



## Steering Committee Meeting November 27<sup>th</sup>, 2023

[Presentation](#)

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### [Summary Notes](#)

#### **Fiscal Agent & Research Updates:**

The fiscal agent has agreed to pay 100% of the affinity hub payment upfront, and new contracts will be sent out soon.

Interviews for top scoring applicants on RFP #2 are in progress, and a special meeting may be called to discuss next steps. Research updates include data collection for the Economic Development Summary and SWOT analysis projects, as well as future community engagement surveys with industry experts. The timeline for deliverables and approval process needs clarification, including addressing limitations of data research approaches in drafts of materials.

The participants discussed the need for transparency and context in research documents. They express concerns about privacy surrounding the industry leaders that are being interviewed.

Arman, the CJF research assistant, will work with the research consultants to provide the requested information to the Steering Committee.

#### **Labor Update:**

There is a discussion about the process of how the labor organizations were selected for leadership positions on the Steering Committee. Some participants questioned whether there needs to be an election process to fill the labor seats. A point of clarification was made that the appointment decisions were made through month long negotiations in order to bring labor affiliates back to participating in the CJF program. There is a consensus to move forward with the appointed labor representatives. The labor affiliates will attend future meetings and will provide names of seat holders.

#### **Process Mapping:**

An update on the process mapping was discussed, including a suggested deadline for submitting comments on the documents by December 6th. The Steering Committee will then convene to review the comments and incorporate the feedback to finalize the Process Mapping effort and introduce it to the LA HRTC.

**Catalyst Application:**

The Convenor, and Fiscal Agent are working with the grant write to finalize the Catalyst program grant application, after 2 rounds of comment periods Tony raises a question about the language in the application regarding where coordinators will be housed, and there is a discussion about administrative capacity versus preselection of organizations. The members were informed that an email would be sent out to allow them to vote for the proposal for approval prior to submitting by the deadline of Nov. 30<sup>th</sup>.

**LA HRTC vs. LA Collaborative:**

The decision on renaming LAHRTC to LA Collaborative is tabled until the next meeting.

## Chatbox

Arman Koohian

02:14

**AK**

<https://forms.gle/f1WXyuSiUQ7CApR19> Please take attendance here

Stella Ursua (She/Her) GRID Alternatives LA

03:33

**SU**

Welcome back from the holiday everyone!

Jermaine Hampton - LAEDC

03:58

**JH**

Happy Holidays!

Toni Symonds with AICCCAL

04:09

**TS**

Hello from the American Indian Chamber of Commerce of California [toni.symonds@gmail.com](mailto:toni.symonds@gmail.com)

Arman Koohian

04:18

**AK**

<https://forms.gle/f1WXyuSiUQ7CApR19> Please take attendance here

Kevin Harbour BizFed Institute

04:27

**KH**

Greetings everyone!

RicardoMendoza

04:59

**R**

Hello everyone! Hope everyone had a great Thanksgiving.

Scarlet Peralta

06:59

**SP**

Attendance Tracker: <https://forms.gle/f1WXyuSiUQ7CApR19>

Toni Symonds with AICCCAL

14:29

**TS**

Can you share a timeline on when we will see data and drafts?

Rudy

18:58

**R**

Luis!

Rudy

22:59

**R**

Thanks for coordinating all of that Kevin!

 1

Rudy  
25:02

**R**

I agree  
Hyepin Im  
25:05

**HI**

agree  
Andrea Slater (she/her)  
26:26

**AS**

More importantly- Is it going to change outcome? The time that will be taken will be unnecessary  
Rudy  
26:38

**R**

Yes, I'd like to hear from Toni too. 😊  
tunua thrash-ntuk  
27:27

**TT**

I am concerned about the timing; the outcome and the goal was to engage Labor again and this could send a different message about welcoming them back to the table.

👍3

Rudy  
31:05

**R**

I retract my opinion that there should be a vote if this was part of the compromise.  
1 Reply

Scarlet Peralta  
31:53

**SP**

For additional context, we received 0 nominations when the labor seats were originally up for election.

👍1

Jermaine Hampton - LAEDC  
33:14

**JH**

These are the orgs listed as Labor currently: Ironworkers Local 433

Jobs to Move America

Los Angeles County Federation of Labor, AFL-CIO

Los Angeles Hospitality Training Academy (LAHTA)

UFCW 770

SEIU-United Healthcare Workers West

Teamsters Local 396

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS DISTRICT LODGE 947

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

33:16

**RK**

Given the timing and the context of these groups being selected, I don't think we need an election if it's purely for the sake of having a consistent process (i.e., it's not going to effect the outcome).

Kelly LoBianco (she/her) - DEO

33:53

**KL**

Apologies for being late. Can someone put the attendance link in here.

Scarlet Peralta

34:09

**SP**

Attendance Tracker: <https://forms.gle/f1WXyuSiUQ7CApR19>

Jermaine Hampton - LAEDC

34:20

**JH**

We only have 8 labor orgs engaged with the HRTC. Jobs Move and LA Fed

1 Reply

Scarlet Peralta

34:26

**SP**

Attendance Tracker: <https://forms.gle/f1WXyuSiUQ7CApR19>

Brady Collins

34:36

**BC**

Hi folks, sorry im late. Tech issues. Glad to be here.

Scarlet Peralta

36:54

**SP**

A summary of the meeting was provided at a previous steering committee meeting and the summary notes can be found in the resource tracker: <https://docs.google.com/spreadsheets/d/1apfhPM7h5RVzcDLB7pMqZ-B4UVGFc68z1mrz0qedH64/edit>

Sharon Evans

37:36

**SE**

? Jobs for America? - they are not listed here

Sharon Evans

40:00

**SE**

What is this about Labor being given a Table Partner Seat

kevin clark

40:34

**KC**

Technology and Digital Entertainment: The county has become a hub for technology startups, software development, and digital entertainment companies.

Biotechnology and Healthcare: LA County is home to many renowned biotech and healthcare institutions, including research centers, pharmaceutical companies, and hospitals.

