

I'm Cynthia Dai, one of the 2010 Citizens Redistricting Commissioners. Congratulations on your selection, and welcome to the next ten years of public service!

I was also one of the Lucky Eight. You must also repair the damage caused by two factors: random selection, and the undoubtedly more intentional Legislative strikes. Your critical task is to create a full Commission that looks like California.

With the Selected Six, we were able to rebalance the CRC by gender, race & ethnicity, geography, and socioeconomic status. But we ended up with a broadly diverse Commission in many other respects, which helped inform our line-drawing decisions. For example, when drawing California's agricultural districts, we benefited from the perspectives of both farmer and farmworker. When considering other business interests, we tapped Commissioners who worked in diverse industries ranging from high tech manufacturing, financial services, professional services, and retail, to education, government, and nonprofits. For functional expertise, we had our choice of experts from all aspects of law, financial management, communications, community outreach, technology, urban planning and more. We had incredible age diversity, ranging from the early thirties to septuagenarians, which gave us generational insight. Our members included military vets, small business owners, professors, a stay-at-home mom, immigrants and native Californians. Despite our differences, we shared a commitment to a mission of fair representation for all Californians.

Yet Angelo Ancheta, our last Chair, almost didn't make it on the Commission at all. Angelo, fondly dubbed the Chosen One, was a replacement for a Commissioner who resigned. The minute that *my* lottery ball came up, Angelo knew he would never be on the Commission because he is also an Asian Democrat from San Francisco. Fortunately, he was wrong. The rest of the Commission, in its collective wisdom, felt that we had enough diversity on the 4 official criteria, to choose someone who enriched us with his expertise as a civil rights attorney, his work experience in rural areas, and was someone we just thought would fit well with the team.

I encourage you each, as you build your slate for the final six, to consider the candidates holistically, including their personal character, integrity, and soft skills—and NOT reduce them to a set of demographic checkboxes. Of course, you must address the complete lack of Latinx representation in a state that has the most in the nation. Still, you can complete your team to both "look like California" AND take advantage of the passion and experience available in the remaining pool of extremely overqualified people, to do the thoughtful job California expects of you.

You will next elect a Chair and Vice Chair—an extremely awkward task for complete strangers! At least six of our Lucky Eight were able to have dinner together beforehand; you guys don't even get to meet in person. But this Chair and Vice Chair are only temporary. It's helpful to choose someone who is familiar with parliamentary procedure, like our first Chair, Peter Yao. But your newer members may yield admirable leaders as well. I urge you to consider rotating, shared leadership like we did. This practice helped spread the burden of leadership, as well as telegraphing our nonpartisan ethos to the public. We also learned to appreciate each other's unique leadership styles, and trust in each other—trust you will need to get through the challenges ahead.

Thank you, and good luck!