

Roadmap to Resilience

Reporting on the Ark of Safety Community Resiliency Summit Reconvening

January 23, 2023

For



By



2023

Acknowledgements

Thank you to all who attended the Ark of Safety Community Resiliency Summit Reconvening; this report summarizes the deep value of information you shared.

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Contents

Executive Summary	1
Introduction	3
About the Inland Empire	3
About Building Resilient Communities	4
About HARC.....	4
Summit Sponsors	4
About the Ark of Safety Reconvening	5
Event Results	6
About Participants	7
City of Residence.....	8
About Communities.....	9
Question 1: What are the most important things we are hearing in the Roadmap to Resilience Report?.....	11
Advocacy, representation in our elected officials, and priorities of politicians	12
We need to listen to better understand root causes of problems	13
Educate people about resources and connect them.....	13
No single organization can do it all: Join together	14
Building trust is important but difficult	14
We need those with funding/power to be part of the movement	14
Many barriers to the movement exist	15
Question 2: What are we not hearing as clearly in the Roadmap to Resilience Report?	16
Youth	17
Seniors and veterans	17
People experiencing homelessness.....	17
People who are struggling financially	18
People involved with the justice system	18
Healthcare-related needs	18

Specific groups/special needs	18
Underserved/marginalized in general	19
Many voices are missing	19
Question 3: What needs to be in place for us to truly achieve an equitable roadmap to resilience?	20
Open and honest conversations in safe and inclusive spaces	21
Easy access to resources	22
Collaborate together to build trust and accountability	23
Funding to support actual community needs	24
Improve civic engagement, elected officials' involvement with the community, and change policy	25
Question 4: What specific changes or outcomes would we like and love to see in one year?	26
Overall Responses (Purple Index Cards)	27
Like to See	29
Love to See	30
Harvest Round: Discoveries and What Now?	32
Discoveries	33
What Now?	35
Conclusion	38
1. Collaboration	39
2. Resources	40
3. Understanding Needs with Assessment	41
4. Sharing and Respect	42
5. Funding	43
6. Civic Engagement	45
7. Elected Officials	46
Appendices	47
Appendix A: List of Attendees	48
Appendix B: List of Acronyms	51
Appendix C: Miscellaneous Comments	52

Executive Summary

The Ark of Safety Community Resiliency Summit Reconvening was held in-person at the San Bernardino Diocese on January 23, 2023, as well as available online. Approximately 45 people attended the event in person and another 50 attended online.

At the start of the event, Dr. Jenna LeComte-Hinely presented a PowerPoint presentation that summarized the “Roadmap to Resilience” report created following the first Ark of Safety event in September 2022. After that, Alfredo Ortiz took over to facilitate a World Café.

The first portion of the World Café asked participants to identify the most important pieces of the “Roadmap to Resilience” presentation of the report. Common themes included the importance of advocacy, representation among our elected officials, and the importance of being advocates. Another response that was identified as important was the need to listen to our communities in order to better understand root causes rather than assuming we know what people need. Participants highlighted the finding that we need to educate people about existing resources and connect them to said resources, with it being especially important to bring resources to people rather than expecting people to come to us. Another theme from the report that resonated with reconvening participants was that no organization can do it alone; we must join together, and people with funding/power need to be included. There are many barriers to the movement, including how difficult it is to build trust among communities.

The next portion of the World Café asked participants to identify which voices and issues were not included in the “Roadmap to Resilience” report. Reconvening participants identified that the report was missing the voices of youth especially; other groups that were left out included seniors, veterans, people who are unhoused, those who are struggling financially, and those who are involved with the justice system. Some participants emphasized the underserved/marginalized in general as missing from the report, while others stated that the report was missing input from many people (e.g., people of color, LGBT, youth, seniors, etc.).