Creative Industries and Media: With Hollywood being located in LA County, the media and entertainment sector is a significant contributor to the local economy.

Sustainable Energy and Green Technology: As environmental concerns continue to grow, LA County has placed an emphasis on sustainable energy and green technology solutions.

Aerospace and Defense: LA County has a strong aerospace and defense industry, with major companies like Boeing and Northrop Grumman having a significant presence in Technology, and defense systems.

Had my hand up for a minute

Sharon Evans

41:30

**SE**

Luis - how we fill vacancies is a bylaws issue

 1

Brady Collins

42:23

**BC**

Happy to chat, Kevin.

Toni Symonds with AICCCAL

44:09

**TS**

Yes, we should have clarification about who or what holds the seat?

Sharon Evans

44:11

**SE**

@Kevin Clark - #2 includes sustainable and green building & #5 covers nurses and healthcare, #6 feeds Aerospace & Defense workers

Rudy

44:17

**R**

This is indeed a bylaws issue...I wonder if executive officers should be elected, at the very least. We did this already. We should just ratify it in the bylaws if we haven't already.

kevin clark

45:16

**KC**

My contact info: [kevinclark@dakarfoundation.org](mailto:kevinclark@dakarfoundation.org), representing DOL ETA, DAS, DOL VETS, 7 Workforce Investment Boards. We can rally them around CJF, and LAEDC

Sharon Evans

46:23

**SE**

@ Rudy, I think further discussion is warranted at our final bylaws review. We included language around grounds for removal, but limited to failure to carryout responsibilities and/or show up at meetings

2 Replies

kevin clark

46:49

**KC**

<https://www.dol.gov/agencies/eta>, <https://www.dir.ca.gov/das/>, <https://www.dol.gov/agencies/vets>

Sharon Evans

47:34

**SE**



Sharon Evans

51:40

**SE**

well deserved time off, Mr. Chair

Sharon Evans

55:07

**SE**

@Toni. agreed How the Investment Coordinators will be selected or housed that should be deferred to later decision.

Does not belong in the proposal

Jermaine Hampton - LAEDC

57:07

**JH**

Isnt this going to be an RFP process? If so selected vendor maybe can be used...

Sharon Evans

57:26

**SE**

Request that the housed language and conditions be removed from the proposal for now. SC can revisit later

Luis Portillo, San Gabriel Valley Economic Partnership

58:25

**LP**

Can someone share a link to the catalyst proposal?

Sharon Evans

58:45

**SE**

This language does restrict the SC's ability to decide later

Julie Zeisler

58:58

**JZ**

[https://docs.google.com/document/d/1jKBSSvD3gP\\_qM6x8pPKfqGPNF8-eMsZl/edit](https://docs.google.com/document/d/1jKBSSvD3gP_qM6x8pPKfqGPNF8-eMsZl/edit)

Kelly LoBianco (she/her) - DEO

59:22

**KL**

[https://docs.google.com/document/d/1jKBSSvD3gP\\_qM6x8pPKfqGPNF8-eMsZl/edit?hsmi=283555233&hsenc=p2ANqtz--krNA2Ph9tDkd36UkahLbW-okflaP658EK8\\_6-m2WDUN3et5T66CYyQwvxQw-ZLROx\\_vn6VJqYoi0ibcpJnMes7V0xk6LI55wJkm-s95q\\_0x-VKgE](https://docs.google.com/document/d/1jKBSSvD3gP_qM6x8pPKfqGPNF8-eMsZl/edit?hsmi=283555233&hsenc=p2ANqtz--krNA2Ph9tDkd36UkahLbW-okflaP658EK8_6-m2WDUN3et5T66CYyQwvxQw-ZLROx_vn6VJqYoi0ibcpJnMes7V0xk6LI55wJkm-s95q_0x-VKgE)

Jennifer Zellet

01:00:05

**JZ**

Kudos to the authors of our updates and communications. They are very professional and informative. I appreciate them



Luis Portillo, San Gabriel Valley Economic Partnership

01:00:57

**LP**

Can I recommend LA County Collaborative

Sharon Evans

01:01:37

**SE**

Motion to table this to next meeting.

Is the state changing the contract

Jennifer Zellet

01:02:07

**JZ**

I agree Kevin...it's branding and marketing. If we blow our brand, we dilute our effective communication



Stella Ursua (She/Her) GRID Alternatives LA

01:02:25

**SU**

Jumping to my 2:00pm meeting. Thanks everyone for your participation today!

Chioma Agbahiwe

01:02:42

**CA**

HRTC = High Road Transition Collaborative

Linda Kelly, FMWC

01:02:42

**LK**

We need to get the meat of the work done

Hyepin Im

01:02:45

**HI**

Thank you!

Zahirah Mann

01:03:14

**ZM**

Thank you!

## [Meeting Transcript](#)

02:19

Hello everybody. I will be leading the meeting today. Alan will not make it, so welcome everybody. Please take your attendance with the form I sent in the chat and we'll begin shortly.

02:55

Kevin, I got your message. Let's talk after this. Hey, stephen, dooley, tony, bobby, scarlett, chris, haypen, ricardo, cheyenne, shion all right, jermaine and rita.

03:26

Morning. No, afternoon now. Afternoon.

03:29

Afternoon, yes. Since we're only meeting for an hour, let's give another few minutes grace period and get started. Okay? It's 103. One more minute. Okay, a few more people are still joining.

04:38

All right.

04:39

See Libby. I see Sahira. Good afternoon. All right, so let's go ahead and get started, folks. For those that celebrate Thanksgiving, happy holidays, hope you had a great one. We're going to go ahead and start our steering committee meeting november 27, 2023 100 and 04:00 p.m.. Let's go ahead and get started, Armand.



05:22

Okay, just going to begin with some quick housekeeping as we usually do. So please submit your attendance using the link to the attendance form in the chat. Actionable items shall be initiated during steering committee meetings and will be logged onto the action items tracker to propose an agenda item. Please utilize the Google Jamboard to submit your requested item of discussion. And the California Jobs First team has developed a resource tracker where you can access all interconnected documents and resources related to the steering committee's tasks. And we encourage you to bookmark this tool for easy reference and utilization.

