

STATE OF CALIFORNIA
CALIFORNIA STATE AUDITOR'S OFFICE (CSA)

In the matter of:

2020 CITIZENS REDISTRICTING COMMISSION (CRC)
Applicant Review Panel (ARP) Public Meeting

621 Capitol Mall, 10th Floor
Sacramento, California 95814

WEDNESDAY, FEBRUARY 19, 2020

9:31 A.M.

Reported by:
Peter Petty

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Ben Belnap, Vice Chair, Deputy State Auditor, California
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Christopher Dawson, Counsel

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CALIFORNIA STATE AUDITOR

Stephanie Ramirez-Ridgeway, Chief Counsel

PUBLIC COMMENT:

Daniel Quincy

Laurie Shellenberger, Common Cause

Jonathan Stein, Asian Americans Advancing Justice

Carol Moon Goldberg, League of Women Voters

Jacqueline Coto, NALEO

Christopher Sanchez, CHIRLA

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P R O C E E D I N G S

9:31 a.m.

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2
3 CHAIR DICKISON: 9:34. I'd like to call the
4 meeting of the Applicant Review Panel to order.

5 Secretary, could you take the roll?

6 MS. LE TELLIER: Yes. Mr. Belnap?

7 VICE CHAIR BELNAP: Here.

8 MS. LE TELLIER: Mr. Coe?

9 PANEL MEMBER COE: Here.

10 MS. LE TELLIER: Ms. Dickison?

11 CHAIR DICKISON: Here.

12 MS. LE TELLIER: All present.

13 CHAIR DICKISON: Read the quorum.

14 MS. LE TELLIER: We have a quorum.

15 CHAIR DICKISON: Thank you.

16 The first item on our agenda today is the
17 adoption of the meeting minutes from the December 19th
18 meeting. I have reviewed the meeting minutes, and I didn't
19 have any changes.

20 Have both the Panel members had an opportunity to
21 review the minutes?

22 VICE CHAIR BELNAP: Yes.

23 PANEL MEMBER COE: I have.

24 VICE CHAIR BELNAP: No changes.

25 CHAIR DICKISON: No changes.

1 PANEL MEMBER COE: No changes here.

2 CHAIR DICKISON: Okay. So I move to adopt the
3 meeting minutes.

4 Any public comments on adoption of the meeting
5 minutes?

6 Seeing none, all in favor of --

7 VICE CHAIR BELNAP: I second that motion.

8 CHAIR DICKISON: Okay. All in favor?

9 PANEL MEMBER COE: Aye.

10 VICE CHAIR BELNAP: Aye.

11 CHAIR DICKISON: Aye.

12 Okay. Great. Okay. Good morning, and welcome
13 to our meeting today. The purpose of this meeting is to
14 select 120 of the most qualified applicants -- that's 40
15 individuals from each of the three pools -- to interview in
16 in person for the Redistricting Commission.

17 We should begin conducting these interviews
18 probably sometime in early March. We ought to be setting
19 up the interview schedule and format during this meeting.

20 Given the number of things that we need to cover,
21 I hope to accomplish this morning Agenda Items 1 through 6,
22 and I plan to move Agenda Item 8 up into this morning as
23 well, and then Agenda Item 7, where we would start
24 selecting those applicants and removing people from the
25 pool, will start this afternoon, beginning with the pool of

1 applicants that are not affiliated with the Democratic or
2 Republican parties first.

3 Then, on Thursday, I think we would take up the
4 pool of Republicans in the morning, and the pool of
5 Democrats in the afternoon. That would enable us to, on
6 Friday morning, take a look at all the applicants that
7 we've selected at that point, and kind of get an idea of
8 the diversity in the pools before we eliminate anyone from
9 the pool.

10 Let's see. Let's see. Additionally, we're going
11 to be taking public comments throughout the meeting. We'll
12 take those comments before each vote and as designated in
13 the agenda. However, given the amount of stuff that we
14 need to cover, we're going to limit the time period for
15 public comments to two minutes per person. The secretary
16 will be keeping track of that time.

17 Also, those that want to make public comments but
18 are watching the meeting via Livestream, you can do that
19 via writing to our e-mail address, and you can find that on
20 our website.

21 A few housekeeping items. Please, if you can
22 make sure that your cell phones are silenced, that would be
23 great, and if you need to take a call, please do it outside
24 in the hallway or over by the elevators. The restrooms are
25 in the hall to the left.

1 Also, we're going to need to take a break about
2 every 90 minutes for the transcriptionist and the ASL
3 translators.

4 So what I want to do is just kind of recap where
5 we are right now. In early October, we began reviewing the
6 applications that had been completed. In November, we met
7 for the first time and did the initial reduction of the
8 applicant pool. We eliminated over 1,300 of the 2,000
9 applicants that had competed at that time.

10 On December 19th, we met again, and eliminated
11 some additional applicants, and arrived at 342 applicants
12 that were left in the pool that we have now reconsidered
13 for an in-person interview.

14 For those applicants that have been eliminated or
15 will be eliminated at the end of conclusion of this
16 meeting, we encourage you to look into local redistricting
17 efforts. Check with your city or county to see if there's
18 any opportunities. For example, the city of Sacramento is
19 currently taking applicants for their redistricting
20 commission. For those 120 applicants that remain in the
21 pool and are selected for an in-person interview, you'll
22 hear from our office at the conclusion of this meeting for
23 instructions on scheduling that interview.

24 Do either one of the other Panel members have
25 anything they want to --

1 PANEL MEMBER COE: No comments at this time.

2 CHAIR DICKISON: Mr. Belnap?

3 VICE CHAIR BELNAP: So, just in regards to the
4 housekeeping and the scheduling, so I think I'm rotating to
5 be Chair tomorrow, and if it happens to be that we finish
6 the Republicans and we look at the Democrats on Thursday, I
7 wanted to say, Mr. Coe, as the Vice-Chair tomorrow, I might
8 ask you to facilitate the Democrat portion. That way, all
9 three of us have facilitated one portion. I'm open to you
10 saying no, but just letting you know that that's what I was
11 thinking in my mind.

12 PANEL MEMBER COE: And that's fine. Just for a
13 point of clarification, what would that mean for the
14 chairmanship on Friday? Would that carry over?

15 VICE CHAIR BELNAP: You would be the chair, yes.

16 PANEL MEMBER COE: Okay.

17 CHAIR DICKISON: Okay.

18 VICE CHAIR BELNAP: So I do have a few comments.
19 I wanted to thank the candidates who continue to provide
20 information. I know this has been a difficult process.
21 Those who made it to this part of the process now went
22 through a rigorous background check, and they got lots of
23 questions, asked to provide Form 700s and information. So
24 I express my admiration to you to go through this stressful
25 process, and also to continue to be interested in serving

1 on this important role.

2 I also want to thank the State Auditor's staff.
3 I know they worked hard. Looking at the volume of
4 information that came in, I know they've been working hard,
5 and also legal counsel, in analyzing that information.

6 Last round, I made around 170 yes
7 recommendations. So, as agreed, this round we decided,
8 "Let's restrict ourselves to the 120." So, just
9 numerically speaking, some of my previous yeses are going
10 to be nos, but it wasn't just as simple as eliminating 50
11 yeses to nos because, throughout this process, as people
12 have either withdrawn or been eliminated, the diversity of
13 the pool, the makeup of the pool, has changed. So we've
14 had to continue to consider that.

15 We've also needed to consider the new information
16 coming in through the background process. So, at each
17 phase, we've had to reconsider people's applications. So
18 applicants shouldn't be surprised if they had a yes before
19 from all or one of us, and now they have a no, or they
20 shouldn't be surprised, likewise, if they had a no before
21 from me or one of us, and now they have a yes. Things
22 change as the pool changes.

23 The other thing I wanted to say is, because I
24 cannot, outside of this meeting, have conversations with my
25 other Panel members regarding applicants, I did take into

1 consideration their votes. So, from the last meeting, it's
2 a public document. You can see where their votes were.
3 Those votes, for me, were really important, because it was
4 like having a pseudo-feedback session, a conversation I
5 can't have with them, but I could use those votes to
6 reconsider the strengths and weaknesses of the applicant
7 pool, of particular applicants, and reconsider whether or
8 not I was maybe too harsh or too generous in my original
9 evaluation.

10 So I've taken those into consideration. That's
11 one more reason why, if you're a candidate who I at one
12 point voted no on, you might see a yes now, because I
13 reconsidered the application in light of everything,
14 including the feedback, the only feedback I could get from
15 my fellow Panel members.

16 There's one more thing. We've received letters
17 from interested parties. We read all those letters in
18 detail. They mean a lot to me. It's feedback from the
19 outside world. Being kind of isolated, not being able to
20 have a direct conversation with an applicant at this point
21 in the stage, or have conversations with my other Panel
22 members, getting that feedback is important to me.

23 The feedback we heard, I heard loud and clear on
24 the background check process, is concerns regarding the
25 social media flags that were put in there. I wanted to

1 make a statement about that, so people understood where I
2 came from.

3 So, 10 years ago, social media was in its
4 infancy, and I don't remember -- I was here at the office
5 at the time. I don't see the history of social media
6 concerns being a big part of the process, but we would have
7 been remiss this time to not look at social media. We had
8 to. It's too important.

9 But, whenever you're evaluating anyone's
10 statements, whether verbal or written, at some point in
11 time in their life, I think you have to consider the whole
12 person, everything in their application, everything you
13 know about them, and also get their perspective. Like,
14 what was their intent at the time they said it? How do
15 they feel now? And that can only be done in person.

16 So we can't have that conversation with people in
17 person at this part of the process, but we're about to, the
18 interview phase. So that, to my mind, is the appropriate
19 time to evaluate whether someone's social media posts
20 affects our impression of their impartiality, for instance.

21 So I didn't review the details on any of those
22 social media votes. I only flagged them in my notes for
23 further inquiries later. It didn't affect my votes at all,
24 my recommendations at all, because I didn't see the posts
25 for myself.

1 Now, for the cynic who might say, "Yes, but how
2 does a cloud -- you know, the fact that you saw that
3 there's a concern about social media, how does that not
4 affect you, at least at some level?" And to them I would
5 say, I've been an auditor for 20 years. This is a matter
6 of professional and personal integrity. If I tell you I
7 haven't reviewed the posts, I haven't. If I tell you I
8 will, and I'll exercise judgment, my best judgment, that is
9 exactly what I'm going to do, and I know my Panel members,
10 who have the same training and have the same ethos as I do,
11 they're going to approach it the same way.

12 I would never yield to any sort of directive, or
13 I would never yield to someone saying who I should or
14 should not vote for. It wouldn't happen. I wouldn't allow
15 it. That's my promise to you, that that's the integrity
16 that we bring to this process. That's why auditors were
17 chosen to do this work. So that's what I wanted to say to
18 anyone who has that concern out there.

19 CHAIR DICKISON: Thank you, Mr. Belnap.
20 Anything else?

21 PANEL MEMBER COE: I want to say I really
22 appreciate the thoughts shared there. I echo all of --
23 most, if not all, of those. Certainly, yes, thank you to
24 the State Auditor's staff and everybody who's been helping
25 us along, and legal counsel. Those folks have been

1 answering a lot of questions that we've had for them,
2 certainly appreciate their efforts. Yes.

3 I just want to echo what Mr. Belnap had to say in
4 terms of, you know, social media notes. Those things were
5 flagged, but, in terms of a determination of whether
6 somebody should or should be not in consideration at this
7 point in time, I'm in alignment there.

8 CHAIR DICKISON: And I am as well, on the social
9 media post. Okay.

10 I want to move on to Agenda Item 3, and that's
11 the staff report, if I can recognize Mr. King -- Ms.
12 Ridgeway.

13 MS. RAMIREZ-RIDGEWAY: I am Stephanie
14 Ramirez-Ridgeway. I'm chief counsel for the California
15 State Auditor's Office, and I'm playing the role of Mr.
16 King today. He has to step in and out for some other
17 matters, and wasn't sure if he'd be here when you needed
18 him, so I've volunteered to help you understand the work
19 that we've been doing since your last meeting.

20 As you have already acknowledged, one of the main
21 things that we did was ask each remaining applicant to
22 submit a Form 700. Those applicants were required to
23 submit the Form 700, completed, by February 3rd of 2020,
24 and, to date, our office has received 329 completed forms,
25 meaning that there are 13 individuals who did not submit

1 their Form 700.

2 We've submitted those completed forms to you for
3 your review, and we've also posted them to the Shape
4 California's Future website on behalf of our office. The
5 State Auditor thanks the Fair Political Practices
6 Commission for all the assistance that they provided to us
7 in helping our applicants fill out the forms, providing us
8 with forms and insights, as well as guidance. We greatly
9 appreciate the cooperation that we've received from the
10 FPPC.

11 Also since the last Panel meeting, we have
12 responded to numerous individual Panel member inquiries
13 submitted via Panel counsel. Many of these requests sought
14 clarification for the gaps that we found, or they found, in
15 the applicant's educational histories and employment
16 histories.

17 When we receive those requests, we're reaching
18 out to the applicants. We're asking the applicants to
19 provide additional information and assistance, and then
20 we're reporting back to you via your counsel.

21 In addition, we've asked all applicants to update
22 the information that they have provided to us in their
23 initial and supplemental applications, and any amendments,
24 clarifications, or additional information that applicants
25 provided to us we have forwarded on to you.

1 As has already been addressed here to some
2 degree, under 60848 of the governing regulations, our
3 office may assist the Panel in gathering information and in
4 obtaining additional assistance, including making
5 recommendations to you regarding applicant qualifications.

6 Since the December meeting, we have had a number
7 of staff involved in conducting background checks of the
8 remaining applicants. The background checks involved
9 reviewing information provided by state agencies and other
10 entities to verify such issues as party affiliation, voter
11 history, public office holding or appointment.

12 State agencies that provided information to
13 assist us include the Secretary of State's Office, the
14 Governor's Office, the State Controller's Office, and many
15 local government employees up and down the state of
16 California who took our calls and answered our questions
17 and provided us with data. We extend our thanks to them as
18 well.

19 We primarily looked at publicly available
20 information, such as the FEC's website, with regard to
21 listings for political contributions, state and federal
22 lobbying registrations, and our office also obtained the
23 assistance of an outside vendor to help collect information
24 for us, so that we could then review it and make
25 recommendations to you.

1 The results of these background checks have been
2 sent to you already and posted on the Internet. In the
3 interest of transparency and disclosure, we sent every
4 applicant their draft background checks, asked the
5 applicants to provide us with feedback, corrections,
6 additional information, and then finalized those reports
7 and sent them to you, and posted them on the website as
8 well, on February 14th.

9 The reports summarize the results of our
10 background check, and highlight information and
11 recommendations that the Panel may choose to consider as it
12 continues to assess each applicant, and we made our
13 recommendations based on our analysis of the law and the
14 facts in evidence, and every recommendation had at least
15 two levels of review before it came to you. So, in other
16 words, we don't have subjective individuals just feeding
17 information to the panel. Those are all routed through
18 multiple levels of review, which is similar to how we
19 perform our audit work.

20 The primary purpose of the background checks,
21 from our perspective, was to verify that applicants are, in
22 fact, eligible to serve the Commission, and don't have any
23 disqualifying conflicts of interest. Therefore, you're
24 going to see a couple of sections on these reports. The
25 top part addresses those issues. Are there eligibility

1 issues? Are there conflict of interest issues? Those are
2 the portions of the background check reports that you
3 should be looking at now.

4 In addition, as Mr. Belnap noted and the rest of
5 the Panel noted, we also made recommendations where we
6 found little bits of information that we thought might be
7 helpful to you if you have the opportunity to interview
8 individuals, and the reason that we posted that information
9 on line and provided it to the applicant is because we have
10 a transparent process here.

11 These interviews are going to be Livestreamed.
12 We don't want to ambush anyone. We want to be open and
13 transparent about our areas of concern. What you do with
14 those recommendations is entirely up to you. They're not
15 about eligibility. They're simply issues that we found as
16 we went through the background information we gathered, and
17 you're right, context is everything.

18 Looking ahead, we anticipate that, at the close
19 of this meeting, as you've indicated, we'll have 120
20 applicants who remain in the pool of qualified applicants.
21 It should be 40 Reps, 40 Dems, and 40 others. Those
22 applicants, those 120 applicants, will be notified at the
23 end of your meeting that they have been invited to come and
24 sit for interview. Applicants who are not scheduled for
25 interview will also be notified.

1 Interviews are expected to take place between
2 March 2nd and April 22nd. Applicants will be invited to
3 choose the interview date and time that works best for
4 them, and we'll provide detailed information to all our
5 applicants about how that will happen. So folks shouldn't
6 be worried about it now. We'll be letting you know.

7 Just like last time, folks will sign up, first
8 come, first served. So, when you get a notification from
9 the Auditor's Office, please, applicants, be sure to pay
10 attention to it, because you'll want to have an opportunity
11 to have a wide selection for interview dates.

12 Interviews will be conducted here in Sacramento.
13 They'll be scheduled in accordance with whatever decisions
14 you make today, and in 2010, each interview lasted a
15 maximum of 90 minutes. We reimburse applicants or pay for
16 their travel pursuant to the state rules that govern our
17 own travel here as state employees in this office, so there
18 are some rules that the applicants will need to follow.
19 We'll be sure and walk them through that process.

20 Primarily, we'll be asking applicants to come up
21 and back in a single day. We can't pay for travel in and
22 out of California. It has to be from within California.
23 We're stewards of public resources, so we want to minimize
24 the cost to the taxpayers as a result of these interviews,
25 but at the same time make sure that folks have ample time

1 to come up and prepare.

2 Interviews are considered open public meetings.
3 They'll be Livestreamed and accessible to the public. We
4 also encourage every applicant who remains in the pool,
5 especially after this three-day meeting, to review your
6 application once again. Make sure that the information
7 that you have provided to the panel is as accurate and up
8 to date as possible. You may have had changes in your life
9 since you applied several months ago. You may have
10 relocated or changed jobs, or have maybe retired, and we
11 want to make sure that we understand what you're doing
12 now -- well, when we bring you up.

13 Lastly, the State Auditor and her staff want to
14 thank every single person who took the time to apply to
15 serve on the Commission, and, in particular, those who
16 completed the supplemental application and the Form 700,
17 letters of recommendation, et cetera.

18 As Mr. Belnap noted, it is an onerous process.
19 We know that, but, unfortunately, it's the only way we know
20 how to get to know folks from across the state, and we
21 encourage everyone who is able to apply again in 2029, if
22 they'd like, and we also encourage those folks who are not
23 selected to move on through this process to be sure, as you
24 indicated, Ms. Dickison, contact your local government and
25 find out whether or not they're doing some local

1 redistricting endeavors. They're looking for help, and if
2 you're available and interested, we encourage you, if you
3 can't help us here, to help on the local level.

4 This concludes the State Auditor's report to the
5 Panel. Our office stands ready to assist you with anything
6 else you might need.

7 CHAIR DICKISON: Thank you, Ms. Ridgeway.

8 MS. RAMIREZ-RIDGEWAY: Okay.

9 CHAIR DICKISON: I did want to move into Agenda
10 Item --

11 VICE CHAIR BELNAP: Before we lose Ms. Ridgeway,
12 can I ask her a question?

13 CHAIR DICKISON: Sure.

14 VICE CHAIR BELNAP: So just a quick statement, so
15 people understand. So our recommendations are based at the
16 point in time -- we have to -- the system has to stop at
17 some point. We need to collect our votes. So that was
18 Tuesday around 10:00 a.m. that, with all the information we
19 had at that time, we made our best judgment.

20 If information flows in from applicants who are
21 trying to resolve issues, how quickly can that be provided
22 to us?

23 MS. RAMIREZ-RIDGEWAY: We are turning it around
24 as quickly as we possibly can. We've had really responsive
25 applicants who, for the most part, have responded to us

1 almost immediately, and so we are providing to you all the
2 information that we obtain as it comes in. Now, we do have
3 a public comment cutoff that happens, and the difference
4 there is that our regs require that applicants have an
5 opportunity to review any public comment made about them
6 before it is posted on line.

7 So, if we have folks out in the public who are
8 submitting public comment about, say, applicant Stephanie
9 Ridgeway, that's probably not going to get through to you,
10 because you won't have time during a three-day meeting to
11 have the applicant review the comment, provide feedback,
12 and then upload it. Information that comes directly from
13 applicants that is intended for you and your attention, we
14 are funneling it through as quickly as we possibly can, and
15 it's typically a matter of hours.