The third portion of the World Café asked participants to identify what needs to be in place to achieve an equitable roadmap to resilience. One common theme was that we need to have open and honest conversations in safe and

Executive Summary

inclusive spaces—that is, sharing your story and becoming a cultural coach. Several emphasized that we need easy access to resources if we are to have true equity, and that we must collaborate together to build trust and accountability. Keeping people accountable was mentioned multiple times as particularly important. In order to achieve an equitable roadmap to resilience, we need funding to support our communities. Many participants also highlighted the need to improve civic engagement, elected officials' involvement with the community, and the need to push policy change.

The fourth portion of the World Café asked participants to identify what changes/outcomes they would “like to see” and “love to see” in one year. The reconvening participants identified the need for collaboration to take action, including improving civic engagement and building relationships between elected officials and the community they serve. Other themes included the need for increased funding, as well as making people aware of existing resources. Participants want to see the spread of love and positivity in the next year, including greater respect for others and accountability. Another theme that emerged was the need for affordable housing and homelessness.

Finally, the harvest section of the World Café asked participants to identify “discoveries”—patterns that are emerging—and “what now”—how we should take action to build the movement. Common discoveries included details about the many barriers to obtaining resources; the need to improve civic engagement and political literacy in our communities; and the importance of collaboration. Reconvening participants emphasized the need to take action with a concrete plan, and the need for funding to be allocated to this work.

As for “what now”, many responses focused on community education and outreach regarding existing resources, as well as working to improve civic engagement and building connections between community members and elected officials. Responses focused on sharing our stories and showing respect for others as a key piece to building trust; once more, participants emphasized that we cannot assume we know what people need but rather we need to conduct needs assessments to truly understand their needs in their own words. Collaborations are still critically important going forward, and such work must be funded. We need to demand accountability in order to move forward.

The report concludes with several recommendations for future action for the Ark of Safety, grouped by the seven most common themes: 1) Collaboration, 2) Resources, 3) Understanding Needs with Assessment, 4) Sharing and Respect, 5) Funding, 6) Civic Engagement, and 7) Elected Officials.

Introduction

About the Inland Region

The Inland Region of Southern California (sometimes known as the Inland Empire) is made up of two counties: San Bernardino and Riverside, as illustrated in the map below.

Map of the Inland Region



Map provided by Building Resilient Communities.

Originally home to the Tongva, Serrano, and Cahuilla peoples, the Inland Region is now home to more than 6.5 million people. The majority of residents are people of color, and there are extreme wealth differentials across the region. At more than 27,000 square miles, this region is larger than 10 U.S. states. The largest cities include Riverside, San Bernardino, Moreno Valley, Fontana, Ontario, Rancho Cucamonga, and Corona, each home to more than 150,000 residents. However, the region also includes some incredibly rural and isolated communities as well.

About Building Resilient Communities

Building Resilient Communities (BRC) is a nonprofit based in Redlands, California. BRC provides disaster preparedness training and resources to remove barriers that unfairly affect people in times of disaster. BRC equips families and youth, community and faith-based organizations, small businesses and government. Since 2012, BRC has provided training and resources for more than 600 faith-based and community organizations and continues to serve the most vulnerable populations.

About HARC

HARC, Inc. (Health Assessment and Research for Communities) is a nonprofit research and evaluation organization based in Palm Desert, California. HARC is a nonprofit that advances quality of life by helping community leaders use objective research and analysis to turn data into action. HARC and BRC partnered to create a report, "Roadmap to Resilience," which summarized the first Ark of Safety Community Resiliency Summit hosted by BRC on September 13, 2022.

The present report summarizes the outcomes from the second event, Ark of Safety Community Resiliency Summit Reconvening, which was held on January 23, 2023.

Summit Sponsors

The following agencies contributed greatly to making this event happen (presented in alphabetical order):

- Academy for Grassroots Organizations: <https://academygo.com/>
- Building Resilient Communities: <https://www.brcus.org/>
- Diocese of San Bernardino: <https://www.sbdioocese.org/>
- Edison International: <https://www.sce.com/>
- HARC: <https://HARCdata.org/>
- Riverside University Health System – Public Health: <https://www.rivcoph.org/>
- United Way – Inland SoCal: <https://inlandsocaluw.org/>
- We Are One United: <https://weareoneunitedinnovation.org/>

About the Ark of Safety Reconvening

The Ark of Safety Community Resiliency Summit Reconvening was held in-person at the San Bernardino Diocese on January 23, 2023, as well as available online.