06:05

Armand, is it possible to put that link in the chat box just in?

06:09

Yeah, yeah, I will work on that. Or Scarlett or Chioma maybe could drop that'd be helpful too. Just let me know.

06:17

Yeah, I can go ahead and take care of it.

06:20

Okay, I'm going to move on. Thank you.

06:22

All right, any housekeeping keeping from my side, folks. If you want to comment, please raise your hands that we can recognize you appropriately and we don't have multiple people speaking at once or out of turn. Thank you. Let's go to the next slide.

06:39

Okay.

06:42

Fiscal agent update. We do have some news to report. Charles, you want to take that or is someone from the California Community Foundation here?

06:52

Is Jose or Maria on the call from CCF?

06:59

I don't see him either.

07:00

OK, I'll just go ahead and take it. So the fiscal agent CCF has heard the voices of the steering committee and decided to pay 100% of the affinity hub payment upfront so it will not be released in tranches. We had a meeting earlier today with the fund distributor and they've been instructed to send out new contracts to each of the affinity hub leads. So if you have a contract and have not signed it, please disregard it. If you have signed it, there'll be, I'm assuming, some type of document to void that one out so you can sign a new one, which should be coming, I'm not exactly sure when, but it should be coming certainly within a week or yeah, that's essentially it.

08:01

So Charles, as long as it wasn't counter signed, I mean, they probably don't need to resend anything or they can send a letter rescinding it, but if they didn't counter sign it, then it's a moot point, but glad to see that they will be, and

we've been putting into this effort over a year. Glad to see that they appreciate our good faith up front. By showing us good faith. Do they give a timeline on when it would land?

08:35

My understanding would be sometime within a week.

08:38

Okay.

08:39

Yeah. That you should be receiving the contracts the moment it is signed. The distributor has been instructed to release the fund. So how quickly that all goes through, I don't with the logistics of how they do things. CCF has that information. I'm sure they'll let you guys know. But it's supposed to happen extremely quickly.

09:00

Okay.

09:01

All right.

09:01

And can anyone speak to the interviews for the top scoring applicants on the RFP?

09:09

All right. So for RFP number two, CCF, they're pretty advanced in that process. Civil. Let me make sure I got it right. Yeah. So civil. There were three organizations. Civil, Beacon and Ladc's. Institute of Applied Economics. Civil did not advance, so it's down to IAE, which is Ladc's and Beacon. And they're going through the applicant I'm sorry, the interviewing process soon. When that exactly is, I'm not exactly sure. Oh, actually so I guess today, at some point today. And of course, once they're done with the review, they'll talk with the steering committee about the next steps.

10:04

And that talk will take place at our next meeting or will they want to call a special meeting?

10:09

More than likely to be a special meeting because we like to try to get these guys off and get them caught up. They're already behind from the other two RFPs, so we like to get that.

10:20

Done sooner than later to protect our schedules. Is there any way we could combine it with any of these other meetings that we're having?

10:26

I'm sure there'll probably be a way. Once they get all their ducks in a row, we can figure out the best methods to move forward.

10:35

Maybe put it behind one of the other meetings that we have.

10:38

Yeah. And put it on top of the docket so we can get it out of the way first and then move on with the other business.

10:43

All right. Okay. A lot of us just came off Thanksgiving. We got last month of Q, four stuff that we're going to do in our jobs and it's a really busy time. I can speak for myself and probably everybody else, so we'd be grateful for that, but we don't want to rush it and compromise integrity, accuracy or quality. So I'll leave it at that.

11:17

Agreed.

11:17

All right. There are no questions. We'll move to the next agenda item. Go ahead. Next slide. So those of you that have been participating, I want to thank you so much for all these meetings. We did get the chair, Vice Chair bylaws done, we got the steering committee bylaws done. They're all completed last week. We have our final review of the La collaborative bylaws this Friday at eleven and they're pretty much done. But there are a few pins that we had to put in to get some research on that we're going to circle back on to make sure that we're where we need to be. So all are invited to that. And if you have the time, please attend to lean in. But there's only a little bit of work that needs to be done.

12:17

We will not be going for an hour and a half. I'm pretty sure we've reserved the time, but I'd be surprised if we did. All right, and the good news is that we'll make that December eighth deadline for you guys to begin work on collapsing these documents into one. All right, any questions, comments? Move on to the next slide, please. Okay. Armana handing it over to you on research.

12:52

Okay. Thank you, Kevin. Hello everybody. It's going to be providing some quick updates on research. So starting off with the first project, which is our economic development summary, notably including that California Jobs First index, civil Economics is almost done with their preliminary data collection, just adding a few new variables related to EV, charging, renewable energy, natural disasters, and a few other things. I say almost done because the two variables they're still working on are related to foreign investment infrastructure quality, which we hope that they'll be finding some sort of data for soon. And by soon I mean in the next few weeks in terms of next steps. They will begin their survey of people and this is a survey which will yield statistically sound results.

13:42

These community engagement surveys, which are sculpted around their findings in that preliminary data stage, will begin taking place this week. Moving on to our third project, which is the SWOT analysis of La County. I have a meeting with Beacon tomorrow and after that meeting I'll be able to provide some more updates. I don't really have anything new from our last meeting. What I can say now is that Beacon is still working on their data collection and have begun their interviews with industry and social justice experts on La County's strengths, weaknesses, opportunities and threats. Charles provided an update on the second research project, which is the industry cluster project, and we hope that we'll be moving forward that process soon. And that's it with.

14:29

Thank you. Thank you. Armand. Any questions for Armand?

14:33

I do.

14:35

Louis?

14:37

Yeah. Can you go back community engagements? Who are you meeting with again.

14:43

For the third project? The one with Beacon or the one with civil? The SWOT analysis or the summary?

14:48

The SWOT analysis.