16 VICE CHAIR BELNAP: Okay. All right. Thank you.

17 So just a bit of housekeeping. Although we're
18 taking up individual pools today and tomorrow, we're not
19 finalizing anything until Friday, but, obviously, Friday is
20 not that far away, so thus the need for us to receive that
21 information, particularly if it affects the potential for
22 our votes by Friday.

23 MS. RAMIREZ-RIDGEWAY: Right. And we're telling
24 all applicants when we reach out to them, we're in a
25 meeting, "Please get back to us as quickly as possible."

1 VICE CHAIR BELNAP: All right. Thank you.

2 MS. RAMIREZ-RIDGEWAY: Thank you so much.

3 CHAIR DICKISON: Thank you.

4 I wanted to see about moving to Agenda Item 6,
5 and that's dealing with removal of applicants that are
6 requesting withdrawal. Ms. Ridgeway, do you have
7 information on that with you now?

8 MS. RAMIREZ-RIDGEWAY: I do. So, as I indicated,
9 we have, I believe, 15 applicants who have requested to
10 withdraw from the process, and that information has been
11 provided to you. I believe, in the back of the room, we
12 have a list of those individuals who have requested to
13 withdraw.

14 As you know, at this point in the process, only
15 you can approve those requests for withdrawal, and so, if
16 you'd like, I'm happy to read those names and IDs onto the
17 record, so that you can take this issue up, if you'd like.
18 Okay?

19 CHAIR DICKISON: Yes, that would be nice.

20 MS. RAMIREZ-RIDGEWAY: Okay. So I'll do my best
21 not to destroy these names, and I'll provide the name of
22 the applicant and the applicant ID number.

23 Our first application requesting withdrawal is
24 Dominickus Weigel III, applicant ID number 1157. Next we
25 have Mario Choi, applicant number 15212, Lucien Earl Stacy

1 III, applicant ID 4559, Joshua Zender, applicant ID 26687,
2 Mindy Kordash-Shim, applicant ID 1442, Laurene McClain,
3 applicant ID 17461, Robert Branstrom, applicant ID 2145,
4 Andrew Hening, applicant ID 16328, Wendy Dianne Walker,
5 applicant ID 21972, Larry Hodges, applicant ID 2062,
6 Heather Alet Evans, applicant ID 22037, Cesar
7 Lopez-Ravenna, applicant ID 13242, Kathleen McCarthy,
8 applicant ID 25361, Naindeep Chann, 6351, and, lastly,
9 Sofya Bagdasaryan, 15317.

10 CHAIR DICKISON: Thank you very much. All right.

11 I don't have any comments on the list of
12 applicants that are requesting withdrawal. Does any of the
13 other Panel members?

14 PANEL MEMBER COE: No comments.

15 CHAIR DICKISON: Okay. I move that we eliminate
16 the applicants that have requested withdrawal from the
17 pool.

18 PANEL MEMBER COE: Second.

19 CHAIR DICKISON: Are there any public comments on
20 the motion to eliminate applicants that have requested
21 withdrawal from the pool? Seeing none. Okay

22 All in favor?

23 PANEL MEMBER COE: Aye.

24 VICE CHAIR BELNAP: Aye.

25 MR. DAWSON: I'm sorry, Madame Chair. Would you

1 restate the motion, please?

2 CHAIR DICKISON: Are in favor of removing all
3 applicants that have requested withdrawal from the pool.

4 PANEL MEMBER COE: Aye.

5 VICE CHAIR BELNAP: Aye.

6 CHAIR DICKISON: Aye. Okay. Motion carries.

7 Okay. Moving on to Item Number 4 on our agenda,
8 that is the Panel counsel's report.

9 MR. DAWSON: Thank you, Madame Chair. Before I
10 begin, I would like to thank Ms. Ramirez-Ridgeway and Mr.
11 King and the entire CSA team for all their work on behalf
12 of the Panel. I know that the Panel members have expressed
13 their appreciation, and I want to say, just personally, I
14 know how incredibly hard that they have been working to
15 support the Panel, responding to requests for clarification
16 and additional information about our applicants.

17 I would also like to point out that the Panel has
18 received several letters and e-mails of public comment,
19 which you have all seen, and copies of which we've made
20 available in the back of the room.

21 Once again, in preparation for this meeting, we
22 have prepared a series of reports for the Panel. As Mr.
23 Belnap indicated, I asked each of you to mark your
24 recommendations in the system ending at 10:00 o'clock
25 yesterday so we would compile a list. As always, these

1 lists have been prepared in strictest confidence, and
2 they've been seen only by myself, Ms. Le Tellier, and staff
3 with a need to know.

4 The reports will be grouped by party affiliation,
5 and I will distribute them to the panel at the direction of
6 the Chair when she wishes to take up a particular partisan
7 subgroup. For example, for the nonaffiliated applicants,
8 you will see a report listing all the applicants who
9 received three votes, three positive votes, and a
10 demographic summary of those applicants, which will be a
11 useful starting point as you build a list of the 40 most
12 qualified nonaffiliated applicants.

13 You will also see a report of nonaffiliated
14 applicants who received zero to two votes, and how each of
15 you voted. That, of course, represents the balance of the
16 remaining applicants in the pool. You will, of course,
17 receive similar reports for Republican and Democratic
18 applicants. We'll provide those to the applicants when
19 they're requested, after we've had a chance to make sure
20 that we true up for the withdrawals that we just made.

21 As I said, we'll provide the Panel the reports
22 when we take up that particular pool, and, finally, after
23 you compile your tentative lists today and tomorrow, we'll
24 update the lists and demographic summaries so that you will
25 have up-to-date information as you make your final

1 decisions on Friday.

2 However, before that all happens, I would like to
3 recommend to the Chair that the Panel take up some
4 preliminary issues related to our upcoming interviews. As
5 Ms. Ramirez-Ridgeway noted, we anticipate beginning
6 interviews in a few weeks. The CSA has set up a system
7 that will allow applicants who are chosen for interviews to
8 log on to their application page and select a time and date
9 that works best for their schedule, and in order to
10 finalize that system, the CSA needs the Panel to make a
11 final decision on the record about the interview schedule.

12 As you know, I prepared a memo for you outlining
13 four proposed interview schedules, a proposed interview
14 format and ground rules, and several suggested interview
15 questions. In order for you to refer to the memo in open
16 session and make it a public document, so that everyone can
17 follow along, you'll need to waive the privilege that is
18 attached to that document, and I'd then, of course,
19 recommend that you skip forward to Item 8 in the agenda.

20 CHAIR DICKISON: I'm going to recommend that we
21 skip forward to Item 8. Do either one of the Panel members
22 have an objection to waiving privilege on that one
23 document?

24 PANEL MEMBER COE: No.

25 CHAIR DICKISON: Okay.

1 VICE CHAIR BELNAP: No.

2 CHAIR DICKISON: We'll waive privilege on that
3 document.

4 MR. DAWSON: Okay. So, Ms. Le Tellier, if you
5 could distribute those, please.

6 With that, my report is complete. If there are
7 any questions, I'm happy to take those from the Panel.

8 CHAIR DICKISON: I don't have any questions. Do
9 you, Mr. Belnap?

10 VICE CHAIR BELNAP: So those reports that you
11 referred to, are they going to be available electronically?
12 And if yes, how quickly will that be?

13 MR. DAWSON: They will be made available to the
14 Panel in hard-copy form, and we'll also have them here.
15 They will also go up on the website simultaneously.

16 VICE CHAIR BELNAP: And on the website, they are
17 an Excel file, electronic?

18 MR. DAWSON: No, they will be a PDF.

19 VICE CHAIR BELNAP: PDF. Okay.

20 PANEL MEMBER COE: Counsel, I have a question as
21 well. In the past, we've gotten reports and then taken a
22 recess to see, you know, where we overlap and things.
23 Since we're not getting those until we request them to have
24 discussion, does that mean we won't be having that?

25 MR. DAWSON: It's up to the Chair. We certainly

1 could do that. We can accommodate the Panel however it
2 likes. I just want to make sure that we have everything
3 trued up for you.

4 PANEL MEMBER COE: Okay.

5 CHAIR DICKISON: My apologies. We'll request the
6 nonaffiliated list before we take a recess, and then we'll
7 have that look at.

8 PANEL MEMBER COE: That sounds great to me.
9 Would that allow enough time for the trueing-up process
10 that you're referring to?

11 MR. DAWSON: I believe so.

12 PANEL MEMBER COE: Okay. Thank you.

13 CHAIR DICKISON: Okay. All right. So, moving on
14 to Agenda Item Number 8, and looking at setting up a
15 proposed interview schedule, and the questions, I propose
16 that we look at the interview schedule format and ground
17 rules first, and in the memo, what has been said -- there's
18 been four different scenarios laid out for the times for
19 the interview questions or for the interviews.

20 I've looked at these. I myself prefer scenario
21 one, which is a 9:00-to-5:00 time period, allowing 90
22 minutes interview with half-hour breaks and one-hour lunch.
23 Do either one of the Panel members have a preference on
24 which scenario?

25 VICE CHAIR BELNAP: I wouldn't call it a strong

1 preference, but I like scenario two, where we had 15-minute
2 breaks. I don't think we need to start at 9:30, for
3 instance, which the other scenario is. I think 9:00 a.m.
4 works. I just didn't feel like I needed a half-hour break.
5 Again, I'm willing to bend on that.

6 PANEL MEMBER COE: I also prefer scenario two. I
7 agree I didn't feel like we needed 30 minutes between
8 those. Me personally, just from the standpoint of trying
9 to pick up my kids from school and things, a 4:30 end time
10 every day worked better for me. That was where I landed on
11 the scenarios.

12 VICE CHAIR BELNAP: My other thought on that is,
13 interviews can take up to -- I think it's an hour and a
14 half or so.

15 CHAIR DICKISON: Right.

16 VICE CHAIR BELNAP: They might not all go that
17 far. So I would hate for one not to go far, and then we
18 end up waiting another half-hour anyway, so we ended up
19 having these very long breaks, where I'd rather have that
20 time spent interviewing and go home earlier.

21 CHAIR DICKISON: My thought process was, looking
22 at scenario one, I was considering if somebody was late,
23 and so that's one of the other things we need to discuss,
24 is the ground rules or the policies, and so, if somebody is
25 late, we would allow 15 minutes, maybe, for them to arrive

1 and then start. If we did only a 15-minute break, we would
2 have to absolutely cut off their interview on time. We
3 wouldn't be able to allow them the full 90 minutes.

4 VICE CHAIR BELNAP: Yes. I think, if somebody is
5 late, they're eating into their own time.

6 CHAIR DICKISON: Okay.

7 VICE CHAIR BELNAP: I mean, they're -- and we
8 wouldn't extend out -- say, if we allowed for an hour and a
9 half. It's not like we're going to bump it out and give
10 them more time because they were late.

11 CHAIR DICKISON: Do you agree?

12 PANEL MEMBER COE: I agree with that, yes.

13 CHAIR DICKISON: Okay. With that, then scenario
14 two would work.

15 PANEL MEMBER COE: Okay.

16 CHAIR DICKISON: All right.

17 PANEL MEMBER COE: Counsel, is this a thing that
18 we have to make a motion on?

19 MR. DAWSON: You will. You don't have to do it,
20 actually, but, before we leave this agenda item, you will
21 need to vote on and accept the scenario, and all the
22 decisions that you make with regard to the interview,
23 including the format and interview questions.

24 CHAIR DICKISON: Yes.

25 PANEL MEMBER COE: Thank you.

1 CHAIR DICKISON: Okay. The other item was doing
2 four days a week, and I agree with that. I believe that
3 four days a week works best, and with that, we could also
4 leave the Fridays open for -- have some schedule just for
5 those individuals that have a compelling reason to need a
6 Friday, for instance, they have to reschedule for something
7 that's outside of their control.

8 VICE CHAIR BELNAP: Sounds fine to me.

9 PANEL MEMBER COE: Yes. That sounds reasonable.

10 CHAIR DICKISON: All right. And then, on the
11 ground rules.

12 MR. DAWSON: Madame Chair, you're referring to
13 page six.

14 CHAIR DICKISON: Thank you. So I looked at the
15 proposed ground rules, and those would be that each
16 applicant's interview would start with a series of standard
17 questions that would be previously provided, and asked by
18 the Panel counsel, and I agreed with that one. Is there
19 any -- both of you agree with that kind of setup?

20 PANEL MEMBER COE: Uh-huh.

21 VICE CHAIR BELNAP: Yes.

22 CHAIR DICKISON: And then the second thing is,
23 after the applicant responds to the standard questions,
24 each Panel member is given 20 minutes to ask additional
25 questions.

1 That's good, Mr. Coe?

2 PANEL MEMBER COE: Yes.

3 VICE CHAIR BELNAP: Yes.

4 CHAIR DICKISON: Panel --

5 VICE CHAIR BELNAP: I'll just make a note there.

6 I don't think each one of us should feel compelled to use
7 the 20 minutes. If we don't have a question, I think we
8 should all agree, "Let's just move it forward," and not try
9 to just use that time, just artificially.

10 CHAIR DICKISON: Yes, I agree with that.

11 Panel counsel will be allowed to ask follow-up
12 questions. I think that's a good ground rule. Yes.

13 If time permits, Panel members and counsel will
14 be given the opportunity to ask more questions, and then
15 the applicant will be given the opportunity for a closing
16 statement. That will work. Okay.

17 VICE CHAIR BELNAP: I think the last one is just
18 a matter of mechanics, making sure that we've left them
19 enough time for, say, a five-minute closing statement. I
20 think we can use the assistance of our secretary to keep
21 that time and make sure that we've not continued to ask
22 follow-up questions to the point that they don't even get
23 to make their closing statement.

24 CHAIR DICKISON: Yes, yes.

25 Then I also want to add that, you know, the Panel

1 reserves the right to ask any applicant a variety of
2 questions on any subject, whether referenced in the
3 application or otherwise, related to redistricting or
4 designed to elicit answers in the applicant's thought
5 processes and reasoning, their ability to be impartial,
6 their appreciation for California's diversity, and relevant
7 skills.

8 So, then, we would adopt the proposed format as
9 listed, with that additional statement.

10 VICE CHAIR BELNAP: I think implicit in your
11 statement about -- we can ask about any information in the
12 application or the background check, and we've already
13 talked about how social media posts -- that would be the
14 appropriate forum, and applicants shouldn't be surprised if
15 that's a flag on their background check, that we're asking
16 about that issue.

17 CHAIR DICKISON: That's true.

18 PANEL MEMBER COE: I agree.

19 CHAIR DICKISON: Okay. All right. Okay. So
20 that's that.

21 So the next thing that we have are the proposed
22 standard interview questions. For ease, what I've done is
23 marked one through eight on my copy.

24 VICE CHAIR BELNAP: So there's seven here, so I
25 think we've -- there's seven listed. Yes. So there may

1 need to be an adjustment.

2 MR. DAWSON: There is a revised memo. I'm sorry.
3 I think you may have a prior version.

4 CHAIR DICKISON: Okay.

5 VICE CHAIR BELNAP: So I think we should work
6 from the white copy that was provided.

7 CHAIR DICKISON: Okay. All right. So
8 the first question:

9 "Describe the ideal commissioner. What
10 specific skills and attributes does the
11 idea commissioner possess? Compare
12 your own skills and attributes to the
13 ideal commissioner, and what would
14 hinder or impair your ability to
15 perform as a commissioner, and how
16 would you overcome or compensate?"

17 I like that question.

18 VICE CHAIR BELNAP: It's one of my top five. I
19 do have some revisions, but it's one of my -- if we're
20 going with five questions like we did last time, it's in my
21 top five.

22 CHAIR DICKISON: Okay. Mr. Coe?

23 PANEL MEMBER COE: Yes. It's also one of my top
24 five. I just want to put out there real quick, actually,
25 the first five are the ones that I favored. I thought that

1 questions six and seven can be addressed, or are kind of
2 already addressed, in one of the first five. For example,
3 question six, kind of covered question two.

4 CHAIR DICKISON: Okay.

5 PANEL MEMBER COE: We're talking about working
6 with different people and so on, and then question seven
7 regarding conflicts could be brought up in question four,
8 regarding working with a group, and any conflicts that may
9 have arisen from that example.

10 CHAIR DICKISON: Yes. I also thought that
11 question six could be combined with question two.

12 VICE CHAIR BELNAP: I'm fine with eliminating
13 question six from further conversation.

14 CHAIR DICKISON: Okay.

15 PANEL MEMBER COE: Okay.

16 VICE CHAIR BELNAP: And if seven can be combined
17 in some effective way, I'm fine with that, too.

18 CHAIR DICKISON: Let's see. All right.

19 VICE CHAIR BELNAP: Question two is different and
20 relevant. It's certainly not a question we asked 10 years
21 ago, because times have changed. I like the question. I
22 just -- a lot of these, I have revisions to them. I think
23 that would streamline it. What I don't want to see is us
24 say, "We're going to give you five questions," but then
25 it's actually 15, because there are so many questions built

1 into one. I think we can streamline them so it's actually
2 five.

3 CHAIR DICKISON: Okay.

4 PANEL MEMBER COE: I'm in agreement with that as
5 well.

6 CHAIR DICKISON: I agree with that. Okay.

7 MR. DAWSON: Mr. Belnap, I think it would be
8 helpful, if you have those revisions, then you could just
9 read them into the record.

10 VICE CHAIR BELNAP: Yes.

11 MR. DAWSON: And then I would just like to remind
12 the Chair that, when we are ready to move, that you'll need
13 to restate the motion on the schedule, restate the motion
14 on the ground rules, and then restate the motion on the
15 questions.

16 CHAIR DICKISON: Okay.

17 VICE CHAIR BELNAP: So are we looking at
18 questions one through five?

19 CHAIR DICKISON: I think so.

20 VICE CHAIR BELNAP: Okay.

21 CHAIR DICKISON: Yes, questions one through five.

22 VICE CHAIR BELNAP: So, on question one, I'll
23 tell you that the thing I don't like is the beginning tag
24 line that says, "Describe the ideal commissioner."

25 CHAIR DICKISON: I don't, either.

1 VICE CHAIR BELNAP: I thought, like, the
2 questions behind it were good. I just felt like that
3 little tag line got somebody off -- would get me off track.
4 I think we should scratch that, and just start immediately
5 into "What specific skills and attributes should each
6 commissioner possess?," get rid of this word "ideal." I
7 don't think it's going to be helpful to candidates.

8 Another question I think we could add to this is
9 "What skills or competencies should the Commission possess,
10 collectively?," because that leads to the final question I
11 would have, is "Of these skills, attributes, and
12 competencies, which do you possess, and how will you
13 contribute to the success of the Commission?"

14 What I don't want them to think is "Well, an
15 ideal commissioner would be a lawyer, but I'm not a
16 lawyer." That's a skill or an attribute, experience, that
17 they need to collectively possess, but they might not
18 possess it individually. I think they need to have that
19 breakdown of "What should every commissioner have in terms
20 of skills and attributes? What should we collectively
21 possess, and then what do I contribute personally?" I
22 think that would make for a better question.

23 CHAIR DICKISON: Right. And that goes along with
24 what I had had. Yes.

25 VICE CHAIR BELNAP: We don't have to -- do we

1 have to have the exact wording down?

2 CHAIR DICKISON: No.

3 VICE CHAIR BELNAP: Okay.

4 CHAIR DICKISON: Okay.

5 MR. DAWSON: Well, I would like the -- in order
6 so that we can send these questions to the applicants, so
7 that they are prepared for the meeting, the purpose of the
8 standard questions is, which was following the successful
9 practice from 2010, to, one, give everybody fair notice,
10 and also to sort of lay a groundwork of each applicant
11 being able to provide, you know, different answers to
12 similar questions that I think will help the Panel during
13 the interview.

14 So, after your discussion, if you want to restate
15 the question, Ms. Le Tellier and others are taking careful
16 notes, and we will restate the question back to you for the
17 record.

18 VICE CHAIR BELNAP: Okay.

19 CHAIR DICKISON: Okay.

20 VICE CHAIR BELNAP: So I'll try to restate my
21 question, although I still feel like we've got to be able
22 to edit it, at least at a grammatical level. I don't know
23 if I'm there yet, but I would revise question one to say,
24 "What skills and attributes should each commissioner
25 possess?"