At the start of the event, Dr. Jenna LeComte-Hinely presented a PowerPoint presentation that summarized the “Roadmap to Resilience” report created following the first event. After that, Alfredo Ortiz took over to facilitate a World Café. This included five separate guided discussions that occurred in small groups.

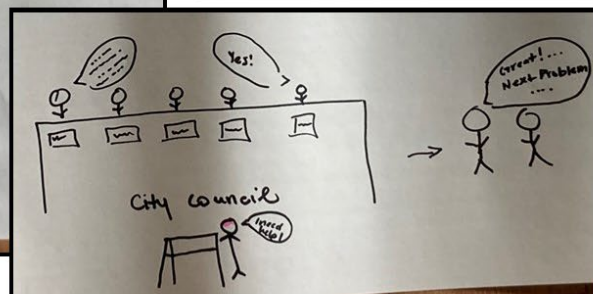
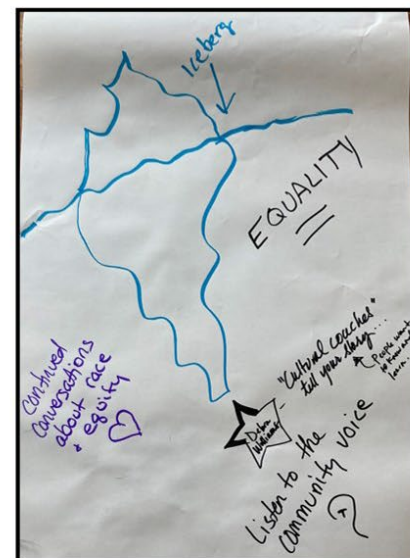
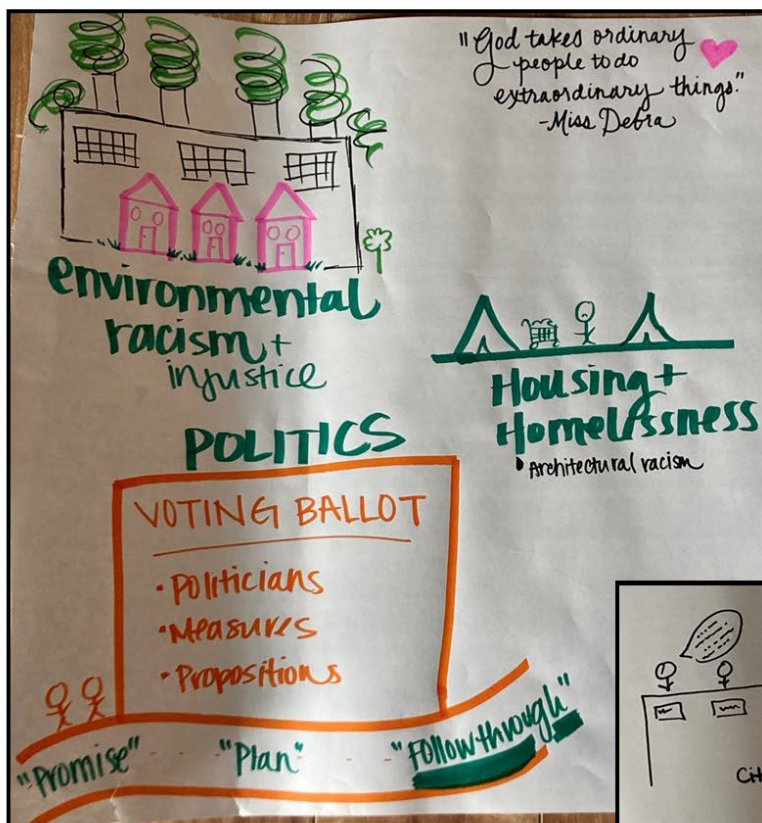
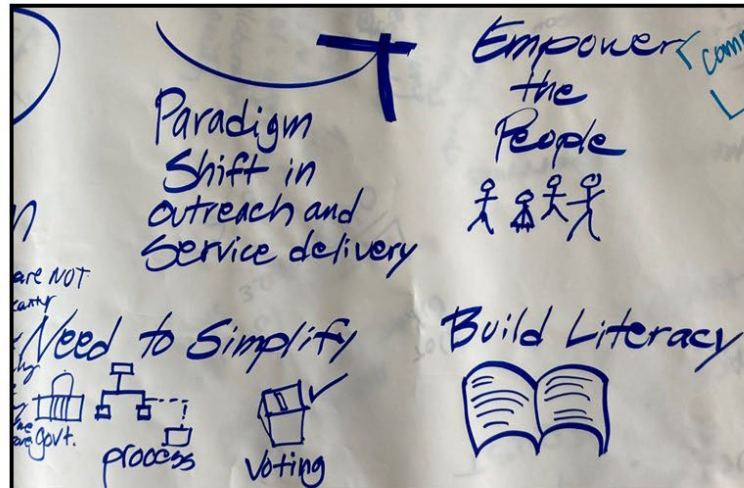
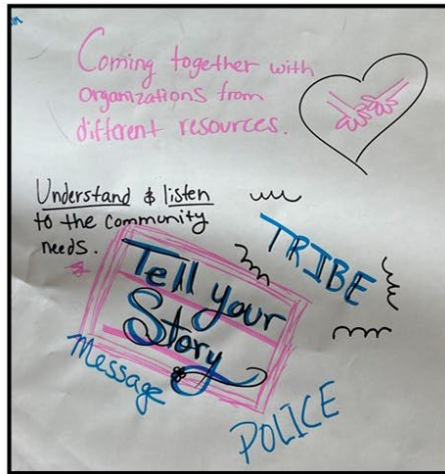
1. Question 1: What are the most important things we are hearing in the Roadmap to Resilience Report?
2. Question 2: What are we not hearing as clearly in the Roadmap to Resilience Report? Whose voices and what issues are still struggling to be heard?
3. Question 3: What needs to be in place (that is not currently in place) for us to truly achieve an equitable roadmap (and movement) to resilience?
4. Question 4: What specific changes or outcomes would we like to see and what would we love to see in one year?
5. Harvest Round
 - a. “Discoveries” = What patterns are emerging from our conversations? What is rising up that we want to name?
 - b. “What now?” = What should we do about it? How can we take action to build our movement?