14:50

So we're meeting with industry and social justice experts for the sake of privacy. Can't say too much. You know, I could say that.

15:04

Sorry, I don't understand why hey, Penn.

15:07

Can you raise your hands or people before you please?

15:09

No problem.

15:12

Yeah. It is to protect the privacy of the individuals being interviewed, but it's from professors to heads of chambers of commerce that are representing various ethnic groups. For example, these are people that we'll be meeting, and they're the sort of leaders in those groups.

15:31

Can you share I'm a little concerned that we just this doesn't seem like kind of would seem natural. You kind of share who we're talking to. But at the very least, if that's not possible, can you share kind of how many groups we're meeting with and what the breakdown is, kind of where they represent. So, like, hey, here's how many environmental justice groups we're meeting with. Here's how many labor groups we're meeting with. Here's how many businesses we're meeting. That would kind of be helped get the breakdown to see what the scope of the groups that we're talking to would be.

16:08

I could probably provide a somewhat more specific that's something I'd have to check up on and then circle back with.

16:15

I would say if you could, at very minimum, I think the numbers on those would be helpful. I would say so. I don't know if we need to make a motion to get that back at the next meeting or if we can just consider that, like a, hey, is this form? But I'll defer the chair as to what he thinks if a formal action needs to be approved.

16:36

So, Louise, what we can do is leave it as an open item on the agenda, and then we can circle back once you have answer. Is that acceptable?

16:46

That's fine.

16:47

Okay. All right. Tony?

16:53

Yes. Thank you. I'm wondering if we can get a tentative timeline of deliverables and then how we're formally going to approve this. I understand timeline shift, but since the entire we're now practically one month out, it would be helpful, I think, for the steering committee so that we can make time to understand, like, we should see an initial draft by X. And I'm hoping we don't plan to have any meetings between December 25 and January 1. It'd be helpful to kind of understand what the next couple of weeks might look like. The other thing is, I'm hoping that when we see these drafts of materials, that there's going to be a section talking about limitations on data and the research approach, and that kind of brings up what were just talking about. You wouldn't be identifying.

17:54

We met with Mary Jones from this organization, but we need to, in order to validate the information, to have a general research summary of who was approached, how many people were approached. I mean, that narrative is a key piece. I get if the researchers don't have it prepared today, but all data has limitations. That's not a criticism, but in order for the public and ourselves to have a context and most research documents have this, so probably the researchers will not be surprised. So I'm just hoping that both timeline and then the limitations can be addressed.

18:35

Thank you. Johnny. Hey, Penn, you have the floor.

18:42

Thank you. I just want to second earlier, I think it was suddenly I forgot the name from San Gabriel Valley Economic Partners. What was your name?

18:57

Luis Portillo.

18:59

Luis, thank you so much. Yeah, when I heard Armand say for privacy reasons, it just kind of raised the red flag. It was kind of unclear what is so secretive or private about this effort that there should be transparency again for equity's sake of who these groups are. So I'd like to raise that and second it.

19:36

Armand, can you speak to that?

19:39

Yeah, of yeah. It just has to do with the interview process. The conversations, for example, are not recorded, and it's to just get a more candid response from the people that they're interviewing. What I can say is, once again, that these are academics and leaders in the industries or they have to deal with economic development, and they are also going to be addressing specific demographic groups. I could review with Beacon and see what sort of information we can reveal maybe akin to what Luis was suggesting, and then I can bring this back up next time we meet.

20:25

Yeah, great, thank you. Because again, with any surveys who you interview many times could impact the answers as so.

20:36

Yeah, certainly.

20:37

Okay, so if you could put a pin on that as an open item to be included.

20:43

Okay, very good.

20:45

All right, any other questions, please? All right, next slide, please. Okay, so, Charles, you're going to speak to the labor update?

21:05

Sure.

21:07

Let me just say this, that I did have an opportunity to speak to Crystal Romero last week about where they are, and they are in the process of trying to identify individuals in these six organizations. I circle back to some of the questions that were brought to the table with her last week around Dei and making sure that there was some balance there. And I'll just be candid, I also expressed concern about seeing an African American within one of these groups because of the people that I talked to. They would like to know that we're going to be included in the discussion and in the process. And she pointed out Yvonne Wheeler and the fact that they're going to do their best to make sure that someone that we're all represented I believe a gentleman was Patrick Hogg.

22:13

I can't remember his first name, but he was in that first labor meeting that we had with him, and he will probably be identified, so we'll see once he gets back. Charles, I'll hand it over to you any further.

22:28

Oh, thank you, Mr. Chair. I actually don't have any more updates from last time. So you actually educated me on a few things. So nothing's changed since our last update, with Kiwa being the Affinity Hub steering committee lead in that and La Fed taking one of the table partner thematic areas. And we'll be appointing? Well, these are the six organizations that will take the general steering committee seats in labor. However, to Kevin's point earlier, we'll be identifying the people who will be leading each of those later on down the line.

23:18

Okay. All right, thank you. Any questions? Any comments?

23:24

Quick question. Oh, sorry.

23:25

Sure.

23:26

Louise.

23:28

Did these go through the normal election process?

23:32

I'm not sure what you mean by that.

23:35

These are for the affinity yeah. And workforce of the steering committee. I thought it wasn't one of our last meetings. I remember earlier we discussed how people can put their name forward to be nominated and people will be voting on them. Did these people all go through that process?

23:51

Well, there are no people, these organizations, to my knowledge, no, they did.

23:57

Why? I was curious. Why not?

23:59

I haven't gotten answer on that. Charles, can you answer to that?

24:05

No, I don't have answer on that. My understanding is that the organization is the lead. However, we understand that, and they understand that the La collaborative is requesting a vote for the names of the people who will be identified.

24:30

I think it wasn't requesting a guess, you know, because we had those seats, and so if anybody put their name forward, if they're going to reopen it, I like the idea of opening it to any labor group because it is labor seats. And so to the extent there may be others who maybe want to apply for a seat on the thing and I think have them put forward, go for a vote, like the process we've.