1 The next part of the question: "What skills or
2 competencies should the Commission possess collectively?
3 Of these skills, attributes, and competencies, which do you
4 possess?" And then the fourth part, "In summary, how will
5 you contribute to the success of the Commission?"

6 I know that sounds like four questions, but, to
7 me, it feels like that's one answer, and it shows where
8 they think they're going to contribute.

9 CHAIR DICKISON: No, that sounds really close to
10 where I was, and I had been combining two questions
11 together as well.

12 VICE CHAIR BELNAP: Yes.

13 CHAIR DICKISON: The only thing that you added
14 was the "collectively," and I like that. I think that's
15 really good.

16 Did you have any additional --

17 PANEL MEMBER COE: No. I had a similar note
18 about the singularity of the initial question about them as
19 an individual, when really this is a team of collective --
20 you know, a group that is going to have to work together,
21 that are going to build off the strengths and weaknesses of
22 each other. So I definitely appreciate the collective
23 nature in the change of the question.

24 CHAIR DICKISON: Yes, I do as well.

25 PANEL MEMBER COE: Madame Chair, I'd ask counsel

1 a question, if I could.

2 CHAIR DICKISON: Yes.

3 PANEL MEMBER COE: Is this a thing that we can
4 take separate motions on each question? I feel like it's
5 going to be a lot of information under one motion, if we're
6 discussing specific--

7 MR. DAWSON: I think that would be appropriate.

8 PANEL MEMBER COE: -- revisions, you know, to
9 five at once.

10 MR. DAWSON: That's appropriate, yes.

11 PANEL MEMBER COE: Okay.

12 CHAIR DICKISON: Okay. So do we agree on
13 question one, do you think?

14 VICE CHAIR BELNAP: Yes.

15 CHAIR DICKISON: Okay.

16 VICE CHAIR BELNAP: That makes sense.

17 CHAIR DICKISON: So, Mr. Belnap, I'll make the
18 motion, and can you read the question?

19 VICE CHAIR BELNAP: Yes. Sure. Let me get --

20 CHAIR DICKISON: So I'd like to move that we
21 adopt question one, as Mr. Belnap will read.

22 VICE CHAIR BELNAP: "What specific skills and
23 attributes should each commissioner possess? What skills
24 or competencies should the Commission possess collectively?
25 Of these skills, attributes, and competencies, which do you

1 possess? In summary, how will you contribute to the
2 success of the Commission?"

3 CHAIR DICKISON: Okay. A second?

4 PANEL MEMBER COE: Second, yes.

5 PANEL MEMBER COE: Public comment?

6 CHAIR DICKISON: Public comment on that question?

7 If you'd like to make public comment, just line up at the
8 microphone, and state your name for the record. Also, I
9 don't know if you were here in the beginning, but we've
10 limited public comments to two minutes.

11 MR. QUINCY: Yes. Thank you

12 CHAIR DICKISON: Okay.

13 MR. QUINCY: My name is Daniel Quincy. Your way
14 of asking the question is wonderful. The first "each"
15 ought to be "all," in my opinion.

16 VICE CHAIR BELNAP: I agree. I'll take that
17 edit.

18 MR. QUINCY: Okay.

19 CHAIR DICKISON: Okay.

20 MR. DAWSON: You'll need to restate, please.

21 VICE CHAIR BELNAP: Yes. I have to -- then I
22 won't --

23 CHAIR DICKISON: So I want to amend the motion to
24 change this question as restated by Mr. Belnap.

25 VICE CHAIR BELNAP: So that first part of the

1 question is "What skills and attributes should all
2 commissioners possess?" Second part of the question is:

3 "What skills or competencies should the
4 Commission possess collectively? Of
5 the skills, attributes, and
6 competencies, which do you possess,
7 and, in summary, how will you
8 contribute to the success of the
9 Commission?"

10 PANEL MEMBER COE: I will second that again.

11 CHAIR DICKISON: Okay. Any public comment on
12 that? Okay.

13 I move that we adopt this question.

14 VICE CHAIR BELNAP: Aye.

15 PANEL MEMBER COE: Aye.

16 CHAIR DICKISON: Motion carries. Okay.

17 All right. Okay. Moving on to question two.

18 Question two is:

19 "Work on the Commission requires
20 members of different political
21 backgrounds to work together. Since
22 the 2010 Commission was selected and
23 formed, the American political
24 conversation has become increasingly
25 polarized, whether in press, on social

1 media, or even in our own families.
2 Have you personally been affected by
3 this political polarization, and, if
4 so, what have you done to mitigate this
5 challenge? What characteristics do you
6 possess, and what characteristics
7 should your fellow commissioners
8 possess, that will protect against
9 hyper-partisanship, and what specific
10 plans will you have to ensure that the
11 work of the Commission is not seen as
12 polarized or hyper-partisan?"

13 I like this question. The only thing that I had
14 wanted to bring in is, at the end of that, to add "as
15 polarized or hyper-partisan, and avoid perception of
16 political bias and conflict?"

17 VICE CHAIR BELNAP: I don't have any -- that
18 sounds fine. I don't have any edits, other than, if I had
19 to trim this down, the first bullet is the one that's not
20 as meaningful to me as the last two, if we were looking to
21 trim.

22 I'm anticipating what their answers might be,
23 about how they've been personally affected by political
24 polarization, and I'm not sure that it's -- let's say that
25 they said, "None. I haven't been personally affected by

1 it." I wouldn't consider that was bad or good, or, if they
2 said, "I was greatly affected by it," I wouldn't consider
3 that bad or good. To me, it's only a lead-in. It doesn't
4 really get to the heart of the question.

5 CHAIR DICKISON: I agree. I agree.

6 PANEL MEMBER COE: I tend to agree as well. I
7 feel like the nature of the other two is going to lead them
8 to examples which will answer the first bullet, by nature
9 of the examples they provide.

10 VICE CHAIR BELNAP: So I'd be -- I'm not going to
11 make a motion. I'm just saying I think we should cut that
12 portion of it and add your statement.

13 CHAIR DICKISON: Okay.

14 VICE CHAIR BELNAP: Next question I have for you
15 guys. On that third bullet, when it says, "What specific
16 plans will you have?," the word "plans" strikes me as a
17 little off, but I can't tell you that I have a substitute
18 for that word. "Plan," to me, is -- it sounds like "I have
19 a 10-point plan for" -- that doesn't seem like something
20 someone would have.

21 PANEL MEMBER COE: A little too formal, you
22 think?

23 CHAIR DICKISON: Yes.

24 VICE CHAIR BELNAP: A little too formal.

25 CHAIR DICKISON: Could we just say, "What will

1 you do to ensure?"

2 VICE CHAIR BELNAP: I like that better.

3 CHAIR DICKISON: Okay. Did you have anything
4 else on that question?

5 VICE CHAIR BELNAP: No.

6 CHAIR DICKISON: Okay. Ryan?

7 PANEL MEMBER COE: Yes. I don't have any other
8 comments.

9 CHAIR DICKISON: Okay. All right. So I want to
10 make motion for question two, that we adopt question two
11 as:

12 "Work on the Commission requires
13 members of different political
14 backgrounds to work together. Since
15 the 2010 Commission was selected and
16 formed, the American political
17 conversation has become increasingly
18 polarized, whether in the press, on
19 social media, or even in our own
20 families. What characteristics do you
21 possess, and what characteristics
22 should your fellow commissioners
23 possess, that will protect against
24 hyper-partisanship? What will you do
25 to ensure the work of the Commission is

1 not seen as polarized or
2 hyper-partisan, and avoid perceptions
3 of political bias and conflict?"

4 A second on that?

5 VICE CHAIR BELNAP: I second that motion.

6 CHAIR DICKISON: Okay. Any public comments on
7 the motion to adopt this question?

8 Seeing none, all those in favor of the motion to
9 adopt question two?

10 VICE CHAIR BELNAP: Aye.

11 PANEL MEMBER COE: Aye.

12 CHAIR DICKISON: Aye.

13 Okay. All right. Moving on to question three:

14 "What is the greatest pitfall the
15 Commission could encounter? What
16 actions would you take to avoid or
17 ameliorate this pitfall, and if the
18 Commission does encounter this pitfall,
19 what actions would you take to help it
20 recover?"

21 VICE CHAIR BELNAP: As I've already stated, I
22 like the question. I think there's a revision. I mean,
23 I'm going to have a hard time saying "ameliorate," just
24 like you did.

25 CHAIR DICKISON: I did.

1 VICE CHAIR BELNAP: I think
2 we should probably get rid of that. I
3 would have the question be streamlined,
4 and just say:

5 "What is the greatest problem the
6 Commission could encounter, and what
7 actions would you take to avoid or
8 respond to this problem?"

9 Just keep it short.

10 CHAIR DICKISON: Yes.

11 VICE CHAIR BELNAP: So I make a motion that the
12 third question read:

13 "What is the greatest problem the
14 Commission could encounter, and what
15 actions would you take to avoid or
16 respond to this problem?"

17 CHAIR DICKISON: I second that.

18 Did you have any comments on that one, Mr. Coe?

19 PANEL MEMBER COE: So, Mr. Belnap, if I'm
20 understanding right, the second bullet you're suggesting we
21 strike?

22 VICE CHAIR BELNAP: No -- yes. I suggest we
23 strike it, because you can just blend it into the word
24 "respond to." I think "respond to" covers both
25 "ameliorate" and "recover."

1 PANEL MEMBER COE: Okay.

2 CHAIR DICKISON: Okay.

3 MR. DAWSON: Public comment?

4 CHAIR DICKISON: Any public comment on this
5 motion?

6 Okay. All right. I move to adopt question three
7 as edited by Mr. Belnap.

8 MR. DAWSON: If you would read that again.

9 VICE CHAIR BELNAP: Sure. I'm reading it:

10 "What is the greatest problem the
11 Commission could encounter, and what
12 actions would you take to avoid or
13 respond to this problem?"

14 MR. DAWSON: So you want to call a vote, please.

15 CHAIR DICKISON: Okay. All those in favor?

16 VICE CHAIR BELNAP: Aye.

17 PANEL MEMBER COE: Aye.

18 CHAIR DICKISON: Aye. Motion carries.

19 All right. Moving on to question four:

20 "If you are selected, you will be one
21 of 14 members of the Commission which
22 is charged with working together to
23 create maps of the new districts.

24 Please describe a situation from your
25 life where you had to work

1 collaboratively with others on a
2 project to achieve a common goal. Tell
3 us the goal of the project, what your
4 role in the group was, and how the
5 group worked well or not so well. What
6 lessons would you take from this group
7 experience to the Commission, if
8 selected?"

9 VICE CHAIR BELNAP: Again, I look to streamline.
10 Some of it is just a pet peeve, here, but, on the second
11 sentence, "Please describe a situation," I would cut "from
12 your life," because that's redundant. Of course it's going
13 to come from their life.

14 "Where you had to work collaboratively with
15 others on a project to achieve a common goal," in that, I
16 would just say, "And what lessons would you take from this
17 group experience to the Commission if selected?"

18 The reason I would cut that first bullet is, I
19 particularly don't like the back end of it, "And how the
20 group worked well and not so well." I don't want their
21 answers to be about the group, like, maybe the failures of
22 the rest of their group. It's totally irrelevant whether
23 or not their group failed in some way. I want to know what
24 their role was in being successful.

25 CHAIR DICKISON: Okay. That makes sense.

1 Did you have any thoughts on that?

2 PANEL MEMBER COE: So this is one of the ones
3 that I thought one of the last two, specifically question
4 seven, could be rolled into it. Question seven deals with
5 conflict in a team setting, and I thought that we could get
6 at that in question four, and so a little bit in
7 disagreement with your point about getting rid of bullet
8 one, because I feel like some of that conflict could be
9 described there, in terms of it's not just about the
10 individual.

11 It was about, you know, there may have been
12 conflict, and how they worked through it, and the
13 Commission, in practice, is unlikely to have zero conflict
14 as they move through, and so I guess my thought is that
15 that might be an important part of the question, to at
16 least elicit that, and we may get -- they may get there
17 through the example that they provide, but, if we don't
18 specifically ask it, we may not get there.

19 VICE CHAIR BELNAP: And I think you're right, and
20 I think we should specifically use the word "conflict," and
21 draw that out. Otherwise, you may or may not get what
22 you're looking for.

23 PANEL MEMBER COE: Right. No, I agree.

24 VICE CHAIR BELNAP: So we could replace a bullet,
25 or we could add that element to the back end somewhere.

1 CHAIR DICKISON: Yes, and I was with you on that.
2 I had also highlighted that for adding "including
3 resolution of conflicts or differences of opinion." Maybe
4 if -- let's see. Maybe if we change bullet one to "Tell
5 us" -- let's see -- "common goal," and --

6 VICE CHAIR BELNAP: Well, you need the first part
7 of the bullet, right? "Tell us" --

8 CHAIR DICKISON: Yes.

9 VICE CHAIR BELNAP: You're going to keep the
10 bullet. You're going to keep that lead-in, "Tell us the
11 goal of the project, what your role in the group was."
12 That's just the background you need to even understand the
13 scenario they're presenting. It's modifying the last half
14 of that.

15 CHAIR DICKISON: Yes, how that group worked
16 together.

17 PANEL MEMBER COE: A suggestion, potentially, for
18 that. If we keep the first part, as you're suggesting, and
19 add -- and I'll just read the whole thing, with an
20 addition, potentially. So:

21 "Tell us the goal of the project, what
22 your role in the group was, and how the
23 group worked through any conflicts that
24 may have -- any conflicts that arose."

25 VICE CHAIR BELNAP: Grammar. I know.

1 PANEL MEMBER COE: Yes.

2 VICE CHAIR BELNAP: I don't know which way it is.

3 PANEL MEMBER COE: As stated earlier on, I'm
4 "English guy" over here, so I don't want to say the wrong
5 thing, but something along those lines.

6 VICE CHAIR BELNAP: I like that.

7 CHAIR DICKISON: "Work through conflicts or
8 differences of opinions that arose," or just "conflicts
9 that arose"?

10 VICE CHAIR BELNAP: Same thing.

11 PANEL MEMBER COE: Yes. It's just a matter of
12 verbiage at this point. "Work through any conflicts that
13 arose"?

14 VICE CHAIR BELNAP: Yes.

15 CHAIR DICKISON: Yes.

16 VICE CHAIR BELNAP: I think that's grammatically
17 correct.

18 PANEL MEMBER COE: Maybe we'll get a public final
19 comment about it being not grammatically correct. I don't
20 know.

21 VICE CHAIR BELNAP: All right. You want to read
22 it in the record?

23 PANEL MEMBER COE: So, just so we're clear,
24 bullet two stays?

25 CHAIR DICKISON: Yes.

1 PANEL MEMBER COE: We don't have any more
2 discussion on that?

3 VICE CHAIR BELNAP: As modified, yes.

4 PANEL MEMBER COE: Did you modify bullet two?

5 CHAIR DICKISON: As modified, yes.

6 VICE CHAIR BELNAP: So you're right. Bullet two,
7 I didn't know we had any modifications.

8 PANEL MEMBER COE: Okay. Yes.

9 CHAIR DICKISON: No. I didn't modify bullet two.

10 PANEL MEMBER COE: Okay.

11 CHAIR DICKISON: Would you want to modify bullet
12 two --

13 VICE CHAIR BELNAP: That one is fine.

14 CHAIR DICKISON: -- with that change? No.

15 PANEL MEMBER COE: Do you want me to read it
16 again for --

17 MR. DAWSON: Yes, please.

18 CHAIR DICKISON: Yes.

19 PANEL MEMBER COE: Okay. So, from the beginning:

20 "If you are selected, you will be one
21 of 14 members of the Commission, which
22 is charged with working together to
23 create maps of the new districts.

24 Please describe a situation where you
25 had to work collaboratively with others

1 on a project to achieve a common goal.
2 Tell us the goal of the project, what
3 your role in the group was, and how the
4 group worked through any conflicts that
5 arose. What lessons would you take
6 from this group experience to the
7 Commission if selected?"

8 VICE CHAIR BELNAP: I move that we adopt that
9 question as Mr. Coe just read.

10 CHAIR DICKISON: I second that motion.
11 Public comment on the motion to adopt question
12 four as just read?

13 Seeing none, all those in favor?

14 VICE CHAIR BELNAP: Aye.

15 CHAIR DICKISON: Aye.

16 PANEL MEMBER COE: Aye.

17 CHAIR DICKISON: Motion carries.

18 Okay. Question five:

19 "A considerable amount of the
20 Commission's work will involve meeting
21 with people from all over California
22 who come from very different
23 backgrounds and a wide variety of
24 perspectives. What experiences have
25 you had traveling, working, or living

1 in various parts of California, and how
2 have they made you the Californian you
3 are today, and, if you are selected as
4 a commissioner, what skills,
5 attributes, and experiences will make
6 you effective at interacting with the
7 public?"

8 VICE CHAIR BELNAP: So I think this is an
9 incredibly important question, the "interacting with
10 public." What are they bringing to the table? There's
11 just a tiny bit of overlap with the application in regards
12 to traveling throughout California. That was one of the
13 pieces from the regulation that could show your
14 appreciation for diversity. That particular bullet I
15 didn't feel like we needed to hear more about.

16 CHAIR DICKISON: Right.

17 VICE CHAIR BELNAP: I would just skip right to
18 the last question, "If you are selected as a commissioner,
19 what skills or attributes?" That was my only thought on
20 that question.

21 CHAIR DICKISON: And I thought so as well,
22 removing that piece. I just didn't feel like it was
23 necessary, given what we've already seen in the
24 applications.

25 PANEL MEMBER COE: So I totally agree with what

1 you guys are saying. One thing that I know that I
2 encountered in reading the essays is that sometimes -- so
3 this is an example-based bullet, you know, "Give us an
4 example of things that you have experienced that made you
5 the Californian you are today," specifically in regards to
6 working with the public and people from different areas,
7 and so on.

8 The examples that were given in the essays,
9 sometimes I wanted to know more, and they didn't expand on
10 it as much as I would have liked, and if we eliminate that
11 bullet -- well, let me back up.

12 The inclusion of that bullet allows for them to
13 give the example, and to expand on it, perhaps, and it
14 allows for additional questions to expand on it, and if we
15 remove it, I feel like we might miss the opportunity for
16 them to give an example, unless there's a way that we can
17 lead them to it, or maybe the second bullet kind of would
18 naturally lead them to it.

19 But that's the only concern I have about the end,
20 is losing, potentially, the example part of it, how
21 personally, you know, their life experiences have --
22 otherwise, it's just kind of a definition of what's a --
23 "How do you do this well?," without the demonstration of
24 "How have you done this well in the past?"

25 VICE CHAIR BELNAP: I'm open to keeping it. The

1 perspective I'd want you to see is -- one reason I want to
2 eliminate that bullet is, I don't want to lead them to the
3 answer. By putting in there "what you've done, traveling,
4 working, living," then we're already leading them to what
5 type of experience we're looking for. The last part of the
6 question says, "And experiences will make you effective."
7 That's open-ended. It doesn't lead them to a particular
8 path in their answer. Of course, this is a public meeting.

9 PANEL MEMBER COE: That makes sense to me, Mr.
10 Belnap, actually. I think the end part of bullet two, "and
11 experiences" part of that question, will suffice for my
12 concern.

13 CHAIR DICKISON: Okay.

14 VICE CHAIR BELNAP: I don't mind. I'll read it
15 out loud.

16 CHAIR DICKISON: Okay.

17 VICE CHAIR BELNAP: So nothing changed in the
18 first part:

19 "A considerable amount of the
20 Commission's work will involve meeting
21 with people from all over California
22 who come from very different
23 backgrounds and a wide variety of
24 perspectives."

25 Then, scratching out that first bullet and the

1 second bullet, for that matter, because there's no bullets
2 needed:

3 "If you are selected as a commissioner,
4 what skills, attributes, and
5 experiences will make you effective at
6 interacting with the public?"

7 CHAIR DICKISON: Okay. All right. I make a
8 motion that we adopt question five as read by Mr. Belnap.

9 VICE CHAIR BELNAP: I second.

10 CHAIR DICKISON: Okay. Any public comments on
11 that motion to adopt question five as read?

12 Seeing none, those --

13 MR. DAWSON: Just a second. Sorry.

14 MS. SHELLENBERGER: I have something from the
15 back. I was in the back. Good morning. My name is Laurie
16 Shellenberger, and the redistricting consultant to
17 California Common Cause, and I'm here speaking on their
18 behalf today, and on their behalf want to thank you and the
19 Auditor's Office for all the work that you've put into this
20 process.