The World Café format is designed to create a safe, welcoming environment in which to intentionally connect multiple ideas and perspectives on a topic by engaging participants in several rounds of small-group conversation.

The World Café method is particularly useful when you want to be sure to explore a topic from multiple perspectives, to ensure that everyone in a room contributes to the conversation, and/or when you want to encourage participants to make new connections. The method can also be useful for gathering information from grantees and beneficiaries at the community level.

Source: <http://www.theworldcafe.com/2008/06/>

Event Results



This input was collected via live polling in Mentimeter, as well as registration data. Approximately 45 people attended the event in-person, and another 50 attended online; see Appendix A for the list of attendees.

"I am a..." Poll Results



City of Residence

The next poll asked participants to share where they lived; as illustrated in the second word cloud below, most hailed from within 20 miles of where the event was held (e.g., Riverside, San Bernardino, Corona, Perris, Highland, Ontario, etc.), which is natural. Relatively few people came from the more rural communities (e.g., Coachella Valley, High Desert, Needles, Blythe, etc.).

“I reside in...” Poll Results



About Communities

The next poll asked participants to define community. As illustrated in the word cloud below, most responses focused on “support,” “family,” “collaboration,” “togetherness,” “home,” and “unity.” Other common words included “belonging,” “love,” and “hope.”

