Agenda

1. **Call to Order/Roll Call/ Updates**
   1. Co-Chair Steven Auclair called meeting to order at 6:05 PM
   2. **Attendees:** Steven Auclair, Vincent Jones, Moises Diaz, Angela D. Scott, Denise Penn, Wendy Bloom, Alfred Twu, Julie Geary, Babu Prasad, Annabella Acosta, Darwin Fishman, Tracie Stafford. **Excused Absences:** India Thomas, Deepa Sharma, Tasha Hall, Audrey Edel, Dan Hall, Anish Mohanty, Griselda Ramirez, Caroline Torosis, Marisol Rubio, Eugene W. Fields, Shannon Ross, Moina Shaiq, Mali Woods-Drake, Jennifer Xicara, Uma Krishnan, Tejinder Dhami, Fariba Hezar, Leah Herzberg
2. **Native Land Acknowledgement**
   1. Co-Chair Auclair recognized that CADEM finally has a tribal member in leadership and this is a great in acknowledging that Native communities are alive and active; potential for greater parity of Indigenous voices and experience at CADEM
3. Agenda Approval
   1. Alfred Twu moved to approve; Angela Scott seconded
      1. agenda approved
4. **Approval of Minutes**
   1. Julie Geary moved to approve; Babu Prasad seconded
      1. Minutes approved
5. New Business
   1. Co-Chair report
      1. Steven Auclair reported on work he and co-chair Deepa Sharma are doing for Endorsement convention -
      2. Due to no conventions happening in 2024, Nov. convention very important to promote JEDI work to larger CADEM party
      3. Big idea to have a moderated panel on historically underrepresented groups and the work being done to include and uplift those groups
         1. 90-minute panel
      4. Latino engagement and Spanish language outreach in Central Valley hosted by CADEM in recognition of Hispanic Heritage Month on Sunday Sept. 24th at Fiestas Patrias 2023 in downtown Fresno, 10AM to 4PM:
         1. CADEM Celebrates Latino Heritage Month with virtual [CADEM Celebrates: Latino Heritage Month · California Democratic Party (mobilize.us)](https://www.mobilize.us/cadems/event/581970/?emci=dd7ea65e-3b57-ee11-9937-00224832eb73&emdi=3273ea0f-0358-ee11-9937-00224832eb73&ceid=265404) **In-Person:** Sunday, Sept. 24, 2-3pm – downtown Fresno, [Celebrate Latino Heritage Month with CADEM in Fresno! · California Democratic Party (mobilize.us)](https://www.mobilize.us/cadems/event/582007/?emci=dd7ea65e-3b57-ee11-9937-00224832eb73&emdi=3273ea0f-0358-ee11-9937-00224832eb73&ceid=265404).   
            Booth and Parade
         2. Will also include a Young Latino Virtual Panel
   2. Review Delegate Demographic Survey
      1. Party leadership and staff demographics
      2. Wendy Bloom provided update on Anti-Racist Committee - idea of survey and hired consultants to help with its development
      3. Vincent Jones expanded discussion on Anti-Racist Committee survey was around party member sentiments around belonging and either encouraging or discouraging involvement
      4. Idea is to have survey conducted annually
      5. Initial survey was tested with LGBTQIA and Disability caucuses
      6. Idea is to push survey to larger audience at convention
      7. Edits to survey now include:
         1. Preamble
         2. Language of familiarity; option to not answer
         3. Ethnicity includes option to choose more than one; includes option to self-describe
         4. Gender options include to "self-describe"; ideas to add an asterisk or link to pop up next to various labels to help explain them
            1. "Not listed" is an option
         5. Pronouns options format similar to above options
         6. Sexual Orientation follows Gender format
         7. Ability/Disability gives various options including "Neurodivergent" separate from "ADD/ADHD/OCD"
         8. Armed Services history
         9. Age
            1. Concern about 65+ being one large group; suggestion to break this age group down into ten year increments (i.e. 65-74, 75-84, 85-94)
         10. CADEM Statements on...
             1. Parity
             2. Inclusion
             3. Perspectives being respected
         11. CADEM Code of Conduct
             1. Highlight of CADEM increasing access for all people regardless of ability
      8. Suggestions to survey from JEDI committee members
      9. offer a box where people can identify policies CADEM has undertaken to champion JEDI principles
      10. offer a box where people can identify policies informed by direct experience or second hand experience related to DEI at CADEM
      11. incorporate statements around intersectionality where one part of a person's identity may be honored and seen while another part of that same person's identity is not seen or honored/acknowledged
      12. include a space where reflections or observations about people in external affinity groups can be captured (notetaker not sure if I captured this correctly)
      13. provide an option where capacity is identified to address violation of CoC by another CADEM delegate towards another CADEM delegate or even in general
      14. include Code of Conduct language as people respond to statement reflections
      15. include option for open-ended questions
      16. to be mindful and careful of breach of confidentiality or retaliation towards survey participants
      17. offer a way to provide feedback from lay delegates to leadership delegates so opportunities for party growth do not sit at a vertical level (peer to peer, siloed)
      18. add open ended question about additional comments survey participants may have
      19. ask what the participants role in the party is (appointed, ADEM, elected)
      20. capture how long participant has been active in party (newbie versus seasoned)
      21. Question was posed how survey may be received by larger CADEM audience
          1. distinction between elected and lay
      22. Vincent Jones with CADEM Training Department will circle back with consultants with this feedback and develop survey before bringing back to JEDI committee group for trial run
6. Adjournment
   1. Motion to adjourn by Angela Scott and seconded by Wendy Bloom
   2. Meeting adjourned at 6:42 PM