21 On this question, it looks like it's getting at
22 kind of two different angles. One is "What is your
23 experience as a Californian, and interacting with different
24 people, and how well are you at interacting with people
25 from different backgrounds?," but the concern that I have

1 is that it's not getting at something that I think you
2 referenced as potentially an optional question, and that's
3 the appreciation, the person's appreciation for the
4 diversity, and their depth of that understanding of the
5 diversity, whether it be geographic, racial, cultural,
6 ethnic diversity that we have in California, and that seems
7 to be missing from the standardized question.

8 So, as opposed to "Can you be polite to people
9 from different backgrounds? Have you had experience
10 interacting with them?," I think it would be very helpful
11 to have a question that every applicant receives that
12 relates to their appreciation, and what, from their
13 background, gives them the ability to appreciate the
14 diversity of the state. Thank you.

15 VICE CHAIR BELNAP: So I think the key word that
16 we could change and expand on is the word "the public,"
17 expanding on that phrase to include some of the words that
18 are up above, "interacting with people of a variety of
19 different backgrounds, with a wide variety of" -- if we
20 bring that back in, then it solves the issue of just this
21 generic "the public," and switch it out with something
22 that's more what we were looking for.

23 CHAIR DICKISON: Yes, I agree. That might work.

24 VICE CHAIR BELNAP: So let me read that in, then:
25 "A considerable amount of the

1 commissioners' work will involve
2 meeting with people from all over
3 California, who come from very
4 different backgrounds and a wide
5 variety of perspectives. If you are
6 selected as a commissioner, what
7 skills, attributes, and experiences
8 will make you effective at interacting
9 with people from different backgrounds
10 and who have a wide variety of
11 perspectives?"

12 CHAIR DICKISON: I like that.

13 Mr. Coe, what do you think? Do you think that
14 kind of covers --

15 PANEL MEMBER COE: Yes. I think that's a great
16 add. I agree with that.

17 CHAIR DICKISON: More public comment?

18 MR. STEIN: Thank you very much.

19 My name is Jonathan Stein. I run the voting
20 rights and census programs at Asian-Americans Advancing
21 Justice, Asian Law Caucus. I've addressed you before. I
22 want to echo the previous comment, thanking you and the
23 staff for their incredibly hard work in getting us to this
24 point.

25 I want to tease out something that was suggested

1 earlier, and I think remains a concern with this question,
2 which is that there is a difference between having the
3 skills and attributes needed to interact with folks
4 effectively, versus fully appreciating the diversity of
5 California and understanding the needs of diverse
6 communities.

7 I say that because we've worked in a number of
8 situations where districting is occurring, cities moving
9 from at-large elections to district elections, and much of
10 the process there is about drawing in communities that are
11 otherwise not heard, and a number of cities will hire
12 outreach consultants whose professional job it is to listen
13 to and interact with a variety of people, no matter their
14 background, and people can have those skills.

15 Those skills, however, are different. They're
16 really distinct from the very difficult work of weighing
17 the different needs and backgrounds and histories of
18 different communities, and what their sort of relative
19 positions are within California, or how their needs can be
20 best met by a new set of maps.

21 So interaction and outreach is an important skill
22 set. It is, however, a distinct skill set from being able
23 to truly appreciate California's diversity, and I think the
24 question, unfortunately, only gets to this, and I think
25 there ought to be a space to get to this. Thank you.

1 CHAIR DICKISON: So can I ask you a question
2 really quick? So would something like "interacting and
3 understanding people" -- would that, do you think, build
4 that comment in?

5 MR. STEIN: It's closer, yes, "interacting with,
6 understanding and appreciating."

7 CHAIR DICKISON: "Understanding and
8 appreciating"?

9 MR. STEIN: I wonder if it may be too difficult
10 to force both pieces into one subquestion.

11 CHAIR DICKISON: Okay.

12 MR. STEIN: And I'm not -- I'm just
13 brainstorming, of course, in response to your question,
14 but, because these are two distinct skill sets, I wonder if
15 they deserve sort of full consideration, independently.
16 I'm just thinking --

17 CHAIR DICKISON: Okay. Thank you.

18 MR. STEIN: Thank you. Okay.

19 VICE CHAIR BELNAP: So, if we kept it one
20 question, and I'm not saying we have to do that, I would
21 put "And experiences will make you effective at
22 understanding," first, so "understanding and interacting."
23 I would order it that way because, before you interact, you
24 need to attempt to understand, "understanding and
25 interacting."

1 Now, breaking it up, I don't have a vision for
2 that right off the top of my head. Well, I think the
3 breakup would be in the part of the question that says, "If
4 you are selected as a commissioner, what skills,
5 attributes, and experiences?"

6 I don't think understanding someone -- well, that
7 is a skill, but we could break it up there by saying, "What
8 experiences have you had that will make you effective at
9 understanding people with different backgrounds and a wide
10 variety of perspectives?" and then move on to say, "What
11 skills and attributes would make you effective at" -- we
12 could break it up from that perspective to get them sharing
13 experiences they've had that show they appreciate people
14 from different backgrounds, and then moving on to "What are
15 your skill sets?"

16 CHAIR DICKISON: That could work.

17 VICE CHAIR BELNAP: So that would be a
18 two-bullet --

19 CHAIR DICKISON: That would be two bullets. So,
20 "If selected as a commissioner, what experiences do you
21 have?"

22 VICE CHAIR BELNAP: "Have you had."

23 CHAIR DICKISON: "Have you had" -- "that would
24 make you effective at understanding people from very
25 different backgrounds and a wide variety of perspectives?"

1 VICE CHAIR BELNAP: That would be the first
2 bullet, yes, and then I think it's --

3 CHAIR DICKISON: "What skills and attributes do
4 you have that would make you effective at interacting" --

5 VICE CHAIR BELNAP: Yes. We could probably just
6 repeat --

7 CHAIR DICKISON: -- "with the public?"

8 VICE CHAIR BELNAP: -- "interacting with," and
9 "people with different backgrounds and a variety of
10 perspectives," just to make sure that each question stands
11 on its own.

12 CHAIR DICKISON: Okay.

13 VICE CHAIR BELNAP: We don't use that
14 catchphrase, "the public."

15 CHAIR DICKISON: Okay. That sounds --

16 Any thoughts, Mr. Coe?

17 PANEL MEMBER COE: No, I like the change.

18 CHAIR DICKISON: Me, too.

19 PANEL MEMBER COE: I'm hoping one of you got that
20 word for word down, because I didn't.

21 VICE CHAIR BELNAP: Yes. I'll read it out. Yes.

22 CHAIR DICKISON: Okay.

23 MR. DAWSON: Yes, please read.

24 VICE CHAIR BELNAP: No, I didn't write it down
25 word for word, but I remember it.

1 CHAIR DICKISON: Okay. So I want to amend the
2 motion to adopt question five as is going to be read by Mr.
3 Belnap now.

4 VICE CHAIR BELNAP: "A considerable
5 amount of the Commission's work will
6 involve meeting with people from all
7 over California, who come from very
8 different backgrounds and a wide
9 variety of perspectives."

10 First bullet:

11 "If you are selected as a commissioner,
12 what experiences have you had that will
13 make you effective at understanding
14 people" --

15 Let me back up:

16 "What experiences have you had that
17 will help you be effective in
18 understanding people with different
19 backgrounds and who have a variety of
20 perspectives?"

21 Second bullet:

22 "What skills and attributes will make
23 you effective at interacting with
24 people with different backgrounds and
25 who have a variety of perspectives?"

1 CHAIR DICKISON: Give me a second.

2 MR. DAWSON: I just want to make sure our
3 note-takers got that.

4 MS. LE TELLIER: Like to repeat it?

5 MR. DAWSON: Yes. Do you want it repeated?

6 MS. LE TELLIER: Yes. If you would repeat it for
7 me, please.

8 VICE CHAIR BELNAP: Sure. "A considerable" --
9 well, I'm not going to read the first part. That's exactly
10 the same as what's on the paper in front of us. First
11 bullet:

12 "If you are selected as a commissioner,
13 what experiences have you had that will
14 help you be effective in" --

15 CHAIR DICKISON: "With people."

16 VICE CHAIR BELNAP: "Help you be
17 effective at understanding people with
18 different backgrounds and who have a
19 variety of perspectives?"

20 Second bullet:

21 "What skills and attributes will make
22 you effective at interacting with
23 people with different backgrounds and
24 who have had a variety of
25 perspectives" -- "and who have a

1 variety of perspectives?"

2 CHAIR DICKISON: Did you get that?

3 MS. LE TELLIER: One more time.

4 VICE CHAIR BELNAP: Okay. Again, I'm going to
5 skip the first part.

6 CHAIR DICKISON: Yes.

7 VICE CHAIR BELNAP: And is there a particular
8 bullet that --

9 MS. LE TELLIER: The first one.

10 VICE CHAIR BELNAP: The first one. Okay:

11 "If you are selected as a commissioner,
12 what experiences have you had that will
13 help you be effective at understanding
14 people with different backgrounds and
15 who have a variety of perspectives?"

16 CHAIR DICKISON: Okay.

17 MS. LE TELLIER: Can we make the second one --

18 VICE CHAIR BELNAP: Sure.

19 CHAIR DICKISON: Okay.

20 VICE CHAIR BELNAP: So I've cut that first part,
21 just straight to:

22 "What skills and attributes will make
23 you effective at interacting with
24 people with different backgrounds and
25 who have a variety of perspectives?"

1 CHAIR DICKISON: You have it?

2 MR. DAWSON: Got it?

3 MS. LE TELLIER: Thank you.

4 CHAIR DICKISON: All right. Can we have a
5 second?

6 PANEL MEMBER COE: I'd like to second that, yes.

7 CHAIR DICKISON: Okay. Public comments on the
8 motion to adopt the question as just read? And please
9 state your name for the record.

10 MR. QUINCY: Daniel Quincy. If I may suggest,
11 take the second bullet, put it first, and then, for the
12 first, where you have "understanding," also add the words
13 "appreciate the diversity," and make that second, and make
14 that the second bullet.

15 CHAIR DICKISON: "Understanding of" --

16 MR. STEIN: And while you're thinking about that
17 suggestion, another one, perhaps. Contemplate whether
18 we're trying to get at the question of whether applicants
19 can understand diverse communities and interact with
20 individual people of different backgrounds, that is to say,
21 that there's something different -- I think what you're
22 trying to get at is understanding the needs and views of a
23 diverse set of communities. On the second hand, you're
24 trying to make sure that they can interact with individual
25 people, and listen effectively, and so on. So the word

1 "communities" might be a useful addition, potentially, on,
2 I think, the first of the two bullets as it's currently
3 ordered.

4 CHAIR DICKISON: Okay. All right. Let's see.
5 So let's approach this two ways. Do you have a preference
6 for flipping the two bullets?

7 VICE CHAIR BELNAP: I'm ambivalent towards it.

8 PANEL MEMBER COE: I don't have a strong
9 preference either way, either.

10 CHAIR DICKISON: Okay. So we can do that, number
11 one, and then, number two, "Understanding," and then we may
12 have to break here soon.

13 PANEL MEMBER COE: I'll throw one out really
14 quick. So that first bullet:

15 "If you're selected as a commissioner,
16 what experiences have you had that will
17 make you effective at understanding and
18 appreciating people and communities of
19 different backgrounds and who have a
20 variety of perspectives?"

21 VICE CHAIR BELNAP: I'm fine with that.

22 CHAIR DICKISON: Yes, I'm fine with that as well.

23 VICE CHAIR BELNAP: It's just the word "make." I
24 think I said "help," because I don't think there's anything
25 that's going to make --

1 CHAIR DICKISON: Yes. I like "help."

2 VICE CHAIR BELNAP: I think it will contribute to
3 their awareness of people, but nothing is going to "make."

4 CHAIR DICKISON: Yes.

5 PANEL MEMBER COE: No, you're right. I had poor
6 penmanship.

7 CHAIR DICKISON: Okay. All right.

8 VICE CHAIR BELNAP: So we switched the two
9 bullets, and we added what you just said.

10 CHAIR DICKISON: Okay.

11 PANEL MEMBER COE: So we did switch the two
12 bullets? We did. Okay.

13 VICE CHAIR BELNAP: Might as well.

14 PANEL MEMBER COE: That's fine.

15 CHAIR DICKISON: Might as well.

16 PANEL MEMBER COE: Yes.

17 CHAIR DICKISON: Okay.

18 PANEL MEMBER COE: So now this is bullet two. Is
19 that right?

20 CHAIR DICKISON: Yes.

21 VICE CHAIR BELNAP: Do you want to read that
22 for --

23 PANEL MEMBER COE: Madame Secretary, you need it
24 again?

25 MS. LE TELLIER: Yes, please.

1 PANEL MEMBER COE: Okay:

2 "If you are selected as a commissioner,
3 what experiences have you had that will
4 help you be effective at understanding
5 and appreciating people and communities
6 of different backgrounds and who have a
7 variety of perspectives?"

8 MS. LE TELLIER: And then the sentence towards
9 the end.

10 PANEL MEMBER COE: "If you are selected
11 as a commissioner, what experiences
12 have you had that will help you be
13 effective at understanding and
14 appreciating people and communities of
15 different backgrounds and who have a
16 variety of perspectives?"

17 MS. LE TELLIER: Thank you.

18 VICE CHAIR BELNAP: So the only thing I would
19 switch is move that "If you are selected as a commissioner"
20 to the first bullet, because that's the way the setup is,
21 now that we've switched the order.

22 CHAIR DICKISON: Okay.

23 VICE CHAIR BELNAP: And the other thing I want to
24 say is, this is painstaking, obviously, but, obviously,
25 question five was a touchpoint. It was important. So I

1 appreciate your comments.

2 CHAIR DICKISON: Yes.

3 VICE CHAIR BELNAP: Obviously, we want to get
4 this right. So I appreciate the time we're taking to get
5 it right.

6 PANEL MEMBER COE: Yes. I wanted to say that,
7 too. Thank you guys for the comments and the interaction.

8 CHAIR DICKISON: Yes. Thank you.

9 Okay. So do we have the question?

10 MS. LE TELLIER: Yes.

11 CHAIR DICKISON: Okay. So I want to amend the
12 motion to adopt the question as has been read.

13 VICE CHAIR BELNAP: By Mr. Coe, yes.

14 CHAIR DICKISON: By Mr. Coe, yes.

15 PANEL MEMBER COE: Well, I've got bullet two down
16 pretty well.

17 CHAIR DICKISON: Okay.

18 VICE CHAIR BELNAP: All right.

19 CHAIR DICKISON: All right.

20 PANEL MEMBER COE: Does somebody have bullet one?
21 Because I'm not sure I have that as --

22 VICE CHAIR BELNAP: We already read it. Bullet
23 point one was already read by Mr. Belnap.

24 CHAIR DICKISON: All right. Read by Mr. Belnap,
25 and bullet two to be read by Mr. Coe.

1 PANEL MEMBER COE: One more time? Okay:
2 "If you are selected as a commissioner,
3 what experiences have you had that will
4 help you be effective at understanding
5 and appreciating people and communities
6 of different backgrounds and who have a
7 variety of perspectives?"

8 CHAIR DICKISON: Okay. Get a second?

9 VICE CHAIR BELNAP: Second.

10 CHAIR DICKISON: Okay. Are there any public
11 comments on this, the motion to adopt this question now?

12 Seeing none, those that are all in favor?

13 VICE CHAIR BELNAP: Aye.

14 CHAIR DICKISON: Aye.

15 PANEL MEMBER COE: Aye.

16 CHAIR DICKISON: Motion carries.

17 MR. DAWSON: Madame Chair, we have a little bit
18 of a housekeeping. We are approaching the 90-minute mark,
19 so now would be a time to take a break.

20 CHAIR DICKISON: Right.

21 VICE CHAIR BELNAP: Can we adopt scenario two
22 real quick?

23 MR. DAWSON: No.

24 CHAIR DICKISON: No. We need to --

25 MR. DAWSON: We'll need to take a break now.

1 CHAIR DICKISON: -- take a break. So we're going
2 to recess for 15 minutes.

3 (Off the record at 10:57 a.m.)

4 (On the record at 11:18 a.m.)

5 CHAIR DICKISON: Back to order, please.

6 Okay. We're still working on Agenda Item Number
7 8, and so right now what we're going to do is take up
8 the -- I'm going to make a motion based on our discussion
9 earlier, and that's going to be regarding the schedule and
10 format for interviews, and so right now I'm going to move
11 that we adopt a schedule of four interviews a day, starting
12 on March 2nd.

13 The interviews will follow scenario number two,
14 and then we're going to adopt the proposed interview format
15 as listed on page six of the memo, and also the proposed
16 policies for late or absent applicants, as listed on page
17 six of the memo.

18 Any second?

19 MR. DAWSON: Madame Chair, if you would break
20 those into separate motions, it would --

21 CHAIR DICKISON: Okay. So the first will be, I
22 move that we adopt -- schedule four interviews a day,
23 starting on March 2nd, following scenario number two on the
24 schedule.

25 VICE CHAIR BELNAP: I second.

1 CHAIR DICKISON: Any public comment on that
2 motion to adopt the scenario two schedule?

3 Seeing none, those all in favor? Aye.

4 VICE CHAIR BELNAP: Aye.

5 PANEL MEMBER COE: Aye.

6 CHAIR DICKISON: Motion carries.

7 So I make another motion that we adopt the
8 proposed interview format as listed on page six of the memo
9 that was provided.

10 VICE CHAIR BELNAP: I have a comment, or it's
11 really a question.

12 CHAIR DICKISON: Okay.

13 VICE CHAIR BELNAP: So this is under the category
14 of "Proposal Policies for Late or Absent Applicants." The
15 last sentence -- it's a question for our counsel:

16 "The applicant will be required to
17 provide documentation of the reason,
18 which will be accepted or denied at the
19 discretion of the Panel counsel."

20 So, Mr. Dawson, let's say you don't accept
21 someone's documentation for the reason of their absence.
22 What does that mean?

23 MR. DAWSON: That means that they've forfeited
24 their scheduled interview.

25 VICE CHAIR BELNAP: Yes.

1 PANEL MEMBER COE: Are we to understand, then,
2 that we would be interviewing 120 minus however many of
3 those we had?

4 MR. DAWSON: Correct. And as in 2010, some
5 applicants dropped out, withdrew. One-twenty is a maximum.

6 PANEL MEMBER COE: Okay.

7 CHAIR DICKISON: Okay.

8 VICE CHAIR BELNAP: So they would be eliminated
9 from the process?

10 MR. DAWSON: Correct.

11 VICE CHAIR BELNAP: Can Panel counsel eliminate
12 someone from the process? Don't we need to vote on that?

13 MR. DAWSON: It will be moved to the Panel, and
14 yes, that will be the Panel's decision.

15 VICE CHAIR BELNAP: See, that's the part that I'm
16 not sure is particularly clear as stated here.

17 MR. DAWSON: All decisions to remove any
18 applicant is finally within the discretion of the Panel.
19 It's the only way to remove an applicant in this phase.

20 PANEL MEMBER COE: And if I'm understanding
21 correctly, that would also have to be in a public
22 meeting --

23 MR. DAWSON: Correct.

24 PANEL MEMBER COE: -- which schedule, scenario
25 that we just adopted, doesn't leave time to be taking up

1 these types of matters.

2 MR. DAWSON: No, Mr. Coe.

3 CHAIR DICKISON: No.

4 MR. DAWSON: We have built-in time, into the
5 meeting itself. What you have just adopted is the schedule
6 of the interviews, which is an item of this
7 several-weeks-long meeting that we will be undertaking in
8 March.

9 VICE CHAIR BELNAP: So every one of these days
10 we're doing interviews is a public meeting where we could
11 take up an agenda?

12 MR. DAWSON: It is one session of -- each day is
13 a session of one very long meeting, which will recess and
14 continue from day to day until the end of the scheduled
15 interviews.

16 PANEL MEMBER COE: Am I to understand, then, that
17 the meetings don't begin at 9:00, they begin earlier than
18 that, to take care of matters like this?