“Community, to me, means...” Poll Results



The next poll asked participants to share what communities they currently engage with. This question helps us to understand what voices are represented in the room (and virtual room). As illustrated in the word cloud below, some focused on general terms such as “underserved,” “under-resourced,” “all,” and “vulnerable,” while others specified based on race/ethnicity (e.g., “Black,” “Latinos,” “BIPOC,” etc.), others specified based on poverty/socioeconomic status (e.g., “low-income,” “low SES,” etc.), and others specified based on age (e.g., “seniors,” “youth in the IE,” etc.).

“Which communities do you engage?” Poll results

7



Question 1: What are the most important things we are hearing in the Roadmap to Resilience Report?

The first portion of the World Café asked participants to reflect on the presentation of the “Roadmap to Resilience” report and identify the most important pieces. This input was collected on green index cards for in-person attendees, and the Padlet application for online attendees.

NOT ASSUMING
WHAT PEOPLE
NEED

1. LACK OF TRUST
2. Community OUTREACH
3. Lack of Unity

How DO we WORK
together if we're ARE
NOT ON the same page!

Take away –
How to connect
people with the
necessary resources
in daily needs
to be resilient

Building trust
in community
is hard

we need to try harder
& find better, easier ways
to help our underserved communities.

–takeaway

Take Away:
What resources can we offer
to the Homeless that will
benefit our community.

Need a paradigm shift
in how we reach/connect
with the people and
deliver services to them
where they live.

Advocacy, representation in our elected officials, and priorities of politicians

The most commonly identified theme in response to Question 1 was related to **advocacy, representation in our elected officials, and priorities of our politicians.**

For example, many emphasized how much **representation matters.**

- “Representation matters, that also means empowering our youth.”
- “Representation Matters! We need to make it more accessible for people to be part of government and to be change-makers.”
- “Agency and time are a big factor in determining one's ability to be engage.”
- “Having the representation is important”

Others emphasized the **importance of being advocates.**

- “Advocacy: I think that the action steps showed a really practical way for us to utilize and create community around us. Representation in all areas and levels really does make a difference in empowering and inspiring others.”
- “Advocacy: important as leaders we have resources and knowledge to advocate for those who can't.”

And other comments stressed **the need for local politicians to speak for the people.**

- “Disconnect w/ political leaders/ reps is real... must be corrected.”
- “It is difficult to make radical change in our hometown if our elected officials do not prioritize us, our health, and opportunities.”
- “Policy change makes a huge difference. Decision-makers need to speak for the people, not money-makers. Enforcement and follow up is more important than policy passing.”

We need to listen to better understand root causes of problems

Another point from the report that resonated with the reconvening participants was that **we cannot assume we know what people need—we must ask people to identify problems and be a part of creating solutions.**

- “Not assuming we know what other people want and/or need.”
- “We need more time listening to the needs of those inquiring for help.”
- “The work should be person-center[ed] to provide meaningful services and tailored bc [because] their input will let us know who should be included and how we should plan, not plan and then invite people.”
- “La importancia del cuidado ambiental y el escuchar a la comunidad para un gran cambio significativo.” [The importance of environmental care and listening to the community for a great significant change]

Educate people about resources and connect them

Reconvening participants elevated the point from the report that **educating people about the existing resources** is critical to forward movement.

- “Educate the community about virtual resources and provide continuing support until a service is received.”
- “Education and knowledge of resources is key is determining how people can engage in their betterment.”
- “Work with the community to make information and resources understood and accessible.”

The concept of **bringing resources to people where they are** (rather than expecting them to come to the resource) also resonated strongly with reconvening participants.

- “Need a paradigm shift in how we reach/connect with the people and deliver services to them where they live.”
- “It is essential that we go to community meet them where they are at to improve access to care and services.”
- “The virtual world has made programs and resources more accessible. We are thankful for the hybrid world as it offers a range of choices.”

single organization can do it all: Join together

Reconvening participants agreed with the initial strong sentiment that **collaboration is key to improving lives in the Inland Region.**

- “Come together w/ other different organizations. Listen to the community needs.”
- “Coming together will surely help to lower community vulnerability”
- “Silos must be eliminated.”