24:55

Established from where I sit. Luis, you make a good point. And we need to have Crystal on this call to be able to speak to that, because one of our vice chairs also made that. Obviously, you know, they're still relatively new to just joining the steering committee, so we can bring that up in our next meeting and this could be communicated to her to Crystal. But the question is, what action should we take at this point, other than sending a letter to her with our position? The question is, does everyone I saw a couple that agreed in the chat. I guess the easy way to do it is, does anyone disagree with what Louise has said? So, seeing no one in the chat disagreeing, is it safe to assume that everyone is agreeing?

26:03

I've just put my hand up. Sorry. It took me time.

26:05

Yes, Tony? I'm waiting for it answered.

26:09

All right, it's on that I don't agree.

26:12

You do not agree? OK. Does anyone else want to go on record as not agreeing with Luis?

26:25

I was curious. Sorry. I don't want to call you on the spot. But Tony, do you have any thoughts? I want to make sure there's nothing we're missing. If there's something we should be considering.

26:38

Yeah, I think that it's important to have an election to validate those seats. But I think that bringing labor back into the engagement, if I'm understanding correctly, was a priority for all of us and bringing them in had to be negotiated and we gave the convener and I don't know who else they pulled in, but they did include our chair of the steering committee. They had discussions with people and they cut a deal. And it seems I wasn't in the meeting, so I can't tell you what that deal was. But my understanding of the deal is that these are the six seats for the organizations. They're going to determine who the people are. At this point, I'm concerned that we don't want to blow up that deal. And that's my only piece.

27:30

If I'm not understanding how it happened, then please educate me on that. So that's my only thought is that effort was put in to make a deal. I would like to understand if we go forward with what we're saying, if that would invalidate the deal. And in which case that should be.

27:51

And I'll recognize you in a second. Jermaine and Tano, I got your comment. Your comment was spot on. Tony, if I could just embellish a little bit on what you said. It wasn't necessarily a deal. There were demands made as a condition of coming into the fold and so the demands were such that they would decide what labor groups were going to be named. And the discussion and concern was raised about us being able to vote on all steering committee seats like we have with everyone else. But with the state and labor and ourselves, we had to reach a compromise to get them to engage and this is the result of the compromise. Jermaine. Jermaine.

28:53

Thank you, Mr. Chair. I was just going to pretty much second what you said. So I guess this has been kind of a challenge for a Fed. You know, has been a part of the HRTC or La collaborative since we even won basically the effort to be the convener fiscal agent and then develop the La County HRTC as a whole. So they've been a long standing partner. They stepped away for obvious reasons. I won't get into all of that. But to your point and a couple of points made, this was part Know getting them back at the table. Now I don't have the analytics in front of me. Maybe Alan can run them real quick.

29:35

But if were to open it up to a vote, the reality is La County Fed, at least from what we've received from that, they're positions to be able to bring in other labor affiliates and so Know is not even labor. They agreed to allow Kiwa to continue with that seat because it comes with funding and so forth and so on. And so they understand the situation with that. And so they landed on these six seats. They're fine with that. They're going to engage in the process and this could unravel everything all over again if we turn this into a vote.

30:19

Because the other part to that and what I mean by the analytics is I don't even know that we have a ton of union



representatives organizations per se that would even be able to be part of an election process for it to make any type of sense. The other part to this in my last comment is really just time. We are out of time. So unfortunately, while the election piece makes perfect sense and in a perfect world, if they had come to the table earlier, we would have went that way. But since they're coming together and they're mobilizing as labor affiliates, essentially we're just out of time. I mean, we can't get any more extensions from the state and we need labor at the table. This finalizes our governance structure.

31:04

This is part of what we're submitting to the state and the state has approved all of this. And so it's a little bit different approach, but because it's all being organized and in a certain way and being led by La County Fed, I don't know that we're at a point where we can go through a whole election cycle and open this up and if they're even going to agree to it. I do think that it would, to many folks point kind of blow all of this up. I will say this, I do think in terms of the tables and when we start having the community convenings, we do need to ensure that part is an open process and we continually bring on additional union organizations and things of that nature.

31:50

Okay? If there's outside things that are limiting us, I'm okay with just moving forward. But I think one of my frustrations has been is that I don't understand what the issue is. Meaning, first of all, they said they were excluded from the process, but at the same time, like literally five minutes earlier, they said they were one of the founding members of the Lahrtc. So I don't know how you can be excluded when you're one of the founding members. And you know, we've been meeting constantly because we send emails nonstop and then they came to say we want five seats, they got the five seats. And then somehow were hearing that's not enough. I still don't understand what the issue is. And so maybe I guess my frustration is more. And now I'm hearing that there was a meeting.

32:33

I'm not sure who was in this meeting. If somebody can just tell me like, look, does anybody know what the issue is that they have? Because it seems like if we can't even get them to tell us, like, here's the put someone's name up, fill out the form, put the name it seems like that's not asking a lot. Just look fame and I think the way we did our voting is you only got to vote for the people in your area. So I wasn't able to vote for some of the other groups for the steering committee. So the only people voting would be labor people in this thing. So it's not we're going to dig it, but I'm like if they I understand the just I don't understand what the underlying issue is.

33:13

And it seems like we're having to do this whole thing with kids Loves and what's going on. What's the.

33:23

Ask? Let me unpack this one point at a time. Your first point was the meeting between the state with Derek Kirk, Matt Phillips and the goviz guy.

33:39

Just more basic. Why are they mad?

33:42

Because they felt that this is my understanding. Okay. This is my understanding. I can't put a firm stamp on this other than to say what I heard from Crystal was that they were not invited in the beginning and they felt that they were excluded.

34:06

But she says she was a founding.

34:09

You know, I can't argue with that, Louise. I can only tell you what she told know I have my own personal opinion. So I'm trying to navigate this based on what they're saying, based on what we want. How do we meet somewhere in the middle to move this thing forward? Because we want to have labor, we have to have labor included. Okay.

34:29

So they weren't invited. So they felt slighted. They wanted the five seats. They got the five seats. What was the problem after?