19 MR. DAWSON: We will notice and agendize the
20 first day to start at 8:30, so that we'll have time for any
21 housekeeping, and then the Chair that day will, under the
22 scenario that just was adopted, recess until 9:00 a.m. the
23 next morning.

24 CHAIR DICKISON: And so what I'm gathering
25 essentially happens is, if they forfeit their interview

1 period, then, at the end of that meeting, whatever item
2 agendized that is, when we take that item up is when they
3 would actually be eliminated from the pool?

4 MR. DAWSON: They're not eliminated until the
5 following meeting in, I believe, the first week of May,
6 when the Panel will make its decision to cut to 60, to
7 present those names to the legislature.

8 CHAIR DICKISON: Okay. So they just do not have
9 an interview, and so --

10 MR. DAWSON: I don't think that the scenario is
11 likely, but yes, it's a well-taken question.

12 VICE CHAIR BELNAP: So my revision to this, my
13 proposed revision, is the last part:

14 "Which will be accepted or denied in
15 the discretion of the Panel, based on
16 recommendations from Panel counsel."

17 That's what I -- because I feel like, if you make
18 that call that they're not going to get an interview,
19 that's essentially putting them out of the process, making
20 our vote moot.

21 MR. DAWSON: Mr. Belnap, this follows the process
22 which we've established in 2010. The Panel counsel, under
23 the regs, has the authority to make administrative
24 decisions such as that, but you are correct that it is only
25 the Panel's final decision to eliminate an applicant from

1 the pool.

2 VICE CHAIR BELNAP: What are you guys' thoughts?

3 PANEL MEMBER COE: So, if I'm understanding you,
4 Counsel, correctly, regardless of any wording changes, it's
5 still the Panel's duty to officially eliminate anybody?

6 MR. DAWSON: Correct.

7 PANEL MEMBER COE: I guess the only question that
8 remains, then, is -- I think what Mr. Belnap is concerned
9 about is if, for some reason, there's a difference of
10 opinion, and you want to try and reschedule an applicant,
11 and if we're not taking up the issue of that applicant's
12 removal until May's final cut-to-60 meeting, we're never
13 giving him an opportunity to reschedule if we had a
14 difference of opinion? Is that right?

15 VICE CHAIR BELNAP: Yes. I wouldn't want the
16 scenario where they're eliminated from the process because
17 they missed their interview, and it wasn't our call on
18 whether or not they're eliminated from the process.

19 CHAIR DICKISON: So I think that this is
20 actually -- the Panel counsel's discretion is actually to
21 permit the rescheduling.

22 MR. DAWSON: That is correct, Madame Chair.

23 CHAIR DICKISON: And so we would need to -- if we
24 took that up, we would need to have a mechanism to take
25 that up.

1 MR. DAWSON: Madame Chair, if I could explain.

2 CHAIR DICKISON: Yes.

3 MR. DAWSON: You would be giving Panel counsel,
4 myself, the administrative authority to reschedule
5 applicants, but I have no authority under the -- and you
6 could not give me any authority -- to eliminate any
7 applicants. That is the decision of the Panel.

8 CHAIR DICKISON: Okay.

9 VICE CHAIR BELNAP: Well, it would be to
10 reschedule or not reschedule, either one.

11 MR. DAWSON: Correct.

12 VICE CHAIR BELNAP: We'd be giving you the
13 authority to --

14 MR. DAWSON: Correct.

15 VICE CHAIR BELNAP: And if they were not
16 rescheduled, they would be effectively eliminated from the
17 process?

18 MR. DAWSON: Well, we will have built into the
19 process a number of slots where people will be able to slot
20 in.

21 CHAIR DICKISON: Are you --

22 VICE CHAIR BELNAP: I'm totally willing to be
23 outvoted on this, but I still feel that the last sentence
24 should read:

25 "Which will be accepted or denied in

1 the discretion of the Panel, based on
2 recommendations from Panel counsel."

3 PANEL MEMBER COE: I think I still share your
4 concern, Mr. Belnap. If I'm understanding this right,
5 Counsel, we have some slots on Friday. It's normally
6 nonscheduled interview days for people to slot into, but
7 it's only if -- what's the wording here? -- "upon a
8 compelling reason beyond the applicant's control."

9 MR. DAWSON: Correct. We have a very tight time
10 line, and in order to ensure that everybody gets the
11 opportunity to do these in the time allotted to the Panel,
12 which is -- we have a hard statutory deadline of May 15th.
13 In order to make all of this happen, we need to be able to
14 have some assurance that we can have folks schedule their
15 interviews and keep to that schedule in order to allow the
16 Panel to do its business, and you would be giving
17 administrative authority to me to review those requests.

18 PANEL MEMBER COE: Thank you for the
19 clarification. That makes sense to me. I understand the
20 deadlines and where we're trying to get.

21 I think maybe what's missing here, and maybe what
22 would alleviate some of the concern, is, I'm going back to
23 that auditor mind set of what's the criteria for saying yea
24 or nay to a reschedule? And if we were all in agreement
25 that if these scenarios occurred, we would have less

1 concern with whole-handedly turning over that
2 administrative authority, as you've talked about, to
3 counsel.

4 Would that get at your concern, Mr. Belnap?

5 VICE CHAIR BELNAP: It would, except for the
6 impossibility of enumerating all the different scenarios,
7 why someone --

8 PANEL MEMBER COE: Yes.

9 MR. DAWSON: And that's why it's within the
10 discretion of the counsel. You will be relying on me to
11 use my professional judgment, just as you use your
12 professional judgment, to determine what is a compelling
13 circumstance.

14 VICE CHAIR BELNAP: So, if we were to disagree,
15 and believe they should have been rescheduled, we'd have
16 time. So that vote would come up, right? It would be --

17 MR. DAWSON: Yes.

18 VICE CHAIR BELNAP: You would make your
19 recommendation to not reschedule, and we would have to take
20 that up as an agenda item.

21 MR. DAWSON: Yes. These are just
22 recommendations.

23 CHAIR DICKISON: So would it be possible to
24 include an agenda item in that long meeting, where we can
25 take those things up at the end of each day as they

1 approach?

2 MR. DAWSON: The Panel will have the authority to
3 take up any of those items, yes.

4 CHAIR DICKISON: Okay.

5 VICE CHAIR BELNAP: So, if someone was not
6 rescheduled, we'd take that up as an agenda item, and we'd
7 be able to see whatever their reasons were, and then we
8 could either vote no or yes on eliminating them?

9 MR. DAWSON: These would be recommendations to
10 the Panel.

11 VICE CHAIR BELNAP: Okay.

12 CHAIR DICKISON: Would that work?

13 VICE CHAIR BELNAP: With that understanding, yes.

14 CHAIR DICKISON: Okay. All right. So I'm going
15 to amend the motion to include --

16 VICE CHAIR BELNAP: I don't think you need to.
17 What I'm saying is, I think I'm satisfied from what I heard
18 from Mr. Dawson that I don't need to amend these words
19 here.

20 CHAIR DICKISON: Okay. All right. Any public
21 comment, then, on the motion to adopt the proposed
22 interview format and policies for late and absent
23 applicants?

24 Seeing none, those in favor?

25 VICE CHAIR BELNAP: Aye.

1 PANEL MEMBER COE: Aye.

2 CHAIR DICKISON: Aye. Motion carries.

3 So that concludes Agenda Item 8. So I want to
4 move to Agenda Item 5, and take any public comments on
5 applicants at this point. If you have any comments, just
6 line up at the microphone.

7 MS. SHELLENBERGER: Hi. Good morning again.

8 CHAIR DICKISON: Please state your name for the
9 record.

10 MS. SHELLENBERGER: Laurie Shellenberger, here on
11 behalf of California Common Cause, and I'd like to address
12 the letter that you already raised, and you've addressed
13 some of the concerns, and that was the letter that Common
14 Cause and the League of Women Voters sent raising a couple
15 of concerns about the review of social media for some
16 applicants. So I just wanted to ask a few questions,
17 actually, that perhaps you can answer, or maybe counsel can
18 answer, that would clarify the process that was used, and
19 make a recommendation about moving forward.

20 The concerns we raised relate to the potential
21 subjective review of something that's a selection criteria,
22 as opposed to something that would be an eligibility
23 question which legal counsel is reviewing, and appreciate
24 hearing -- and I believe you all three confirmed that you
25 are not going to consider any social media or look at that

1 for this round of the process, but that you would consider
2 that for the round of 120, when you winnow it down to
3 interviews.

4 In that regard, I'd like to make a
5 recommendation, and that is that, if you are going to
6 consider social media, that you ensure that you are
7 reviewing that for each and every applicant, and not as
8 sort of subjective selection of those that counsel has
9 recommended, and that blurs the lines between your
10 responsibility and theirs in inadvertent ways, I believe,
11 and my colleague at the League of Women Voters will address
12 that, but, in the interests of transparency, if you could
13 just -- and appreciate how -- the staff report about the
14 process by which the background reports were put together,
15 but I still had a few more questions.

16 That was, did counsel, in fact, review social
17 media for every applicant, and was that at the request of
18 the Selection Panel? If not, as we said, you should review
19 that for each and every applicant, and what was the process
20 they used to pull that? You know, how are they making a
21 determination about what social media to pass upon to you,
22 for example, and again emphasizing that it's the Selection
23 Panel's role to review that and make any kind of subjective
24 determination, as opposed to legal counsel doing that.

25 Thank you.

1 MR. DAWSON: Madame Chair, if I could address
2 that?

3 CHAIR DICKISON: Yes, please.

4 MR. DAWSON: So I believe that Mr. Belnap
5 actually described it quite well, that these were -- CSA
6 staff reviewed, to the extent that it was available,
7 publicly available information, whether it was social media
8 or otherwise, and, where appropriate, made a
9 recommendation.

10 Now, as you said, it is within -- it is
11 deliberative, and it's within the discretion of the Panel.
12 I don't think that we will be going into how we did the
13 work, other than to say that each of the members has
14 available all the information that is possible that
15 referred to the applicants' qualifications, and did so with
16 the assistance of counsel.

17 MS. SHELLENBERGER: I do have a follow-up
18 question, which is, we did reach out to a couple of other
19 applicants that were still in the pool, and their
20 background reports did not include social media. So it
21 appeared that social media was forwarded in the instance of
22 one, but not another, and not for every applicant.

23 MR. DAWSON: Well, as you well know, not everyone
24 has a Twitter account or a Facebook account, so, where it
25 was, that's -- if something was of note, it was noted.

1 MS. SHELLENBERGER: So it wasn't done for
2 everyone who has social media. It was only if it was
3 within the --

4 MR. DAWSON: No, no, no. There was a
5 comprehensive review of available public information on all
6 applicants.

7 MS. SHELLENBERGER: So I would just again
8 emphasize that if you're going to review social media, that
9 the Panel should review that for all of the applicants,
10 because that is really a subjective determination that
11 blurs those lines, and, really, the Panel should be
12 requesting that for each applicant, and making that
13 assessment themselves. Thank you.

14 CHAIR DICKISON: Thank you for your comment.
15 Please state your name for the record.

16 MS. GOLDBERG: Yes. Good morning. I'm Carol
17 Moon Goldberg with the League of Women Voters. I have a
18 process thing (sic), because that's what the League does.
19 As Laurie has mentioned in her comments, we were a little
20 concerned about things being flagged in applicants' files
21 that maybe weren't flagged in other applicants' files, so
22 we wanted to emphasize that we want to make sure the roles
23 of legal counsel and the Panel are clear and distinct, so
24 that legal counsel is determining the facts regarding
25 eligibility of individual applicants.

1 To the extent that other information is
2 requested, whether it's social media or other sources, that
3 information should be on all applicants, and should come to
4 the Panel for a subjective determination as to whether that
5 information has an impact on your assessment of a person's
6 ability to be impartial or analytical or whatever.

7 We were concerned that there is a blurring of the
8 lines between what legal counsel does in terms of
9 recommending things to the Board, to the Panel, and we
10 wanted to make sure that the functions and the roles are
11 clearly defined and understood and honored, so that, in
12 effect, the legal counsel doesn't become sort of another
13 member of the Panel, which I think we can all agree we
14 don't want that to happen.

15 So we just wanted to flag that, and make sure
16 that there was a clear distinction, and that those
17 distinctions are being followed, and we appreciate that,
18 and, by the way, we appreciate your time and effort on all
19 of this as well.

20 CHAIR DICKISON: Thank you.

21 MS. GOLDBERG: Thank you.

22 CHAIR DICKISON: Thank you for your comment.

23 MR. STEIN: Good morning again. Jonathan Stein,
24 Asian-Americans Advancing Justice, Asian Law Caucus. I
25 want to thank -- excuse me. I want to echo the thanks that

1 you've received and the staff has received for all the hard
2 work.

3 I was one of the signatories of a letter sent to
4 you on February 14th from civil rights and civic engagement
5 groups, raising concerns about the State Auditor's Office's
6 practice of flagging applicants as potentially unable to be
7 impartial if they have a history of publicly discussing,
8 engaging with, or advocating for communities of color and
9 immigrant communities. We feel this is a problem for
10 several reasons.

11 First, we feel it confuses interest in and
12 support for communities of color and immigrant communities
13 with a bias towards communities of color and immigrant
14 communities. In one specific instance, Ms. Patricia
15 Kulkarni's (phonetic) tweets shows that she supports
16 fairness for Asian-Americans, equal rights for
17 Asian-Americans, and societal understanding of
18 Asian-Americans. That does not mean she supports placing
19 Asian-Americans above any other group, or supporting them
20 at the expense of any other group.

21 Second, this approach of conflating interest in
22 and support for communities of color as a partiality
23 towards communities of color biases the applicant pool. It
24 hurts people of color and immigrant applicants who have
25 spoken publicly about their experiences, and hurts

1 applicants who have worked for and with people of color and
2 immigrant communities and spoken publicly about their work.
3 These are candidates who understand California's diversity
4 deeply, who can bring diverse communities into this
5 process, and who can listen to and appropriately weigh
6 community-of-interest testimony.

7 We would like to know more fully how the ARP
8 members have treated the Auditor's Office's recommendations
9 and the evaluation of Ms. Kulkarni's application and any
10 other similarly situated applicants as they prepare for
11 today's meeting, specifically for Mr. Coe and Ms. Dickison,
12 since Mr. Belnap addressed it fully in his initial
13 comments, and for all three members, will these
14 recommendations about a potential inability to be impartial
15 be considered at all over the course of today, tomorrow,
16 and Friday, and how will they be considered as you prepare
17 for the interview stage?

18 Thank you for your time and your response to our
19 questions.

20 CHAIR DICKISON: Thank you for your comment. So
21 I can just tell you for myself that when I was selecting
22 the 40 that I put forward for each of the groups, that
23 selection was completed prior to getting the social media
24 background checks. So, okay.

25 PANEL MEMBER COE: I'm in the same boat. I

1 wasn't in a place where I was going to not include somebody
2 for a potential interview based on the social media and the
3 background checks at this point.

4 MR. STEIN: Great.

5 CHAIR DICKISON: Okay.

6 MR. STEIN: Thank you very much for your
7 comments.

8 CHAIR DICKISON: All right. Thank you.

9 Please state your name for the record.

10 MS. COTO: Good morning, members of the Applicant
11 Panel. My name is Jacqueline Coto. I'm the state director
12 of civic engagement policy with the National Association of
13 Latino Elected and Appointed Officials, NALEO, Educational
14 Fund.

15 NALEO Educational Fund is the nation's leading
16 nonprofit organization, and it facilitates the full
17 participation of Latinos in the American political process,
18 from citizenship to public service.

19 On behalf of NALEO Educational Fund, I am here to
20 express some concerns and recommendation regarding the
21 Applicant Review Panel's continued efforts to select
22 applicants for the California Citizenship Redistricting
23 Commission. As the ARP continues to review and select
24 applicants, we urge the ARP to comply with the requirements
25 that highlight the needs for the selection process designed

1 to produce a Commission that reflects California's
2 diversity.

3 The Voters FIRST Act has several provisions
4 recognizing the importance of the Commission reflecting the
5 California's (sic) diverse population, including a
6 provision of the California's constitution requiring that
7 the Commission's selection process be designed to produce a
8 Commission that is, I quote, "a reasonably (sic)
9 representative of the state's diversity," end quote.

10 Section 8252 (A) (1) of the California
11 Government -- of the Government Code requires the State
12 Auditors to initiate the application process in a manner
13 that, and I quote again, "promotes a diverse and qualified
14 application pool."

15 We are concerned that certain aspects of the
16 ARP's approach to reviewing the Commission's applications
17 are impairing its ability to produce both an overall
18 applicant pool and political affiliation subpools that
19 reflect the state's diversity with respect to the Latino
20 population.

21 According to the data on your website, the
22 overall pool of the Latino applicants is only 15 percent.
23 There are significant disparities with respect to the
24 Latino share of each subpool, with Latinos comprising 20
25 percent of the Democratic pool, nine percent of the

1 Republican pool, and nine percent of the applicants not
2 affiliated with either major political party.

3 It is critical that the ARP reviews applicants
4 carefully to make sure that they have demonstrated an
5 appreciation for the California's diverse demographics and
6 geography, because this is one of the three criteria.

7 My last comment. We emphasize that the
8 California Code, which defines this appreciation, is
9 included in the regulation. So, if an applicant is not
10 comfortable with considering race, ethnicity barriers to
11 fair representation in the redistricting process, the
12 applicant should not move on.

13 So, therefore, to ensure that the commissioners
14 are qualified to apply for the criteria for redistricting
15 maps, we urge you to give this process strong
16 consideration. Thank you.

17 CHAIR DICKISON: Thank you.

18 MR. SANCHEZ: Good morning.

19 CHAIR DICKISON: Please limit it to two minutes.
20 Thank you.

21 MR. SANCHEZ: Sure. Absolutely. Good morning.
22 Christopher Sanchez with CHIRLA, the Coalition for Human
23 Immigrant Rights, California's largest immigrant rights
24 organization, directly representing immigrant families
25 across the state of California with a membership base.

1 I want to echo a lot of the comments from my
2 colleagues that came previously before me, specifically
3 around the comments of social media and in regards to bias.
4 From our perspective, when a practitioner or someone who is
5 an expert in their field makes those statements on social
6 media, it's because they're ingrained in their expertise,
7 which the Commission is looking for, to have experts from
8 certain fields that are qualified. We believe that being
9 an expert doesn't give bias, as previously stated by our
10 colleagues.

11 Then, just lastly, to echo the comments of the
12 previous speaker regarding the makeup of only the
13 application pool representing 15 percent, when the state is
14 a 39 percent Latino population in California. You know,
15 it's absolutely critical that we have a very diverse
16 Commission moving forward.

17 CHAIR DICKISON: Thank you.

18 Okay. All right. Any other public comments?

19 Okay. Before we recess for lunch, what I'd like
20 to do is request from counsel the list of applicants
21 remaining in the pool, or the list of applicants for the
22 nonaffiliated pool.

23 MR. DAWSON: Okay. Ms. Le Tellier, could you
24 pass those out to the Panel, and then make them available
25 to the public.

1 CHAIR DICKISON: Thank you.

2 So what I would propose is that we take a recess
3 to go through these, and also take lunch, and then, when we
4 come back, start building on the lists that received three
5 votes, and present more applicants. Each of us have
6 applicants we want to present forward, and kind of start
7 building on it from there.

8 Does that sound pretty good? How much time do
9 you think? Returning at 1:30, would that be good?

10 VICE CHAIR BELNAP: I'm open to 1:30, I'm open to
11 1:00 o'clock, either, some round number.

12 PANEL MEMBER COE: I was going to suggest 1:00,
13 but I can be open to either.

14 CHAIR DICKISON: Okay. So we can return at 1:00?

15 VICE CHAIR BELNAP: I'm fine with 1:00.

16 CHAIR DICKISON: Okay. So the meeting will be
17 adjourned --

18 MR. DAWSON: Recessed.

19 CHAIR DICKISON: -- recessed until 1:00 o'clock.

20 (Off the record at 11:48 a.m.)

21 (On the record at 1:03 p.m.)

22 CHAIR DICKISON: Okay. 1:03 in the afternoon,
23 calling the meeting back to order, and so we took a recess,
24 kind of looked through the lists, and starting with the
25 list of applicants that received all yes votes, we're going

1 to try and add additional applicants to that list.

