert, let's see you and I get offline because since know we're the affinity hub lead for employers in business, I can make sure that your points are well taken. And I'm sensitive to everything you said. So we can handle that. Okay. At the end of the day, we're going to handle that. Make sure that we can talk more about it. Okay. Let's see here. The next agenda item is. So we're going to go back to Utioma. Process mapping update. We still got 17 minutes. We're going to finish early, folks. You're good, Robert, thank you for bringing that up. We're still in front.

**01:15:57**

Well, I'll agree the process map is in its current version because it is a live document to be updated. It is on the website under scarlett has posted the link. I'll post the link, but you can find it on the steering committee page for now. But just the caveat that it is a live document and that it will be updated regularly. Plan on updating it in January once we have some more dates set for the timeline. I know we have like our rfps coming, we have one coming very soon, this week or next week, the next February, March. And that research, RFP number two, is going to determine how we choose the table lead. So we're really waiting on that information. So the process map is up. It's on the website, but we will be updating it come January.

**01:16:59**

Thank you, chairman. And I just want to say that I think before we get into the upcoming meetings, I think it's going to be important for us to try to come together again once we get the data back. Once we get the research back, I want all of you affinity hub leads to look at your contract, exhibit A's. That's going to be your roadmap on grant fulfillment and your activities. I'm kind of ahead of the curve on that because I've been looking at it. I've been already moving around and having meetings and discussions and that's why I talked, said to Robert, it's really important that we have a coalition of the willing in terms of businesses from sustainable industries that pay thriving jobs, but also organizations and public agencies and small, medium and large businesses.

**01:17:52**

We don't want to leave anybody out that can benefit from this because at the end of the day, I think the small businesses are going to have the biggest impact in terms of growth and capacity building. I think they're going to do most of the hiring. And we find those whatever entities we can to pour money into it so that they can afford to hire and get these folks locked in and grow these businesses in our communities. Now we got something right. We're not waiting on Fortune 100 501,000 companies. We create a pipeline to grow businesses and industry within our spas, within the region, and that can go on 20 plus years or indefinitely. So thank you for all that.

**01:18:41**

But I still think that at some point, it's not a bad idea to even dedicate a meeting to make sure that everybody knows we're going to standardize some things in terms of reporting and templates, and we're supposed to be getting that. But everybody's going to know what they need to do, how they need to do it, what are the deliverables, how do they report on it, so that we're all in compliance and none of those issues mentioned in that contract affect us except a positive experience. And so. All right, Alan, I'm going to flip it back over to you on the upcoming meetings.

**01:19:22**

Thank you. So for our upcoming steering committee meeting. So I believe due to the Thanksgiving break, I think that week we would have had a meeting, although we did have the holiday. So we had a meeting on the following Monday. But we will be reverting back to the second and fourth Thursday of each month when the new year starts. So our next meeting would be held on January 11 from one to 02:30 p.m. We do have our LaHRTC bylaws meeting. Then that will be sent out as a calendar invite to you all for Friday, January 5 from 11:00 a.m. To 12:00 p.m. And Mr. Chair, I know you did express. Should we extend that to an hour and a half?

**01:20:04**

Yeah, I think we might not need it, but let's have it so we can keep the momentum going and keep those juices, those great contributions going and build on it and hopefully wrap it up.

**01:20:18**

Okay, sounds good. So I'll go ahead and send that out for eleven to 1230. And the HRTC partners meeting, we will be having that on January twelfth, which is Friday, the day after the next steering committee meeting from 09:00 a.m. To 10:00 a.m. But with that said, I'll go ahead and pass it to Chioma so she can talk about some of our next steps.

**01:20:40**

Just to give you a heads up on that. You know, I didn't get to take my vacation because I got sick. So I will not be at that meeting. I will be seeing my Grandkids. All right, thanks, Alan.

**01:20:58**

Okay. Yes. I just wanted to make sure we add a few things here so in January we can all be on the same page. I've met with most of the new steering committee partners from labor. One seat is unnamed and one I have not met yet. So there's still two people I need to meet, and we'll follow up with that. But I want to make sure everyone is on the same page. I always add this slide with the new partners. This can be found in the solicitation for the catalyst program on the about page. I always refer everyone to the about page. Towards the bottom there's a CJF section, and then there's a catalyst section. We had a call with the state last week and it was all the regions.