34:34

Well, you know, that's something that we probably should ask Crystal directly. I don't want to speak for her because I have my own personal opinion and it probably would create bias.

34:45

So who from the La HRTC met with them in the state?

34:49

It wasn't the HRTC, it was the chair and the vice chairs, myself, Andrea, Slater and Stella.

35:00

Can you tell us what happened then at that meeting?

35:05

I have to go back to my notes.

35:07

What was the.

35:12

I have to go back to my notes and I don't have them in front of me. Lewis, because I wasn't prepared for this discussion.

35:18

I can do a quick summary.

35:20

Yeah, I'm going to my notes. You go ahead and start.

35:23

So basically the labor groups that attended, we all had a discussion about these seats. The committee, as you all know, prior to this conversation, had already been extended or expanded to include these seats. They expressed concerns about being able to help weigh in on the pilot process. The pilot program process. We've agreed to move forward. They were going to give us the names of these seat holders and they are to be attending the committee meetings. Moving forward. Am I missing any points, Charles, or stella that was the gist of it.

36:14

Andrea that is the gist of it.

36:17

Yeah.

36:17

And that's when they had voiced their concern about what was it about Kiwa being yeah. So that was the same meeting.

36:27

Yeah. So let's be fair. It was one person they brought up Kiwa having the labor seat. Kiwa was elected to the seat. Kiwa decided they wanted to keep their seat.

36:40

Well, Brady's here, he can speak to it.

36:43

Yeah.

36:43

So they have taken one of the proposed table lead seats.

36:49

Jermaine I'll get you next, Brady. Jermaine oh, no.

36:54

I just put some analytics in the so eight of the labor affiliates that we have engaged that are onboarded partners are listed. Two of them, La Fed and Jobs of America, are already essentially on the steering committee. So an election at this point would only be, know, six remaining orgs. And some of those six remaining orgs are actually listed here. I think that to close the gap so that we don't run into another situation. This is purely a suggestion would just to be make sure that Crystal, as the lead for all of this, has had can LADC that is, can make her essentially aware of all of the labor affiliates that have already signed on to this process. Obviously, we want to be transparent about that and just make sure that they are aware and they are all in agreement.

37:53

And then maybe that is a solution, because what I'm getting at is having an election for what I'm seeing right here. We're literally talking about one or two organizations, and I think that where La Fed and the affiliates stand. I don't know that's in their best interest based upon what they have told us. And so they'd rather just come together and then be part of the process. And so we can facilitate all of that to help expedite all of this, but I understand everyone's.

38:26

Thank you. Thank you.

38:27

Jermaine yeah, thank you. And sorry for being a bit late. Just to clarify some of the conversations in the context, so we had a conversation with each of these labor affiliates. Once we learned of these conversations being had with the state, and it just took a little bit of clarification for folks to understand who were unfamiliar with Kiwa, a bit about our work and why we have for over 30 years identified as a part of the labor movement. We clarified that everything was fine after. And I've been in touch now with reps from these six unions, and I checked in with Crystal. Five of them have their point people. They're just looking for one more. I forget what the remaining one is off the top of my head, but once they've got that finalized, they will be attending moving forward.

39:25

Okay. All right.

39:26

Thank you.

39:29

Louise.

39:30

Hold on 1 second. Is there any comments on brady all right, Louise, go ahead.

39:37

So I will draw my objection to moving. Forward. But can I make a couple recommendations? And I do want to be respectful of time. One, I like this precedent, the as Vacancies come up on the steering committee, that the steering committee can just fill them without having to call a whole new election. And I essentially ask for who wants to do and if there's more than one person interested, we can just have them present and make a quick vote like at one of our meetings. Can we get the list of names? And I'd like us to not have to go through whoever it may be at the Bella County.

40:09

I would like us to have direct connections with these individuals so that it's not of hey, somebody becomes because I don't know what we decided if the appointment belongs to the organization or to that person. So if that person leaves, is that filled by whatever organization they're with or is it open to anybody? I'm not sure what we ultimately decided, but whatever approach we decide, I'm fine with just making sure that's consistent.

40:38

Thank you, Luis. And when we come to that bridge, let's make sure that you hold us accountable for remembering your suggestion. Can't guarantee is what we'll take. But I like personally, so if you could put a pin in that. Greatly appreciate it, Charles.

40:58

Thank you. Mr.

40:59

Chair.

40:59

Yeah. I just wanted to reply to Luis Pertille's, essentially your question about is it the seat reserved for the organization or the individual? It is reserved for the organization. That's why there was another section for resident and workers. So just to clarify that.

41:23

Kevin Clark?

41:25

Yes.

41:26

This message may be directed more to Brady as the person who may have an opportunity to talk to Crystal and representing the, I guess the prevailing interest that I have in some of the growth sectors in labor. I don't know that any of the areas I just put in the chatter represented it with any of these six seats. So I'd like to have brady, I'd love to have a conversation with you, Brady, about the opportunity for you to advocate for some of these sectors, at least giving a nod, because there's a significant amount of funding and political capital is going to be lost with the state and the Feds if these labor opportunities are missed with California jobs. First copy.

42:14

Thank you. Thank you. Kevin. Any comments on Kevin? Hey, Penn.

42:23

So in terms of this rule that is reserved for the organization, is that true for all the remaining steering committee members or is it the individual?

42:39

So let me address that APEN. That's something that I've been concerned about. All right. I'm just going to be candid with you. If it's with the organization, right. Let's say I resign. All right? And if it's with the organization, there's no guarantee that the person that I'm replaced with will have the same values, ideas, business acumen, aptitude, whatever it is that I might possess. So there is risk associated with that, and it does leave me concerned.

43:20

So that's why I'm raising the question. I could see pros and cons of going either way, but what is the standing policy right now?