2 Does that sound reasonable?

3 PANEL MEMBER COE: I think so, yes.

4 CHAIR DICKISON: Yes.

5 VICE CHAIR BELNAP: Can we talk a little bit
6 about who's next to us?

7 CHAIR DICKISON: Sure.

8 VICE CHAIR BELNAP: So I have next to me Britani,
9 and I'll let you introduce -- so Britani has been helping
10 me. She's the -- analyst? I don't know the technical
11 term, but she's been helping me organize my materials, and
12 she's only worked for my side of things, and she's been
13 instrumental. So I greatly thank her for her help
14 throughout the process.

15 CHAIR DICKISON: I have next to me Mary, and Mary
16 is analyst, staff services manager, and she's been helping
17 me go through all the applications, keep my stuff straight,
18 keep me in line, and she's been very, very helpful, and
19 she's only worked with me.

20 PANEL MEMBER COE: To my right, I have Olivia
21 Lawrence. She has served in the same capacity as Britani
22 and Mary have for the other two panelists, very much been
23 isolated within our little silo, and have been fantastic
24 help.

25 CHAIR DICKISON: And so what I wanted to do is

1 just give us each an opportunity to maybe pick someone off
2 our list to put forward, one at a time.

3 Mr. Belnap, would you like to start?

4 VICE CHAIR BELNAP: Mr. Coe, do you have
5 something to say?

6 PANEL MEMBER COE: I kind of wanted to make,
7 like, a statement about overall, kind of, my thought
8 process on things that's going to apply from here on out,
9 today and the next couple of days, in terms of how I did my
10 evaluations, if that's all right.

11 CHAIR DICKISON: Sure.

12 PANEL MEMBER COE: Okay. So, as I noted during
13 our last meeting, I thought the logical starting point for
14 this was those applicants that have received three
15 favorable votes from the Panel.

16 An obvious consensus is a requirement for moving
17 people forward, and knowing that other members of the Panel
18 also viewed applicants favorably gave me assurance that
19 these are some of the most qualified applicants to sit on
20 the Commission, and, for the most part, I tended to keep
21 the applicants in which we had all three voted favorably in
22 the pool, but it was never a guarantee, in my mind, that
23 these applicants would automatically be invited to
24 interview.

25 Every applicant left in the pool got a fresh

1 look, but a key starting point was looking at those
2 applicants that received three independent favorable votes,
3 in my mind, and then taking note of the diversity, and any
4 potential lack of representation amongst that group of
5 three favorable votes.

6 So, for each political party pool, I went through
7 the list of qualified applicants and found the best ones,
8 according to my assessment, to bring representation to
9 areas that maybe didn't have as many three favorable votes
10 right out of the gate, and also attempted to diversify the
11 diversity of the perspectives in the 40 applicants that I
12 chose, by attempting to populate my proposal with
13 applicants from various backgrounds, various job types, and
14 educational backgrounds, and life experiences.

15 There was, as required by the regulations, no
16 quotas or ratios involved there, but my goal was to kind of
17 construct a mosaic of backgrounds and perspectives to
18 reasonably represent all of California.

19 In my mind, the strongest applications were the
20 ones that clearly demonstrated the applicant's analytical
21 skills, ability to be impartial, and appreciation for
22 California's diversity, and minimized or completely
23 eliminated, if possible, the need for us, on the Review
24 Panel, to fill in gaps with our own inferences that could
25 ultimately be incorrect.

1 Inference carries with it some degree of risk on
2 the part of the reviewer, because we're required to, in
3 some form or another, fill in gaps ourselves about subject
4 matter for which we may not be an expert, and we
5 essentially have to make guesses, educated guesses, surely,
6 but guesses nonetheless.

7 I'm going to use a metaphor here, because
8 metaphors always help me make sense of complicated things,
9 and in this case, I'm hoping it helps you guys understand
10 kind of where my head is. So the other day I was looking
11 at a connect-the-dots picture that one of my daughters had
12 completed at school, and I thought of this process, because
13 apparently I have redistricting just on the brain all the
14 time these days, and a connect-the-dot picture makes the
15 most sense when all of the dots have been properly and
16 clearly connected to form the intended image. There are no
17 gaps or missing lines, and the picture that is formed is so
18 recognizable that most everyone that sees it will recognize
19 the image for exactly what it is.

20 In this context, we can imagine the dots as the
21 unique factors that make up an individual applicant, you
22 know, the jobs they've had, the places they've been, the
23 people they've met, the situations they've faced, the
24 problems they've solved, their victories, their failures,
25 and all the other unique life experiences that make up that

1 individual.

2 If we see the dots this way, then the application
3 process was an opportunity for the applicant to connect
4 those dots in the context of this work on the Citizens
5 Redistricting Commission, to clearly form for us, the
6 Applicant Review Panel, a clear picture of their ability to
7 be impartial, their appreciation for California's
8 diversity, their analytical skills, and anything else that
9 makes them an ideal commissioner.

10 The word that the regulations use to describe
11 this is "demonstrate." It was up to the applicant to
12 demonstrate their ability to be an outstanding
13 commissioner, and for me, the strongest applicants were
14 those who clearly demonstrated -- that clearly connected
15 all of their dots, that did not require me to connect those
16 dots myself to fill in the picture, because, without a
17 clear demonstration in the application of how their life
18 experiences, or their dots, as it were, make them an ideal
19 commissioner, I was left with essentially having to connect
20 the dots about subjects and careers for which I'm not an
21 expert, and informed by my life experiences, which may not
22 mirror that of the applicant, to ultimately convince myself
23 that the regulatory requirements had been met, and that
24 could result in potentially incorrect conclusions.

25 So it is for these reasons I lean towards

1 applications that clearly demonstrated the applicant's
2 analytical skills, ability to be impartial, and
3 appreciation for California's diversity, and minimized or
4 eliminated altogether the need for the Review Panel to fill
5 in the gaps with inferences that could be incorrect.

6 One final thing to keep in mind. We're going to
7 be looking at these subgroups in a vacuum, by themselves,
8 and by themselves it may appear -- without looking at the
9 overall broad 120 that we each put forward, it may appear
10 that some of the demographic categories are
11 underrepresented or skewed in some way.

12 For example, in the Democratic pool that we'll
13 talk about tomorrow, there were more women than male
14 applicants in my proposal, but I wanted to assure the
15 public that, when taken in aggregate, my full proposal of
16 120, which I know won't stick across this whole thing,
17 because we have several days' worth of conversations to
18 have here to end up on that, but, when looked at in
19 aggregate, it was a very diverse pool, across all
20 categories, taking into account perspectives of people of
21 all backgrounds, including applicants in the northern
22 counties of Humboldt and Shasta, along the central and
23 southern coasts, in the central valley, and along the
24 eastern borders with Nevada and Arizona, including an
25 applicant from Inyo County, all the way down to the

1 southern border with Mexico. So those are just a couple of
2 thoughts I wanted to share before we got into analyzing
3 individual applicants.

4 VICE CHAIR BELNAP: So I had a few thoughts as
5 well, and I appreciate Ryan's thoughts and perspective.

6 So diversity has different aspects to consider.
7 It's quite possible, and we had to do this balancing out
8 throughout, a candidate can improve the diversity in one
9 category, but increase the count of candidates in an
10 already overrepresented group, for instance, geographic
11 area. So, for us, it's a balancing act along all those
12 spectrums of diversity.

13 Further, as Ryan talked about, we're required to
14 consider whether the application demonstrated the applicant
15 is one of the most qualified candidates along the three
16 areas of the spectrum, analytical ability, ability to be
17 impartial, and appreciation for diversity.

18 So, diversity and a person's qualifications, we
19 know that these are sensitive subjects. As we talk about
20 individuals, we're going to be as sensitive as we possibly
21 can in our language, but there might be a time where I say
22 something like "That candidate is very good, but they're
23 already part of southern coastal region," for instance,
24 which you can see from the statistics is overrepresented.
25 I have nothing against the southern coastal region or any

1 region in the state. I'm just pointing out to the other
2 members of the panel that that's already an overrepresented
3 group.

4 Also, you can see that, of our three Yes's right
5 now, we have more males than females, by a large margin.
6 That's the "ready apparent" group. I have nothing against
7 males, but, if I say, you know, "That person is a male. It
8 doesn't really add to the diversity of that spectrum," it's
9 just because we're trying to get the most diverse group
10 possible. I have nothing against these groups, just trying
11 to get to a balanced group of 40.

12 So, with that, I have a few that I'd like to put
13 forward. I understand we need to -- we've got 23. We need
14 to get to 17. And my suggestion to myself, and to others,
15 if you take it, is I think we need to start with the group
16 that are female, because I think that's the most obvious
17 underrepresented group, you know, right now. So I'm going
18 to, for a few rounds, really only recommend females, until
19 I can see that we're back up to a balanced point, and then
20 I have some other males that I'd like to recommend.

21 So the person that I would like to put forward is
22 Isra Ahmad, and that's 17733. Right now she doesn't have
23 three votes, but I saw her as a strong candidate. She's a
24 Santa Clara health planning specialist, and is from the
25 "other Asian" group, category, for ethnicity.

1 I know Santa Clara is not a group that we need to
2 keep pulling in from. We have quite a few candidates from
3 Santa Clara. But I think she adds diversity overall to our
4 group, and I think she's a very good candidate.

5 CHAIR DICKISON: So, Ben, she was also one I was
6 going to bring forward. Yes. She is from the "other
7 Asian" group. She is from Pakistani descent, southern
8 coastal. I thought that her impartiality, you know, really
9 described setting aside her own views. So she had great
10 analytical skills.

11 She really focused on tobacco advocacy and her
12 diversity, but her letters and comments kind of build on
13 her desire for groups to have a voice. So that was one of
14 the reasons I thought, you know, she really rose to the top
15 on diversity, even though her essay kind of focused just
16 primarily on tobacco advocacy.

17 VICE CHAIR BELNAP: So, knowing that both you and
18 I voted, Ryan, I guess we're looking at you, wondering what
19 your thoughts are, I guess.

20 PANEL MEMBER COE: Right. So I had candidates I
21 thought were stronger, but I did note some strong skills
22 here, and strong traits. Analytical and technical skills
23 were strong, a lot of evidence of being public
24 service-oriented and being a team player, serving her
25 community, experience advocating for underrepresented

1 members of the community. In terms of Santa Clara, we had
2 two already. I could be amenable to this applicant.

3 VICE CHAIR BELNAP: Okay. So I'm going to -- we
4 have that spreadsheet that -- it's white, and it has open
5 spaces. I'm just going to pencil her in for now,
6 understanding that we've already said that we're not voting
7 yes and no on anybody right now. We're setting aside votes
8 so we can move the conversation forward. I'm just going to
9 pencil her in. I yield whatever time I had back to the
10 Chair.

11 CHAIR DICKISON: So, Ryan, did you want to put
12 someone forward?

13 PANEL MEMBER COE: However you wanted to work it.
14 We probably should go in the same order as we go, though, I
15 would think.

16 CHAIR DICKISON: Okay.

17 PANEL MEMBER COE: You feel free.

18 CHAIR DICKISON: So I would like to put forward
19 applicant number 1513.

20 VICE CHAIR BELNAP: What's the name on that?
21 We're doing this a little differently.

22 CHAIR DICKISON: Pal, A-U-J-L-A. You might have
23 it under "Singh."

24 VICE CHAIR BELNAP: No.

25 CHAIR DICKISON: Well --

1 VICE CHAIR BELNAP: All right. I got it up.

2 Thank you.

3 CHAIR DICKISON: You got it. I found that this
4 applicant has a BA in economics and geography. His
5 impartiality cited experiences as a long-term -- he's an
6 interpreter, and uses that as evidence of his ability to be
7 impartial. He was born in India, raised multicultural in a
8 multicultural household, working as an interpreter, putting
9 in touch with the different diverse groups.

10 He's also worked as a truck driver, so a little
11 bit of a different type of perspective. He showed
12 sensitivity to regional and economic differences, as well
13 as ethnic, and he also has analytical skills that were
14 legal research, information management.

15 VICE CHAIR BELNAP: I know you're looking at me
16 to respond, because I'm the one person who didn't vote for
17 her.

18 CHAIR DICKISON: Okay. Right.

19 PANEL MEMBER COE: I was just looking at you.

20 VICE CHAIR BELNAP: Yes. Ryan voted for her. I
21 highlighted him as somebody that I was waiting to her what
22 you had to say, and I'm amenable to adding a third yes to
23 that.

24 PANEL MEMBER COE: Okay. I probably don't need
25 to praise him anymore, then. Okay.

1 VICE CHAIR BELNAP: Okay.

2 PANEL MEMBER COE: At this point, I thought he
3 was Fresno County, where we didn't have any in the 23
4 favorable votes.

5 CHAIR DICKISON: That was the other part.

6 All right. Mr. Coe?

7 PANEL MEMBER COE: Let's see. All right. I
8 wanted to bring forward for discussion applicant Antonio
9 Dartrell Le Mons, applicant ID number 16977. Mr. Le Mons,
10 who was a candidate I had evaluated very highly. He's got
11 over 30 years of community nonprofit and private-sector
12 experience, making data-driven decisions.

13 He has experience showing an ability to
14 facilitate collaborative groups and to be a leader when
15 necessary, strong technical skills, with a lot of
16 experience as a public presenter, and I'd like to bring him
17 forth for consideration.

18 CHAIR DICKISON: I was also a yes on Mr. Le Mons.
19 I thought he had a really strong essay on impartiality. He
20 provided two examples of recognizing the need to be
21 impartial, and the ability to deliver that. He just had an
22 all-around good narrative on his essays. He cited
23 familiarity with diverse California that he acquired
24 through his profession. Let's see. He has research and
25 data analysis skills, the ability to apply laws and

1 regulations. The letters really attested to his ability to
2 be impartial and his openmindedness.

3 VICE CHAIR BELNAP: I guess I didn't rate his
4 application very strong. I'm not opposed to putting him
5 in. I think we do need to return back to adding in
6 females. I think we're adding in males when our
7 underrepresented group is female, but I'll agree to that.
8 But I think we need to get back to adding females to the
9 group.

10 Okay. So the person I'd like to put forward is
11 Tam Tran, 21649. So I'll let you get there. I'm not going
12 to talk. So two things I liked about Tam's application is,
13 I thought she demonstrated strength in the analytical
14 category, and also the appreciation for diversity.

15 She is from the Bay Area. I understand that that
16 group is not hard -- that region is not hard to pull from.
17 We have a lot of applicants from that Bay Area. But,
18 again, I think we need to add females and diverse
19 candidates to the group. So I put forward Tam for those
20 reasons.

21 CHAIR DICKISON: She was also one I had given a
22 positive recommendation to. I agree with the analytical
23 skills and the diversity. I also found that one of the
24 things to highlight on her impartiality is her volunteer
25 work as a board member for the San Francisco City Guides.

1 It's a program of the San Francisco Public Library, and she
2 was known to be fair and to have the program's best
3 interests at heart in things that she was doing. She's
4 executive officer of the Women's Transportation Seminar as
5 well, and her analytical skills were really, really high.
6 I rated those really, really high.

7 PANEL MEMBER COE: I'm in agreement on the
8 analytical skills for sure. One of the things that she
9 highlights in there is she has experience working with GIS
10 mapping software. That's going to be an important skill
11 that she could bring to the Commission, good complaint
12 skills, city planning, project management experience.

13 I had a little bit of a gap on impartiality and
14 appreciation for diversity, not a huge one, but, in the
15 regs, one of the ways it talks about demonstrating
16 impartiality is by writing examples of setting aside
17 self-interest. I didn't see strong examples of that. I
18 don't know that it's a reason to stand in the way of it,
19 though.

20 Then, on the other side of it, on diversity, the
21 regs talk about tying it back to political representation
22 preferences that -- an understanding of what political
23 representation preferences people of different groups might
24 have, and that wasn't as clear to me in here as in some of
25 the other applicants, but strongly agree on the analytical

1 skills front, and that's certainly a quality that will be
2 helpful for the Commission. So I'd be happy to interview
3 her.

4 VICE CHAIR BELNAP: Okay.

5 CHAIR DICKISON: Okay.

6 VICE CHAIR BELNAP: Thank you.

7 CHAIR DICKISON: So I would like to put forward
8 applicant number 27389, Michelle McGill. So this applicant
9 fulfilled a little bit of a different area for me. She's
10 accomplished, but I noted that she doesn't have a degree.
11 She's white and African-American. She studied English
12 and general education, but she did not receive a degree,
13 but yet her analytical skills did demonstrate that she met
14 the qualifications for gathering data and things of that
15 sort.

16 She also volunteers at the public library
17 literacy program, and helps others prepare to take the GED.
18 Her letters attest to her interest in her community and her
19 commitment as a volunteer, and letter two talks about her
20 analytical thinking, and she also was one of the lower
21 income levels, had one of the lower income levels.

22 Ryan?

23 PANEL MEMBER COE: I have a lot of similar
24 thoughts. She was one that I rated higher, definitely
25 noted the under 35,000. In terms of the 23 where we had

1 three favorables, there was one applicant, I believe, in
2 that economic status category.

3 She's a public service-oriented person, has
4 displayed an ability to be an effective communicator,
5 organized and analytical, organizer in the community, a lot
6 of community outreach. I think she definitely fills a spot
7 in terms of representative of California and a lot of
8 Californians.

9 VICE CHAIR BELNAP: Knowing I'm the single no
10 vote on here, I know you're all looking at me. I have
11 concerns regarding the quality of the application. I agree
12 with you on all the fronts that you just talked about, in
13 terms of the different elements of diversity that she has,
14 and for those reasons, I'll vote yes. I'll put a
15 "recommend" there.

16 So I'm up. Is that right?

17 PANEL MEMBER COE: I think I --

18 CHAIR DICKISON: Ryan is.

19 VICE CHAIR BELNAP: Ryan is. Okay. Sorry.
20 Trying to cut.

21 PANEL MEMBER COE: I would like to bring forward
22 applicant Debran Jones Reed, applicant 6374. I thought Ms.
23 Jones Reed really displayed a familiarity with the analysis
24 of legislation and public policy, which is going to be an
25 important -- I mean, she's a legislative analyst for San

1 Diego Gas and Electric for 34 years.

2 That's going to be an important skill for the
3 Commission to have, not that everybody on the Commission
4 needs to have it, but an ability to perform legal research,
5 displays an ability to be a creative problem solver and a
6 great communicator, and helping build consensus, as she
7 demonstrated with groups and teams that she has worked
8 with, which, again, as we talked a lot about when we were
9 discussing which questions were going to be asked of all
10 the applicants, you know, building consensus and working
11 with others was going to be an important skill. So I'd
12 like to bring her forth for consideration.

13 VICE CHAIR BELNAP: When I tried to cut you,
14 that's who I was going to suggest. So I echo everything
15 you already said.

16 PANEL MEMBER COE: Fantastic. Looks like I did
17 your turn. So do I get another one?

18 VICE CHAIR BELNAP: Yes. That's fine.
19 Angela, what are your thoughts?

20 CHAIR DICKISON: So I like her as well. She had
21 been on my list before. I just moved her based on trying
22 to work on the regional diversity, but I definitely liked
23 her before. So I'll keep her for an interview.

24 VICE CHAIR BELNAP: So I'll give you a chance if
25 you need to make any notes, but so, now that we've had a

1 few rounds, and I can see that we've added four females to
2 two males, I'm going to put forward my first male candidate
3 for consideration, so number 7433, if that's helpful, and
4 it's Arturo Constantino Adame.

5 CHAIR DICKISON: Six, four, three, three.

6 VICE CHAIR BELNAP: Six, four, three, three. My
7 mistake.

8 So a little background on Mr. Adame. He is from
9 L.A. I know that's a region -- we have plenty of people
10 from L.A. He is Mexican-American. The thing I liked about
11 him is, in the analytical skills, he's a technical editor.
12 He's worked with GIS software.

13 He's worked on the city general plan development.
14 He's a board member in many volunteer activities. I really
15 liked his answer for appreciation for diversity, one of the
16 higher ratings I've given on an answer in that area. So
17 those are my thoughts behind my recommendation for Mr.
18 Adame.

19 CHAIR DICKISON: For Mr. Adame, I liked him
20 before. Again, he was one of the ones that I had -- he
21 didn't make it to the 40 that I put forward, mainly because
22 of the regional diversity, but I marked the same things you
23 just mentioned. I also thought that he provided a strong
24 essay on his impartiality, with multiple relevant examples
25 of his ability to be impartial, as a precinct inspector and

1 a technical editor, and he has a lot of community service
2 as well.

