



May 23, 2023

California Citizens Redistricting Commission
721 Capitol Mall, Suite 260
Sacramento, CA 95814

Sent via electronic transmission

Re: Selection of and training for future California Citizens' Redistricting Commissions

Dear Commissioners:

The League of Women Voters of California thanks you all for your hard work, both during the active redistricting period of your work, and now as you document your work for future Commissions. Based on our close and careful monitoring of both the 2011 and the 2021 CCRC process, we offer the following recommendations regarding Commission selection, training, and timelines.

Our observations and recommendations:

1. Commissioner selection process

a) The training for the Applicant Review Panel (ARP) should include discussion with representatives of the 2011 and 2021 CRC about their experience as Commissioners. This should include:

- Their experience in the interview process
- Their experience of the training process
- Their experience as Commissioners

All of this should include both what was important to them as Commissioners, what they would have liked to have known, and their recommendations for the 2031 Commission.

b) The final pool of potential Commissioners should include a balance of people with experience in nonprofit organizations, government, and the private sector.

2. Commissioner onboarding and training

a) Consider having the California Department of Human Relations in charge of, or at least involved organizing and providing the Commission onboarding and training. The trainers should also provide meeting facilitation as the new Commission gets to know each other, and establishes meeting norms and Commission leadership.

- b) After the initial group of eight Commissioners is selected, and before they do any formal business, including selecting a temporary chair, the group should have team building time. This should be a series of exercises that allow the Commissioners to get to know each other, including what their work styles are, and how they can work together as a team.

This team building time should be repeated after the full Commission is seated. The team building work as part of the initial training is essential to a fully functional Commission that can work effectively. This is true for both the work of the initial eight Commissioners, as well as for the full Commission.

- c) In addition to the team building exercises, the training process for the Commission should include informal time together so that the Commissioners can continue to get to know each other apart from their roles as Commission members.
- d) The formal training for the Commission should include information on administration – the state rules about how they can and should function.
- e) The training should include basic instructions on running meetings. The Commission should use this training to establish a set of norms for their work together.
- f) Training about the work of the Commission, including but not limited to line drawing, the criteria, and the Voting Rights Act, should not be done until the full Commission is seated.
- g) The training for the Commission should be planned as a whole, cohesive training, preferably by a team experienced in professional training. Commissioners should be provided an overview of what will be included in the training, and the training should be provided in a logical order.
- Administrative training: how to set themselves up as a California state Commission. This should include an overview of hiring and managing staff, Commission organization and leadership, the state budget process, and conversations with 2011 and 2021 Commissioners.
 - The rules that govern the redistricting process – federal law, state law, state regulation
 - The experience of previous Commissioners: the new Commissioners should spend time talking with past Commissioners about the experience, what they wish they had known, how they worked together, how they organized themselves.

- The administrative and support staff that past Commissions (and potentially other California state Commissions) hired to support their work, including sample job descriptions and organization charts.
- The specialists needed to do redistricting: voting rights attorneys, litigation attorneys, mapping specialists, outreach specialists, including sample job descriptions. This should include specifics about the process of how to hire these people.
- What the redistricting process looked like in 2011 and 2021: public hearings, mapping
- Timeline/plan: Toward the end of the training period, the Commission should develop a timeline for their work, and plan for their work, with specific milestones and deadlines. This should include the staff that needs to be hired, by date, including which staff members the Commission will be involved in hiring, and which will be left to the Executive Director. When setting the timeline, be aware of the abnormal nature of the 2021 cycle. The 2011 cycle is (hopefully) more of what we should expect for 2031. Beyond the deadlines set in law, the Commission should include milestones such as:
 - Establish process for hiring staff
 - Hire an executive director
 - Hire a chief counsel
 - Hire an outreach director
 - Hire a communications director
 - Hire a demographer
 - Hire a voting rights attorney
 - Create an outreach plan
 - Establish schedule of public hearings
 - Release 1st draft maps

3. Suggested order of training. In addition to the recommended content, it is important that the training be presented in a logical order.

- a) For initial set of eight Commissioners (randomly selected)
 - Team building exercises; get to know each other before starting their work together. Because this is not doing the public business, this can be done without the public access required by the Bagley Keene Act.
 - Training:
 - how to run a meeting; both CA public meeting rules and basic parliamentary procedures
 - The role of the first eight Commissioners, including criteria for selecting last six Commissioners
 - Select temporary chair for selection of the final six Commissioners

b) For full Commission

- Team building exercises; get to know each other before starting their work together. Because this is not doing the public business, this can be done without the public access required by the Bagley Keene Act.
- Training:
 - Review agenda for Commission training
 - Administrative training
 - Rules for redistricting in CA
 - Staff needed for Commission
 - Roles
 - Process for hiring full time employees, part time employees, consultants
 - Budget
 - Current budget for the CRC
 - Process for changing the budget
 - Work with previous Commissioners, from both 2010 and 2020 Commissions
 - What was their experience?
 - What did their timelines look like?
 - How they organized themselves, and how they organized the work
 - What they wish they had known earlier
- Initial work of the Commission; this work should be done as part of the training, preferably with training staff providing guidance and facilitation
 - Timeline
 - 2010, 2020 timelines
 - Commission work to develop a draft timeline and workplan for themselves, including both legal deadlines and interim milestones
 - Commission organization
 - Chair – permanent vs. rotating
 - Subcommittees

4. Suggested timeline for the 2030 Commission

a) Commission selection:

- Aug. 15, 2029 – open initial applications
- May 15, 2030 – Interviews, selection of final 60
- June 30, 2030 – legislative strikes
- July 5, 2030 – random draw of first 8 Commissioners
- Aug. 15, 2030 – selection of final 6 Commissioners
- Sept. 10, 2030 – first meeting of full Commission

b) Full Commission

- September 2030 – Training
- Jan. 2031 – Key staff hired, on board
- Feb. 2031 – Key consultant contracts completed
- Mar. 2031 – Outreach plan completed
- April 2031 – Statewide Database release of redistricting data
- March/April 2031 – 1st public hearing
- June 2031 – 1st draft map
- Aug. 15, 2031 – Final maps & report approved

Thank you very much for your consideration. If you have any questions, please feel free to reach out to us at redistricting@lwvc.org.

Sincerely,



Carol Moon Goldberg
President, League of Women Voters of California

Cc: California State Auditor Grant Parks
California Senate President pro Tempore Toni G. Atkins
California Assembly Speaker Anthony Rendon