**01:21:46**

There was a state office hours call and they let us know that these dates that they have on this slide are all the same. So we are expecting to hear about the catalyst award. They said this month. So between now and next week, we'll hear about the catalyst award. We know that the catalyst period begins May 2024. So I implore all of the steering committee members to, if you haven't at least read through the slide decks that's in our catalyst section, to please do so. So you have a good understanding of what catalyst is? I know a few that I've spoken with. It's a lot of information each week and each meeting, and so I think the slides will be very helpful. That's in the catalyst section at the bottom of the about page.

**01:22:41**

And so just as a reminder, we're in the planning phase right now. The planning phase will end next September 2024. We had the pilot projects that's listed here. That was earlier this year. So we had the one organization from La county pace that received an award for the pilot projects. Based on the results of the pilot projects, the state introduced the catalyst program to us. And so that is the \$14 million where we have submitted the proposal, which you all can see also on the about page. We've submitted that November 30. We're waiting on that award to be notified of that award. Then there was tribal funding that was released and awarded over the summer by the state. And we have implementation phase that begins July of next year.

**01:23:37**

And so just a reminder, we are submitting the regional plan phase one, that's due December 31, right now, this year. And then we have the regional plan part two, that is due June 30 of 2024. So we look forward to the work that we have to do. Starting in January, we'll have the research rfps come back to us. We'll be coming up with the process and choosing the table partner leads, the micro grantees. We'll begin having our convenings with our hub leads. And so we'll have a lot of work to get done next year. But I would just implore you all to take a look at the links on the about page in the resource section just to read up on what we have coming up with the catalyst phase, because those will be pipeline projects. Remember, the implementation phase.

**01:24:34**

Phase two is for projects that are ready to go. And the catalyst phase is for exploratory and last mile projects. And in those slides you'll see the state's definitions of exploratory and last mile projects that the regions will be able to fund. So I just want to make sure when we come, know everyone has a good understanding of catalyst and where we are in the process. Any questions? That's all I have for you.

**01:25:07**

Okay. Saying none. Thank you, Chioma. So at this point, let's go to next, I think. Is that next steps or are we good?

**01:25:17**

That's it, yeah.

**01:25:19**

Okay. So I'm going to adjourn the meeting shortly. First of all, I want to thank Alan before I go on. Go ahead.

**01:25:26**

Sorry, before you adjourn the meeting, I just wanted to see if you'd like to recognize Aiden's comment. She said, why don't we invite McKinsey to present on their study if you want. I am happy to do the invite if this is what the group wants.

**01:25:42**

Thank you for bringing that. Does, first of all, I always think it's good to get information. We can put them in the agenda for the next meeting. So, Aideen, why don't you report back to. Does anybody object to that? Objections. Going once, twice. All right, so, Adine, sure. Yeah, it's on you get back to it. Okay.

**01:26:08**

So if you could just send me exactly when you'd want McKinsey to show up, I'm happy to do the invite. And if you could just forward me.

**01:26:16**

The report, that way I know who.

**01:26:18**

At McKinsey did it, that would be super helpful.

**01:26:20**

I haven't. Can you do that? Okay, yeah, I'll go ahead and reach.

**01:26:25**

Out to you after the meeting.

**01:26:26**

Dean, what I need you to do is communicate with Alan directly and he can coordinate that. All right. We already approved it to be an agenda item for the January 11 meeting. And if they can't make it then. Then the one after, if it's still relevant. Okay, sounds good. All right. Okay, folks, a lot of folks are going to be off tomorrow. I know we had a leadership meeting scheduled tomorrow, but this sounds like from Stella and from Andrea that we're going to postpone that.

**01:27:01**

Yes, I think that was correct.

**01:27:03**

Yeah. So not only tomorrow, but the one on the 29th that we'll pick up on the fifth. Okay, sounds good. All right. Very good. Thank you all for your time. Thank you again. So happy that we're a big, happy family again moving forward. Great energy, great input. You guys have a great holiday season. Be careful, be safe, have fun, enjoy your families, and we'll see you when you come back. Happy holidays, everyone. Take care.

**01:27:39**

Thank you all. Bye.