43:35

Right now is the organization. Right. But we're the steering committee, and if we decide that we want to do something about that, I think we should. That's my opinion. I'm not comfortable with what would happen if I were to step away and then we leave it up to or anyone would step away. Let's just say anyone and someone else were appointed that didn't necessarily reflect the interests of this organization, of this committee. Then where would we be? We'd be, you know, the person I report to, Tracy Hernandez. I have all the faith in the world with Tracy, but I also have a board, and a lot of us have boards that we report to, and we don't know which way that would go if that happened. They would probably have to vote on it.

44:39

And who can predict what's going to happen at that point? We should have the ability to know who we're electing into these seats. That's just my opinion.

44:57

No, I think your concerns are valid. And where it gets a little bit more messy is that technically, for many of the spots, it's supposed to represent a certain group. Right. And so I guess that's where it raises questions. So I am totally with you on your concerns, and yet then how do you balance out except for maybe, like, individual residents, right? How do you replace a resident with an organization?

45:35

And then the other piece hey, Pan, is that when we assign the money as affinity, hub leads, right. The organization captures that know, we're going to get it all up front now because we've been at this for a year and a half, and I don't know about your board, but mine is definitely asking questions. I'm asking questions. Yeah, well, it's not easy. It's not an easy path that we're trying to walk here. And I think it could be addressed in the bylaws, in the steering committee. But that's something that maybe Andrea and I and Stella can sit down and try to figure out, because we

have completed our review there, and it's not clear that any of that has changed because of the issue with the fiscal distribution, the fiscal infusion of capital.

46:48

Now that they've got the money, we're giving it to the organization. We're not giving it to the individual to put it in their pocket. And that's why we left it the same, because we couldn't figure out a better path. Now, let me be clear, and I'm telling you right now, two years into this job, I've been at it four years, I put forth a motion to change our bylaws, and they got changed. So as we go forward, if we can figure it out, it doesn't mean that we're stuck with what we got. We're empowered to make that change.

47:37

Sounds good.

47:39

Yeah.

47:39

I'm glad that the issue is being lifted up. I'm not ready right now to process all the implications, but I think all the questions that you raised I think are very valid that we as a group should also consider. Okay, thank you.

47:58

All right, I believe Rudy was next. Kevin, your hand is still up. We got you, right?

48:03

I'm good now.

48:05

Okay. All right, rudy.

48:07

Mr. Chair, I put my comment in the chat. I want to take up more space, but I do want to just affirm, sir, that I am concerned with not taking into account the people and the folks in a leadership role. Right. I, too like Tracy just as much as you do, Kevin, but I think that you were elected for a reason. Right.

48:31

For other.

48:31

And so we should take that into account into our system. And so I think Sharon is signaling that it should be part of our bylaws discussion. And I agree. I will say last point here that I think that there's value in having the organization be on the steering committee and maybe having a proxy, for example, if I can't come to a meeting. Right. I think that's difficult for the executive officers because you have a big job and you should be here because your voice is needed. But there's other micro lenders and economic development practitioners in the city, in the county. So inclusive action shouldn't just take up space because we own this seat.

49:09

Absolutely. So, folks, I need to manage this agenda. We spend a lot of time on this. So if we can move forward, if there are any other issues, could you put them in chat? But we got to get through this agenda. So we're going to go to the next agenda item, which is process mapping, update and tasks. Scarlett, why don't you tackle that for us, please?

49:39

Yes. Thank you very much, Mr. Chair. So, just as an update, we did send out a steering committee email last week where you will find the documents in an edible or commentable format. So the process mapping narrative as well as the presentation is being provided where you can use the comment function to actually provide your comments directly within the documents. We are asking as a suggested deadline to submit comments for Wednesday, December 6 at 05:00 P.m.. This is just a suggestive timeline. If more time is needed at the discretion of the committee and the chairs, that can be given. But once we do have those comments finalized, then the committee can do a working meeting or take it up within one of the regular steering committee meetings to go through the comments to incorporate into the document. And that concludes the process mapping update.

50:41

And thank you, Scarlett. Again, want to underline the deadline is suggested. Some of you have got we're on the timeline, folks. So if you have the opportunity to lean in. Please do it so that we don't have to backtrack, because a lot of us have families. A lot of us have been working for a whole year without any time off. I'm one of them. I'm going to take some time off. A lot of you going to take time off. We got to get this thing done by December 31 and we want to get as much progress as we can before we begin breaking up on vacation and really not being able to hold meetings. Charles, once you give us the Catalyst program update, unless it's Julie here.

51:38

Yeah, Julie's here. Let me jump started before we bring again, the deadline is due on the 30th.

51:46

Hold on 1 second. Hey, Pan, your hand is up. Does that mean that you wanted yet?

51:52

That's a mistake.

51:54

Okay. All right. Go ahead, Charles. I'm sorry.

51:56

Sure, no problem. So Julie, the Catalyst writer, and I have been working on the second round of feedback that we received from the steering committee she and I are still working on. Right after this call, we're going to be jumping back on it to clean up and incorporate that feedback. And again, the deadline is on the 30th, so unfortunately there won't be any chances to do any more revisions because we can keep going with this for months with different changes. However, I'll let Julie take the floor from here to if she wants to add any additional comments.

52:43

Thanks, Charles. I just want to say thank you to everybody who read through the proposal narrative and gave their edits. And Charles and I have gone through and made edits to the document and we're going to do one last run through and also with the budget. Thank you for going through the budget, but it looked like there were not too many comments. Tony has her hand up.

53:11

Tony.

53:13

Oh, I can wait till she has a chance to finish.

53:17

Oh, no. It's OK, Tony.

53:18

Go ahead. So a couple of the comments that I had made I got that they were declined or not accepted. I don't know if you guys were just running through it and you didn't mean that specifically, but one I wanted to kind of raise to the group and that had to do with language that said that the sector investment coordinators were going to be selected from among organizations that had the capacity to do the work or that they'd be housed at organizations that had capacity to do the work. I think that's a policy call about how we want to hire and direct these people. And so I feel like putting it I don't think it has to be in the application. And I think that having a discussion about what we will be doing.