3 PANEL MEMBER COE: So I agree with what's been
4 put forward. I have down here about the precinct
5 inspector. He did that for 10 years, for federal, state,
6 county, and district elections. He's worked in a lot of
7 different areas, and that, you know, diversity of
8 experience, a lot of (indiscernible) to hone his analytical
9 and problem-solving skills in a lot of different arenas,
10 works a lot with the public and with community groups,
11 could be a helpful skill in helping to identify communities
12 of interest, demonstrated team player.

13 I had some of the similar concerns in terms of
14 what I spoke about before, in terms of needing an example
15 of setting aside self-interest, which is a thing I was
16 really looking for in that impartiality essay, and then, on
17 the diversity side, again, kind of, without going and
18 looking at his specific one, what I saw a lot was -- and I
19 kind of had a similar note here, which was a lot of
20 experience meeting groups and people in different places,
21 but stopped short of "Why is that important? What did you
22 learn about political representation preferences of those
23 folks?" Those are questions, though, that could be asked
24 in an interview, certainly.

25 Ultimately, he didn't end up in my group for 40,

1 because, again, it was a lot of people in L.A., and I
2 thought I had people that had hit those notes that I just
3 talked about a little better in L.A., but, again, those
4 concerns of mine could be questions that definitely could
5 be asked in an interview. So I'd be happy to interview
6 him.

7 VICE CHAIR BELNAP: Thank you.

8 CHAIR DICKISON: I think I'm up. Right? I'd
9 like to put forth Phyllis Brown Smith, 25354.

10 VICE CHAIR BELNAP: Well, we've already voted yes
11 for her.

12 CHAIR DICKISON: I know.

13 VICE CHAIR BELNAP: Okay.

14 CHAIR DICKISON: So I had liked her before. I
15 was the only yes vote twice in a row, by the way.

16 VICE CHAIR BELNAP: That's true.

17 CHAIR DICKISON: And so I had liked her before.
18 Let me see. And the reason I didn't say yes was, last time
19 I put her forward, and my group was the Southern
20 California, but I thought she was a great applicant before,
21 and she doesn't have a degree. She's a paralegal, I
22 believe. So I have -- so I would like to put her forward.

23 VICE CHAIR BELNAP: I don't have any comment. I
24 already voted yes.

25 PANEL MEMBER COE: Okay. I'm in the same boat on

1 that. Yes.

2 It's my turn, right?

3 VICE CHAIR BELNAP: Yes.

4 PANEL MEMBER COE: Okay. I'd like to bring this
5 applicant forward, applicant 23116, and I apologize to the
6 applicant. I'm probably not going to say your name right.
7 Ansuya Polacek, applicant 23116. This person appeared to
8 have a diverse background and experiences.

9 She's a substitute teacher, also a farmer, and
10 somebody that is a homemaker, dedicated community
11 involvement in improvement, showed an ability to read and
12 research and analyze complex data, including working with
13 databases, demonstrated an effective mediator, discussion
14 facilitator, advocates for the community, cared for the
15 wellbeing of vulnerable populations, and showed a
16 demonstration of being an openminded and flexible team
17 player. So I'd like to bring her forth for consideration.

18 CHAIR DICKISON: I also really liked this
19 applicant, the same things, a substitute teacher,
20 homemaker, hobby farmer. She volunteers as an ESL teacher,
21 or was volunteering as an ESL teacher. She gave two good
22 examples of impartiality. In one of those, she pointed out
23 that, you know, someone should also be considering
24 underrepresented stakeholders that, you know, might not be
25 present. She also taught English abroad. So I just

1 thought she was a great applicant.

2 VICE CHAIR BELNAP: So I know I was the single
3 no. I highlighted her of the group that I voted no on as
4 somebody that I would be willing to put forward if you guys
5 continued to recommend her. So I agree with everything you
6 said. My concern that held me up is, some of the
7 demonstrations in the application were just not as strong
8 as I would have hoped, but we'll see how she does in the
9 interview.

10 So I know this person is from -- well, again,
11 I'll give you the name first, and the number, 1170,
12 Emmanuelle Soichet. So I understand she's from the Bay
13 Area. We're not hurting for applicants from the Bay Area.
14 She is female, and I think we need to continue to add
15 females to this group to balance out the demographics of
16 the three yeses we already have, and I also understand
17 she's from -- her ethnicity is white, and we have a lot of
18 applicants that are white.

19 In terms of the quality of her application, it's
20 one of the ones I rated very high, one of the highest.
21 She's an attorney for the Department of Justice. She
22 worked for the city of Berkeley as attorney. Her answers
23 for impartiality were great. She worked for the Berkeley
24 Fair Campaign Commission. Also, in terms of appreciation
25 for diversity, she was a -- she's an immigrant. She's also

1 a journalist and a mentor to individuals from
2 underrepresented groups. So those are my reasons for
3 putting her forward.

4 CHAIR DICKISON: So I also -- she rated very high
5 for me as well, for most of -- all the same reasons. One
6 of her letters talks about her passion about election law
7 as well, mentored -- yes. I rated her very high, and I was
8 also a yes on her (indiscernible). She was also a travel
9 writer. She's very active in her local community, the
10 city, with election voting issues.

11 PANEL MEMBER COE: I was on the fence with this
12 one, and ultimately didn't go favorably for it. There was
13 more inference than I wanted to do on the diversity essay,
14 a lot of experience working with a lot of people, again, in
15 different places, not a strong tie to "Okay. Why is that
16 important? What does that mean for the political
17 representation preferences as outlined in the regulations?"

18 But, I thought she was strong outside of that,
19 you know, currently serves as a commissioner for the Fair
20 Campaign Practices Commission, communication skills, was a
21 speechwriter for the mayor of L.A, practices community
22 engagement by serving on boards and doing volunteer legal
23 work, so the board experience and having to sit in meetings
24 like this, and some of that experience, brings to it -- I
25 thought she brings a lot of good qualities to it. I'd be

1 fine with interviewing her.

2 CHAIR DICKISON: So I wanted to put forward
3 Debora Gloria, applicant number 12565. For this applicant,
4 she's a woman of Filipino-Mexican descent. She has a BA in
5 chemistry and biology. She's a project architect.

6 I found that her -- I liked her impartiality, the
7 way she demonstrated that. She came across as an
8 openminded listener, no blame. She just goes straight for
9 solutions, instead of trying to blame for anything going
10 wrong, and she really focused on communication and
11 consensus building. So I thought that that would make her
12 a good team player.

13 On her diversity essay, she focused primarily on
14 geographic location as an influencer of voting preferences,
15 but she did acknowledge the diversity characteristics of
16 ethnicity and economics as well. So I thought she had good
17 analytical skills, varied, project manager, research
18 associate, part of Toastmasters as well. So I wanted to
19 put her forward.

20 PANEL MEMBER COE: Yes, I'm in agreement with
21 that. I assessed her very highly. She, again, like you
22 pointed out, a very skilled analyst by profession as an
23 architect. Technical skills are very high, demonstrated
24 being a collaborator and a consensus builder.

25 I think I've touched on that once already before,

1 too, about the importance of how -- I think that's going to
2 very important for this Commission, at least 14 people to
3 come together and work very well, dedicated herself to
4 community service. I'd very much like to interview this
5 applicant.

6 VICE CHAIR BELNAP: I can agree with that.

7 PANEL MEMBER COE: I'm going to bring forward an
8 applicant. It's another Los Angeles County applicant, and
9 I feel like we've got to be careful, here. We're getting a
10 lot of those in here. I don't want to oversaturate this
11 pool with people from Los Angeles, but I feel this is a
12 very strong applicant, so I'm going to go ahead and bring
13 forward Mr. Christopher Castaneda, applicant 27711.

14 One thing that really stood out to me about Mr.
15 Castaneda was, he had a real keen sense of communities of
16 interest and the differing priorities among them, very well
17 written, well versed in political science and the
18 importance of legal standards, has over 20 years in the
19 field of technology, software and hardware, is adept at
20 maps and mapping technology, using Esri and ArcGIS
21 softwares, demonstrated presentation skills, and just an
22 overall solid candidate, I believe. So I'd like to bring
23 forward Mr. Castaneda for consideration.

24 CHAIR DICKISON: So I will speak on -- I was the
25 only -- he wasn't on my list of 40, but I originally gave

1 him favorable recommendations, and I thought he was a good
2 candidate. He just didn't make it, basically, because of
3 being part of the southern coastal region, because we have
4 so many applicants in that area, and so I have no problem
5 going ahead and interviewing him.

6 VICE CHAIR BELNAP: So I could go next, but I
7 also feel like -- now that we've added quite a few, I feel
8 like I need a little bit of time to think through the next
9 people I want to put forward, because the southern coastal
10 we've probably added -- it seems like half of these
11 individuals have come from that same region. I could use a
12 10-minute break just to collect me thoughts and see if
13 there's -- I have other candidates that I could, but I'm
14 seeing southern coastal on them as well. I'm feeling like
15 I need a moment to think.

16 CHAIR DICKISON: Why don't we go ahead and take a
17 little bit longer than 10 minutes. Let's come back at
18 2:15, so a 25-minute recess.

19 VICE CHAIR BELNAP: That would be great.

20 CHAIR DICKISON: Yes.

21 (Off the record at 1:48 p.m.)

22 (On the record at 2:16 p.m.)

23 CHAIR DICKISON: We're calling the meeting back
24 to order.

25 So we took a recess to kind of look things over

1 again, and so, if I counted right, we've gone through 12
2 and put them through now, and so that would mean there
3 would be five more, but we can put through more than 40,
4 because we're not eliminating anybody until Friday, and
5 then we can use those to kind of even out the pool. So, if
6 someone has somebody more when we get to the 17, then we
7 can continue to put those through. Okay?

8 VICE CHAIR BELNAP: Okay.

9 CHAIR DICKISON: Just, you know, maybe two or
10 three. Okay. All right. Who was last?

11 VICE CHAIR BELNAP: I think I'm up.

12 CHAIR DICKISON: I think you were up.

13 VICE CHAIR BELNAP: Yes. So thus far I think
14 we've been pretty agreeable. We haven't had much conflict
15 or anything, but I would invite you to -- the people I put
16 forward, I think the next two that I have are, one, yes
17 votes from me. So I would invite you to disagree, and if
18 you disagree, we can just push it off to the side, because
19 I think we can have, or need to have, that level of
20 conflict to come to the best group, anyway. So, again, I
21 invite you to disagree with me, just like I'll disagree
22 with you.

23 Looking at the regions, and where we're at in
24 terms of southern coastal having quite a few applicants
25 that we've put forward, I move to an individual who is from

1 El Dorado, and that's the southern central valley and
2 mountain region, and the person I'm putting forward is ID
3 code 12430, Michael Ling, so 12430, Michael Ling.

4 So Michael Ling is a clinical lab scientist.
5 He's also an attorney. He's also a mechanic, and he has a
6 master's in health administration. So, from an analytical
7 perspective, I like what he brings to the table. From the
8 diversity of qualifications, he has a diversity of
9 disciplines he comes from.

10 If I had to critique the application, I don't
11 think it was as strong in the other areas, in terms of what
12 he demonstrated under impartiality and also diversity. I
13 thought those answers could have been better. But, even
14 so, I appreciated that he was the president of California
15 Association of Clinical Medical Technology. As a clinical
16 lab scientist, that demonstrates an ability to be
17 impartial.

18 Again, I know that there are deficiencies with
19 the application, but when I read the whole thing
20 collectively, and I see the applicant, I think he would be
21 good, and he could add to our pool.

22 CHAIR DICKISON: So Michael Ling. I had a yes
23 vote on him previously, and when I came to putting together
24 the final 40, I agree, the application was not -- I didn't
25 feel like he did the best job at demonstrating some of the

1 attributes or qualifications as some of the other
2 applicants, but I did note that, in addition to his
3 demonstration, his letters really -- and that's why he got
4 my yes vote originally -- some of his letters giving praise
5 on -- they offered a lot of support.

6 They talked about community service and
7 impartiality in his temperament, ability to gather and
8 comprehend information. One of the notes that I had on his
9 application was that it was kind of -- it wasn't really
10 straightforward. It was kind of all over the place. But
11 he did eventually get there, and that's why I was a yes
12 vote on him originally. I would say we can put him to the
13 side to reconsider a little bit.

14 VICE CHAIR BELNAP: Let's see what Ryan has to
15 say.

16 PANEL MEMBER COE: I was actually going to
17 suggest that as well, for a lot of the reasons that have
18 already been brought up. I noted the same thing as Ms.
19 Dickison in terms of, it seems like the letters of
20 recommendation were a stronger advocate for it than the
21 applicant's own essays, in terms of making a point, and
22 that had me concerned that maybe -- well, I would just --
23 I'd like to second Ms. Dickison's suggestion that we put
24 him in the side pile for now.

25 VICE CHAIR BELNAP: Yes.

1 CHAIR DICKISON: So I want to put through Randy
2 Haberl, applicant number 13221. So Mr. Haberl is in the
3 Bay Area. He's completed coursework in city and regional
4 planning. He has a certificate in construction management.
5 He's a project manager over construction. I thought that
6 he was able to relate those skills to fulfilling the
7 analytical skills as listed.

8 He did a good job, I thought, of illustrating how
9 he's professional as a project manager, and his service on
10 the town of Danville planning commission showed that he
11 possesses the varied analytical skills that would be
12 applicable to being a commissioner.

13 He showed an awareness for geographic and
14 demographic diversity, both through his profession and
15 through volunteer soccer involvement, and impartiality. He
16 has experience doing that both through a planning
17 commission and as a soccer coach. Kind of his motto was
18 "Do the right thing," was to listen, use the information
19 and then decide. So his letters also attested to his
20 analytical skills and his interpersonal skills.

21 PANEL MEMBER COE: I had also originally voted
22 favorably for this applicant. He didn't make my suggested
23 40, but I did note that, again, like you mentioned, the
24 town of Danville city and regional planning. He is a
25 construction manager, which demonstrated his ability to run

1 large projects, and he applies collaborative team
2 strategies to that, diplomatic resolution seeker. I think
3 you're seeing a theme of things that I think are valuable
4 to the Commission here.

5 He does have some experience on previous
6 commissions, also, so sitting in meetings like this and in
7 gathering perspectives of other stakeholders is another one
8 of his strong points. I wouldn't be opposed to
9 interviewing Mr. Haberl.

10 VICE CHAIR BELNAP: So I had looked at --
11 evaluated his application. I didn't see him demonstrate
12 strength in a number of areas. The other concern I have is
13 that putting him forward into this pool doesn't help us
14 increase the diversity of our pool in any of the areas that
15 I think we're underrepresented.

16 So those two elements, not seeing the great
17 strength in the application itself, and then not seeing
18 what area of diversity we're adding by adding this
19 candidate, I would want us to table it for a moment and see
20 who else we have.

21 PANEL MEMBER COE: I'm not opposed to that.

22 CHAIR DICKISON: Okay. I'm not opposed.

23 PANEL MEMBER COE: My turn?

24 CHAIR DICKISON: Yes.

25 PANEL MEMBER COE: Okay. I'm going to go ahead

1 and bring Mr. Stefan Murphy, applicant number 20535. Mr.
2 Murphy is somebody I evaluated highly, gets us away from
3 that southern coastal region for a moment. He's based in
4 Sacramento.

5 I noted that he had demonstrated skill, his skill
6 in research and data analysis, has dedicated a lot of his
7 free time and life to the betterment of communities of
8 interest. He's got board experience. He's an experienced
9 presenter, works to improve underserved populations and
10 opportunities, builds bridges in a lot of his work. I'd
11 like to bring him forth for consideration.

12 CHAIR DICKISON: Let's see. So I was also a
13 positive. He was part of my group. I also noted that he
14 does not have a degree. He focuses his community efforts
15 on teaching people of all backgrounds and economic levels
16 about budgeting, investing, and savings and credit, kind of
17 trying to help.

18 He's a member of the Rainbow Chamber of Commerce.
19 He worked to get the city council district to recognize the
20 LGBT community as a community of interest in the Sacramento
21 area. He's part of a scholarship selection committee.
22 That's how he demonstrated his impartiality, and he talked
23 about recognizing one's own biases before prejudging
24 anything. So, overall, I thought he was a strong
25 applicant.

1 VICE CHAIR BELNAP: So I rated this applicant
2 higher than the one we just discussed, and I'm fine with
3 putting him forward as number 36. I guess I see this as --
4 and, also, the regional aspect is different. Northern
5 California is less represented. So I see it as choosing.
6 I don't think we can add the same type of people throughout
7 the additional adds in the 35. So I would vote yes on this
8 one, and probably not on the previous one.

9 CHAIR DICKISON: Okay. Let's see.

10 VICE CHAIR BELNAP: Okay. So the person I would
11 ask us to consider is 5749, Nader Hammoud. I'll give you a
12 second to pull that up. So Mr. Hammoud is a biomedical
13 engineering manager from the Bay Area. He talked about his
14 experience immigrating to the United States. He's also
15 provided an example of many service opportunities that he
16 has engaged in. He's also an NPO volunteer, and he
17 provided examples of hiring, and how he considers diversity
18 in that process. So I put forward Nader.

19 CHAIR DICKISON: I have given this applicant a
20 positive recommendation previously, but when I was looking
21 at all the applicants, it seemed like his essays weren't as
22 strong as they could have been. Based on his jobs, I felt
23 like he should have had the skills, but I didn't feel like
24 he demonstrated them really well on the essays, and so that
25 was one of the reasons that I didn't put him in my

1 forwarding. I would say let's put him to the side and look
2 at him again.

3 VICE CHAIR BELNAP: Let's see what Ryan has to
4 say.

5 CHAIR DICKISON: Let's see what Ryan says.

6 PANEL MEMBER COE: I really thought that the
7 applicant's strong suit was in the analytical skills
8 category, a lot of examples of reviewing data, maps,
9 various types of analytics, showed a dedication to
10 improving the quality of life in communities statewide, but
11 I thought that the impartiality and the diversity
12 statements, the diversity one in particular, there wasn't a
13 lot of substance to get me to what I was looking for on
14 that front, and the impartiality essay also didn't quite
15 get me there. There was more inference than I was
16 comfortable making. So I would second putting him aside
17 for now.

18 CHAIR DICKISON: Okay. I want to put forward
19 Dorothy Hines, application number 19734. So Ms. Hines
20 resides in the central coast. She has a BA in accounting,
21 a master's in arts, in theology, and a master's in
22 Christian leadership. She's a program director for
23 Motorola semiconductor products, or she was for 32 years.
24 I thought that she did a good job on her impartiality
25 essay.

1 She provided multiple experiences. She had
2 multiple experiences in practicing impartiality, been
3 involved in groups that helped, and helped them reach
4 consensus. On the diversity, she was involved in a women's
5 forum that encouraged acting on civil rights, and
6 analytical, I found that, you know, she demonstrated that.
7 She led a project across the globe. A vast array of
8 cultures and corporate disciplines were involved in that
9 project.

10 She showed the communication skills. She served
11 on multiple boards. She volunteered to be in charge of the
12 community's five-year plan. She also is an election poll
13 inspector, and has some training in rights of voters, and
14 the letters attested to her commitment, organizational
15 skills, and ability to listen, lead, and inspire. So I
16 wanted to put her forward.

17 PANEL MEMBER COE: This was actually the next
18 applicant I was going to bring forward. So I'm favorable
19 there. I just want to add, yes, that San Luis Obispo
20 County is a county we don't currently have in the list, so
21 that adds to another county of representation.

22 This applicant has large project management
23 experience, including gathering perspectives from multiple
24 parties that may have competing or conflicting ideas and
25 working towards a consensus with those. She comes off as

1 very analytical, dedicated to community causes, has
2 experience serving as a precinct poll inspector, public
3 speaking, has previous board experience, and there were a
4 lot of public comments in favor of Ms. Hines.

5 Specifically, things I saw a lot of, over and
6 over again from public comments, was praising her
7 dedication to things that she applies herself to, her
8 attention to detail, her ability to work with others, and
9 her willingness to get involved for causes. So I would be
10 absolutely in favor of inviting Ms. Hines for an interview.

11 VICE CHAIR BELNAP: And my concern here is that,
12 as we attempt to balance out this pool, maybe we need to
13 look at the 120, see where we're at across the spectrum,
14 but I don't think the candidates we discussed this far that
15 we're adding is adding to the diversity of the pool in the
16 way I think we need to. That's the concern that's building
17 in my mind. So I get your point, and maybe we can revisit
18 it once we see the results of the 120, or even the results
19 of these 40.

20 CHAIR DICKISON: So you want to put her on the
21 side or have her be above the 40?

22 VICE CHAIR BELNAP: I think I'm fine with putting
23 her as number 37.

24 CHAIR DICKISON: Okay.

25 VICE CHAIR BELNAP: So the person I'd like you to

1 look up is 10419, Henry Lawrence Serra, S-E-R-R-A.

2 PANEL MEMBER COE: I'm sorry, Mr. Belnap.

3 You brought forward the last applicant, right,
4 Ms. Dickison?

5 CHAIR DICKISON: I did.

6 VICE CHAIR BELNAP: I'm trying to cut you again.
7 Yes, you can take this.

8 PANEL MEMBER COE: Okay. Before we get to Mr.
9 Serra, I'd like to bring Raymond Tong for consideration,
10 applicant 25477. I thought he is a strong analytical
11 candidate, demonstrated his ability to use computers and be
12 savvy there, but also to be a good listener and problem
13 solver, and wanted to bring him forth for your
14 consideration. I believe I might be the only one that
15 voted for Mr. Tong this go-around, but I don't think I
16 always have been, at some point.

17 VICE CHAIR BELNAP: Angela, I think you voted for
18 him at one point in time. Do you want to talk about --

19 CHAIR DICKISON: I did vote for him before. So,
20 previously, I thought he came across -- he has good
21 professional experiences, his own impartiality. He made
22 his decisions that were -- inconsistent with his own
23 personal interests. So that was one of the areas where I
24 thought he did a really good job, and his letter, letter
25 three, had a lot of relevant information. Let me see.

1 Let's see. I didn't have anything negative on this
2 applicant.

3 VICE CHAIR BELNAP: So, overall, I thought it was
4 an average application, didn't demonstrate strength in a
5 number of areas, although I agree that the analytical
6 skills are there. I think, adding to our pool, and looking
7 at the diversity, Bay Area, again, we're represented there,
8 but I think I'd be fine putting this one forward, to
9 increase the diversity of the pool and have candidates that
10 have at least shown an adequate response in the
11 application.

12 CHAIR DICKISON: Yes. I would be okay with
13 moving him forward. I also had given him favorable before,
14 and, like you, I think it was an average application. I
15 thought his strongest point was on the impartiality.

16 VICE CHAIR BELNAP: All right. So I put forward
17 my two candidates that weren't southern coastal, but I'm
18 going to come back to one that is southern coastal, so
19 10419, Henry Lawrence Serra.

20 So Mr. Serra is an attorney. He's also an
21 adjunct law professor. He served in the city of San Diego
22 on their wetland advisory board. He's also a civil trial
23 lawyer, and he talked about some travel experiences, and
24 also his experience as a radio operator that gave him
25 appreciation for diversity in California. So, for these

1 reasons, I put him forward, Mr. Serra.

2 CHAIR DICKISON: Okay. I have been a positive
3 vote on Mr. Serra the last two times. I thought his
4 strongest suits were in his analytical skills, and he did
5 show appreciation for diversity. I think his application
6 just wasn't the most strong, but his analytical skills were
7 really strong, and he showed the appreciation for
8 diversity.

9 I thought his impartiality essay could have been
10 better, was my main holdback. I thought it covered more
11 about diversity and analytics than it did impartiality.
12 But I have no problem interviewing this one.

13 PANEL MEMBER COE: So I think we're all in
14 agreement on the analytic side. I noted, you know, he's
15 got a lot of research abilities, experience with research,
16 board and public hearing experience. He's a lecturer,
17 experienced lecturer, experienced in voting law and legal
18 processes.

19 I actually thought that where this application
20 was weakest was in the diversity side. I mean, it's
21 essentially a narrative of "I've met lots of people and
22 been lots of places," but there's no connection as to why
23 that's important or what did he learn from the people in
24 those places and from the people he's met, and,
25 specifically, as again, I'll go back to the regulation,

1 citing demonstrating that they understand how different
2 groups of people have different political representation
3 preferences. I just didn't see that there. It could have
4 gotten there, but it didn't connect the dots for me on that
5 one, for diversity in particular.

6 VICE CHAIR BELNAP: So how are you feeling about
7 this one overall, Mr. Coe?

8 PANEL MEMBER COE: I think I'm in the minority
9 here, but I think I'd like to put him as -- and I don't
10 know if we've got these things kind of on the side pile
11 that we've started, and where we have -- in terms of that
12 "aside" pile, who's on top of it, but I wouldn't mind
13 putting him on top of it, to be one of the first ones we
14 circle back to, if we end up in a place where we need to
15 circle back.

16 CHAIR DICKISON: Okay.

17 PANEL MEMBER COE: Do you not have another one?

18 CHAIR DICKISON: Okay. I'm going to put this one
19 forward. I have one. So I'm going to put forward someone
20 that wasn't in my 40, Michael Dozier, 1643.

21 So Mr. Dozier is in the southern central region.
22 He's from Fresno. He's the economic development
23 professional, former community and economic development
24 executive director at Fresno State.

25 So I felt like the application was strong, except

1 for showing some of the regional diversity, but he has
2 professional background in his experience with the
3 California Partnership of the San Joaquin Valley, so I
4 thought maybe that could give him a little bit different
5 perspective, and then he had letters that he -- numerous
6 public comments in his favor. He's the -- let's see.

7 He's worked with people that have different views
8 than himself, and disagreed with him, in order to benefit
9 the community. He gave good examples in his diversity
10 essays. He was a military pay specialist, a little
11 different kind of professional background. He's a city of
12 Livingston planner, city of Atwater redevelopment director,
13 and then checked off a lot of the boxes in that he's active
14 in the community, just made a good impression. In his
15 letters of recommendation, his comments were good.

16 VICE CHAIR BELNAP: I mean, I was already a yes
17 on him. The concern I have is just, you know, the type of
18 overall pool we're building. I'm still a yes, very high on
19 that candidate. I would put him forward.

20 I think what we're going to do for all of these
21 is we're going to step back and look at the statistics
22 across the 40 and also the 120. Some of these, I think,
23 that we're adding, the last five, I think, would be a group
24 that I would be looking at later to balance out the pool,
25 if we needed to. So, with that in mind, knowing that

1 that's a process that we have at our disposal, and we
2 intend to use it, I would say, okay, we can put him
3 forward.

4 CHAIR DICKISON: What were your thoughts on Mr.
5 Dozier?

6 PANEL MEMBER COE: I hate to sound continuously
7 contrarian to you guys, but I thought the impartiality and
8 diversity were not the strongest, and if I had to make a
9 deal, the last guy that we talked about, that I said we
10 could put at the top, I think I'd rather have that
11 candidate in than this one.

12 VICE CHAIR BELNAP: Serra?

13 PANEL MEMBER COE: Yes.

14 VICE CHAIR BELNAP: I would rather have that
15 candidate in as well. So, if we could put this one on the
16 side for now, and put Serra in, I would be agreeable to
17 that.

18 CHAIR DICKISON: I would be --

19 PANEL MEMBER COE: I would be agreeable to that
20 as well.

21 VICE CHAIR BELNAP: So I'll just say -- I know
22 you're going to go next. I don't have another one after
23 you're done.

24 PANEL MEMBER COE: Okay.

25 VICE CHAIR BELNAP: I don't think -- it doesn't

1 look like Ms. Dickison does, either. So it seems like
2 we're picking among the group that we've set aside, plus
3 whoever you're going to talk about.

4 PANEL MEMBER COE: Okay. Well, then, I wish to
5 add to that list of people that we're considering Mr. Carl
6 John Luna, applicant number 13601, back in that southern
7 coastal region again, San Diego, but I evaluated this
8 application very highly.

9 Mr. Luna is a political scientist, trained in the
10 electoral process and gerrymandering. He's a founding
11 director of the Institute for Civil Civic Engagement,
12 working to bridge San Diego's partisan divides. He's a
13 consensus builder, skilled in research and technical
14 analysis and reports, and a nonpartisan professional
15 political commentator as well. So I'd like to bring him
16 forward for consideration.

17 VICE CHAIR BELNAP: So, Mr. Coe, I agree he has
18 the analytical skills that we're looking for. He adds a
19 lot to the collective experience of our group. I wasn't as
20 impressed with the other components, the impartiality, the
21 demonstration of appreciation for diversity.

22 That said, my overall score for his application
23 has always been, you know, fairly high. I'm probably
24 the -- I think I'm the only person that hadn't voted yes,
25 and, again, it's, looking at the pool collectively, what

1 does the candidate add, has been the consideration, and I
2 guess I'm still in the same -- I'm still in the same place
3 I was when I was making my original votes. From a lot of
4 different perspectives, I'm not seeing what the candidate
5 is adding.

6 CHAIR DICKISON: Yes. I also rated him very
7 high, definitely on the analytical, but I thought that his
8 impartiality was also really good, too. As a political
9 science professor, you know, presenting facts, theories,
10 and contending points of view, and trying not to influence
11 people with his own views, I thought, spoke highly of that.

12 VICE CHAIR BELNAP: So I guess I would put him in
13 the "set aside" for now, just to look at who we have, but,
14 Ms. Dickison, I don't have another person to put forward.
15 I feel like we have, what, one, two, three, four, five,
16 five individuals we could be looking at for this last spot.
17 I know we can always revisit the whole 40, but did you have
18 anyone else that you wanted to talk about?

19 CHAIR DICKISON: So I had one more person. Do
20 you have anyone else?

21 VICE CHAIR BELNAP: No.

22 CHAIR DICKISON: Okay. Douglas Semark, 8806, and
23 he's in the central coast region, in Monterey. I thought
24 he -- he's a special executive to the board. He works on a
25 gang alternatives program. He has an extended association

1 with the American Youth Soccer League, both as employee and
2 a volunteer. I thought he had -- his impartiality essay
3 was good, and cited roles at gang prevention and nonprofits
4 and as a soccer coach as well.

5 The diversity essay, I think, he wrote it a
6 really high-level way, but it talked about involved in
7 improving circumstances for others, and then I thought he
8 gave a couple of good examples of analytical skills, and
9 he's very active in various organizations that serve
10 diverse populations and different causes for the community.
11 His letters attested to his work as a facilitator, his work
12 ethic, his fairness and impartiality.

13 So what are your thoughts on him?

14 PANEL MEMBER COE: I did like his work with
15 nonprofit agencies in the area of gang prevention. He
16 showed an ability to facilitate constructive dialog between
17 disparate parties. Again, I think I've said that many
18 times. It is an important thing that this Commission is
19 going to have to do. He's active in his community. He's
20 got experience as a skilled public speaker and an educator.

21 I had some weaknesses in the impartiality and the
22 diversity essays. I noted the same thing as you, Ms.
23 Dickison. In terms of the impartiality, it was relatively
24 high-level, and really lacked an example, for me, showing
25 his ability to put aside his self-interest, as the

1 regulations gave us some guidance on.

2 CHAIR DICKISON: Yes, I can see that.

3 PANEL MEMBER COE: Overall, I don't -- yes. I
4 wouldn't want to -- I would probably put him aside as well.

5 CHAIR DICKISON: Okay.

6 VICE CHAIR BELNAP: So we have five names, right,
7 Ling, Hammoud, Dozier -- it's six -- Luna, Semark, and
8 Haberl. That's it.

9 CHAIR DICKISON: Do you know how many --

10 VICE CHAIR BELNAP: And I know this is one spot.
11 Do we want to think through, individually, where we would
12 rank these folks, and then compare notes, and get to,
13 collectively, who of these individuals are we rating
14 higher?

15 CHAIR DICKISON: So what I think we should do,
16 and we can talk about it, is, so we don't have to settle on
17 40, because we need to look at the pool as a whole when we
18 come back on Friday. So what I would suggest is, knowing
19 these are the individuals, as we're looking at that, Friday
20 we kind of mesh out which one of those would take those
21 spots.

22 VICE CHAIR BELNAP: So today we'd say there's --
23 what is that, 45? Ling, Hammoud. We have Dozier, Luna
24 Semark, and Haberl.

25 CHAIR DICKISON: Do you have the numbers on

1 those, Ben? I wrote numbers.

2 PANEL MEMBER COE: I do.

3 CHAIR DICKISON: Numbers people and the names
4 people.

5 PANEL MEMBER COE: Yes. So 12430 -- I actually
6 don't have names, so you can see where our brains
7 are -- 12430, 13221, 5749, 1643, 13601, and 8806.

8 VICE CHAIR BELNAP: Eight, eight, zero, six.

9 PANEL MEMBER COE: Which is Mr. Semark.

10 VICE CHAIR BELNAP: Got it.

11 PANEL MEMBER COE: It's the last one we just
12 discussed.

13 CHAIR DICKISON: Okay. Well, that's where I got
14 it.

15 PANEL MEMBER COE: So, if I'm understanding,
16 we're going to say we have a list of 45, and on Friday, do
17 we want to go back and evaluate the diversity of that pool,
18 or how it fits with what will now be somewhere north of
19 120?

20 VICE CHAIR BELNAP: Well, it's both.

21 CHAIR DICKISON: Right.

22 VICE CHAIR BELNAP: We'd look at this individual
23 pool, look at the statistics, and yes, look at the 120, and
24 then we have to trim it down, this pool down to 40.

25 CHAIR DICKISON: Right.

1 PANEL MEMBER COE: My only concern, since we
2 still have some time on the agenda, is, if we end up doing
3 the same thing tomorrow on the other two pools, we're going
4 to end up with 15, 20 people that we now have to trim.
5 Would it be worthwhile to recess, and try and figure out
6 this 40th spot today, since we have some time, so that
7 we -- in a nutshell, or in isolation, I think the proposal
8 is fine.

9 My concern is if we continue to add, 45, 47, when
10 we have the other two discussions, that we're going to end
11 up with, you know, another half-pool that we have to get
12 rid of now on Friday, and that might be making things more
13 difficult.

14 VICE CHAIR BELNAP: I think, if we agree that
15 let's not add more than 45, so we agree that, at most, it
16 could be 15, I think having the pool statistics in front of
17 us wouldn't make it more difficult. I think it would make
18 it easier.

19 CHAIR DICKISON: Yes.

20 PANEL MEMBER COE: Okay.

21 CHAIR DICKISON: I agree with Mr. Belnap. I
22 think that that would make it easier, to narrow that down.

23 PANEL MEMBER COE: So we'll go with the goal of
24 trying to get through the other two discussions tomorrow,
25 and then kind of the focal point of Friday will be getting

1 down from what could be 135 or something like that.

2 CHAIR DICKISON: I think so.

3 PANEL MEMBER COE: Okay.

4 MR. DAWSON: So, Madame Chair, if that is the
5 will of the Committee, could we stand at ease for a few
6 minutes, so we can make sure that our notes are correct,
7 and we have accurately inscribed the list of folks that
8 you've had, so maybe about five or 10 minutes?

9 CHAIR DICKISON: Yes. So we will recess

10 (Off the record at 3:05 p.m.)

11 (On the record at 3:07 p.m.)

12 MR. DAWSON: No just stand at ease for now.

13 CHAIR DICKISON: Okay, stand at ease.

14 MR. DAWSON: So, then, Madame Chair, I believe we
15 have our notes correct, and what I would do is, like to
16 read into the record the applicant ID and names of our
17 tentative list of 45:

18 Applicant 22971, Linda Akutagawa, applicant
19 26637, Christopher Bettinger, 8704, Jonathan Birk, 9854,
20 Steven Boilard, 21387, Robert Capistrano, 13567, Robert
21 Carpenter, 3387, Manuela Cerruti, 8337, Caroline Farrell,
22 7839, Robert Flack, 3468, Robert Galve, 16526, Manuel
23 Gonzalez, 822, Lawrence Harris, 3151, David Holtzman, 1161,
24 Teresa Liang, 16088, Scott McCarty, 10721, Eddie Morgan,
25 25950, Jagoree Roy, 20616, Deborah Seiler, 17669, Vincent

1 Sheu, 27048, Victoria Tamoush, 12677, Pedro Toledo, 5242,
2 Conrado Ulpindo, 1778, Maria Williams Slaughter, 17733,
3 Isra Ahmad, 1513, Gurinder Aujla, 16977, Antonio Le Mons,
4 21649, Tam Tran, 27389, Michelle McGill, 6374, Debran Jones
5 Reed, 6433, Arturo Adame, 25354, Phyllis Brown Smith,
6 23116, Ansuya Polacek, 1170, Emmanuelle Soichet, 12565,
7 Debora Gloria, 27711, Christopher Castaneda, 20535, Stefan
8 Murphy, 19739 (sic), Dorothy Hines, 25477, Raymond Tong,
9 10419, Henry Serra, 12430, Michael Ling, 13221, Randy
10 Haberl, 5749, Nader Hammoud, 1643, Michael Dozier, 13601,
11 Carl Luna, and, finally, 8806, Douglas Semark.

12 I'm sorry. I have a correction to the -- is it
13 Ms. Hines?

14 UNIDENTIFIED SPEAKER: Yes.

15 MR. DAWSON: I mispronounced Ms. Hines' applicant
16 ID. Dorothy Hines is 19734.

17 Does that agree with your notes?

18 CHAIR DICKISON: That agrees with my notes.

19 PANEL MEMBER COE: It agrees with mine as well.

20 CHAIR DICKISON: Okay. Given that we're going to
21 take up the Republicans tomorrow and the Democrats
22 tomorrow, what I'd like to do is request the list of both
23 of those groups today, if we can get those.

24 MR. DAWSON: The Committee secretary is
25 retrieving them from our office, where they've been locked

1 and secure.

2 CHAIR DICKISON: Okay.

3 MR. DAWSON: So it will just be a moment. We'll
4 stand at ease until then.

5 CHAIR DICKISON: Thank you.

6 (Off the record at 3:12 p.m.)

7 (On the record at 3:16 p.m.)

8 MR. DAWSON: Okay. The panel should have in
9 front of it a number of reports, the most important of
10 which we'll take up tomorrow morning, including 25
11 Republicans who received three favorable recommendations,
12 as well as 52 Republicans with zero to two favorable votes.
13 Similar to what-- we had for the nonaffiliated applicants.

14 Then, for the afternoon session, I believe that's
15 the role of the Chair. We will take up 14 Democrats who
16 received three favorable recommendations, and 156 Democrats
17 with zero to two favorable recommendations.

18 There are also demographic breakdowns. These are
19 being made, or will be made, available to the public in
20 hard copy here in the meeting, and on line at
21 "ShapeCaliforniasFuture.Auditor.CA.gov."

22 CHAIR DICKISON: So we've completed what we
23 wanted to get accomplished today. Do either one of the
24 other Panel members have any comments they would like to
25 make before we recess for the day?

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PANEL MEMBER COE: None from me.

CHAIR DICKISON: Okay. So we're going to call
this meeting to recess until tomorrow morning at 9:30.

Thank you.

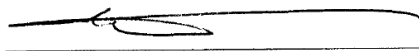
(The hearing was recessed at 3:17 p.m.)

REPORTER' S CERTIFICATE

I do hereby certify that the testimony in the foregoing hearing was taken at the time and place therein stated; that the testimony of said witnesses were reported by me, a certified electronic court reporter and a disinterested person, and was under my supervision thereafter transcribed into typewriting.

And I further certify that I am not of counsel or attorney for either or any of the parties to said hearing nor in any way interested in the outcome of the cause named in said caption.

IN WITNESS WHEREOF, I have hereunto set my hand this 10th day of April, 2020.



PETER PETTY
CER**D-493
Notary Public

CERTIFICATE OF TRANSCRIBER

I do hereby certify that the testimony in the foregoing hearing was taken at the time and place therein stated; that the testimony of said witnesses were transcribed by me, a certified transcriber and a disinterested person, and was under my supervision thereafter transcribed into typewriting.

And I further certify that I am not of counsel or attorney for either or any of the parties to said hearing nor in any way interested in the outcome of the cause named in said caption.

I certify that the foregoing is a correct transcript, to the best of my ability, from the electronic sound recording of the proceedings in the above-entitled matter.



MARTHA L. NELSON, CERT**367

April 10, 2020