54:11

Or maybe it's just that phrase that you added in there capable of doing the work, but it meant that you won't be using maybe independent contractors. And it was declined. So I just wanted to kind of understand more about that and why that has to be addressed in the current application.

54:31

Charles, do you want to answer the question or do you want me to.

54:35

I can comment on it a little bit. So, Tony, I want to make sure that I understand you properly. You're referring to the five investment Coordinators segment coordinators correct. And where they will be housed in terms of working for the HRTC, is that correct?

54:56

Correct.

54:57

Okay, so your position is that they should be housed where? I guess maybe ask it as a question. What is your position on where they should be housed?

55:11

I don't think that we have to say that specifically in the application. Since they're going to be doing a lot of research, facilitating things, et cetera. I don't think there's anything we're asking them to do that says you need to be in a certain physical location. So that's why identifying in the application that says they will be contracted or hired and then placed within X organization. I don't know why we have to say that.

55:43

Okay, I understand your question. Your point now, so that's really more so for budgetary purposes. It's very costly for up to five I'm not going to say five, but up to five segment coordinators to be housed at LADC. It's more cost efficient to have them outsourced through one or maybe a couple of entities that can actually handle the work. So that was really just more so to put in there just to address the budget issue. I hope that makes sense.

56:28

It does. I'm wondering if we have to have that phrase, because you used it again, that the selection of the organization will be who can do the work. If I'm hearing you do the work means doing the onboarding, carrying them on their staffing, paying the taxes, et cetera, and not that the organization that gets to have this additional person work with them is that organization itself is being preselected. You see what I'm saying? One is an



administrative ability, but the way it's phrased in the application, it would limit the number of organizations that might be eligible to do the housing. And I just feel like we haven't had that discussion, and I don't know why we would preclude having more flexibility when we actually get the money.

57:25

I understand your point makes sense. However, in a lot of those community of practice meetings and you've been in on some of them, that's a big point of I wouldn't say contention, but a big question mark from a lot of different regions. So it could be a lateral comment, but it at the very least, probably won't hurt to have it in there. I don't think it'll hurt us by keeping it in there. That's essentially why we maybe it could.

57:55

Be the administrative capacity, but what it suggests to me is that person couldn't be housed at a smaller organization. And I'm just saying we haven't made that decision. And so it's about staffing up large organizations versus small. I think that we should have a discussion if the issue is administrative capacity to do the administration of the employee, I get that, but I believe that the wording you're using is much broader and I'll stop there.

58:28

Okay, I understand. I think maybe adding that word like administrative capacity, adding that term could differentiate between what's there and what you're trying to convey.

58:39

That'd be helpful.

58:40

Okay, folks, listen, we're almost out of time.

58:44

Luis, I just wanted to see can someone share a link to the it says the Catalyst proposal. Can someone share a link to that in the chat?

58:55

Can someone accommodate Luis's request?

58:58

Yeah, it was in our last newsletter. Let me pull that up. We will be sending an email out after this meeting as well with the proposal and the link to vote for Adopt. Just give me a second as I pull up the link that was provided in the previous newsletter.

59:20

Someone shared something, so that might be it.

59:22

Okay, there we so okay, so let's move to the next agenda item, the Lahrtc. La collaborative name change. Charles, you can handle that one.

59:32

Actually I'm going to defer that one to Scarlett.

59:35

Okay.

59:35

Yes. I don't know if we'll have enough time right now to cover this. If you'd like to add it to the next meeting. But just to give context, after the rebranding that was done by the state from Community Economic Resilience funds to California jobs, first there was an intention that was made by the state to have the collaboratives change their name from HRTC to Collaborative. So the region's name and then collaborative. La Collaborative. At the time it was introduced, it seemed as a mandatory type of request. And so that's when we took the initiative to begin changing the name Lahrtc to La collaborative on our documents, there was multiple concerns brought up as far as just keeping the name Lahrtc.

01:00:26

So once we received clarification from the state, they actually said that it was not supposed to be a mandate, that it was up to the discretion of the region. And so we did want to bring up this just to get clarification from what the steering committee would like, if they would like to keep Los Angeles High Road Transition Collaborative or if they'd like to rebrand to La collaborative.

01:00:49

So Scarlett, if you put it like that, you're going to get a lot of different opinions. We need to take a poll and I just want to start off with something that I spoke to Charles about last week. We need to get talking points. They need to be uniform. We need to all be marching to the same tune. And to those that are outside this organization, using different terminology and different acronyms can be confusing. So when we're writing communication speaking or whatever the case may be, we need to get a definition, and we all need to stick to it in terms of how we're referring to our work and what this program is. That's my opinion. That's how I've always operated. Any other opinions on what Scarlett said? Okay, Scarlett, go ahead. Hold it. Luis, I think you refers go ahead.

01:01:50

Yeah, I'm fine with changes. The only thing I'd recommend is if we use La. HR. La collaborative. If we do la. County collaborative, every time I hear just La. I'm thinking that's just Los Angeles and La. County is a lot bigger than just Los Angeles.

01:02:06

And I think also collaborative itself, there needs to be a little bit more of a description, I think.

01:02:11

Hey, Pan, someone has a hand up before yours. Scarlett, go ahead.

01:02:16

Yes, at this moment, we're not prepared for a poll, but at the next steering committee meeting, we can go ahead and have a poll just to take an official vote on which name the steering committee prefers.

01:02:30

So we're going to table this to the next meeting because people have to jump off. They're on a tight timeline at 02:00. So we'll table this to the next meeting, but beyond that reaches the end of the agenda, folks, and we appreciate you taking the time out of your day to get through this. We're going to continue to move forward our upcoming meetings. We have a steering committee meeting on Thursday, December 7. One to two Lahrtc. Partners meeting Friday, December eighth. We also have a meeting coming up this Friday, but those don't pertain to us, so we're good. Okay, that's it. Scarlett, go ahead. Last comment.

01:03:18

Oh, I just forgot to put my hand down. Apologies.

01:03:21

Okay. All right, folks, thank you so much for attending, and we'll see you at the next one. Bye now. Bye.