Some comments illustrated the importance of collaboration both concisely and clearly.

- “Takeaway: Help each other.”
- “We need to try harder and find better, easier ways to help our underserved communities.”

Building trust is important but difficult

Several comments emphasized that **trust-building is critical to our success**, but that it also takes a great deal of time and effort.

- “Building trust in community is hard, unreliable sources.”
- “Learned how to trust others.”
- “Takeaway: There are many important things that contribute resiliency, including trust, communication, faith, and safe and open spaces.”

We need those with funding/power to be part of the movement

Several participants identified their takeaways from the report as **the need for people with money/power to hear our side of the story and provide funds accordingly.**

- “We need money/funding that does not discriminate.”
- “The people w/ the most money and most power... Need to be part of the movement for success.”

Many barriers to the movement exist

For some, the takeaways from the “Roadmap to Resilience” report included a focus on the **barriers to building a resilient community** or the things we must overcome in the pursuit of equity.

- “There is a lack of community making it difficult to be civically engaged.”
- “Lack of informative information”
- “Lack of resources create issues but should not be only option to succeed.”
- “Lack of tech and ways to use it in the community.”
- “1. Lack of trust 2. Community outreach 3. Lack of unity.”
- “Racism, it's real. Acknowledging the differences our community members face and providing equitable solutions.”

Question 2: What are we not hearing as clearly in the Roadmap to Resilience Report?

The next portion of the World Café asked participants to reflect on the presentation of the “Roadmap to Resilience” report and identify whose voices and what issues are still struggling to be heard—that is, what is missing from the report. This input was collected on pink index cards for in-person attendees, and the Padlet application for online attendees.

Change the face
of unhoused to show
they are human beings.

Trying to learn
and understand
different cultures
& Perspectives

A group that is
not being heard is
youth, what are the
struggles they face?

What do we do ~~our~~ or
Have for the Elderly
AND OUR Vets

Report is missing key
informants due to lack
of participation, not
@ the table. Youth,
BIPOC, working Parents.

knowledge is power
Share it with the
underserved
communities ♡

There seem to be a lot of missing
Voices from the discussion

- | | |
|--------------------|---------------------|
| - Youth | - medical community |
| - Senior Citizens | - Lawyers |
| - Politicians | - Social Workers |
| - Veterans | - Environmentalists |
| - Clergy/FBO | |
| - Developers | |
| - Law Enforcement | |
| - Educators | |
| - First Responders | |

Recognizing that the people
we serve don't just need
resources, they belong at
the decision making table.

Youth

The most common theme from reconvening participants is that the “Roadmap to Resilience” report is missing input from youth in the Inland Region.

- “A group that is not being heard is youth, what are the struggles they face?”
- “Engage the younger generation and empower them to make a difference in their community.”
- “I think we should look into our youth a bit more. Maybe starting middle schoolers and up. We should focus subjects like knowing what healthy environment is and how they be prepared from any natural disaster.”

Seniors and veterans

Other reconvening participants stated that the **voices of seniors were not illustrated in the report.**

- “Older generation resources”
- “Senior community (services and resources they can take advantage of, but need assistance).”
- “We are not hearing the elderly's needs and connecting them to have a vital life.”

Some comments combined seniors with **the needs of veterans** as areas for improvement for the roadmap.

- “Veterans need to be engaged.”
- “What do we do or have for the elderly and our vets.”
- “Focus on the senior centers and veterans.”

People experiencing homelessness

Several reconvening participants mentioned that the report does not adequately represent **the needs of people who are experiencing homelessness.**

- “Change the face of unhoused to show they are human beings.”
- “The unhoused isn't really spoken for in the report, and that's a huge issue, especially in the Inland Empire.”
- “We need to humanize the homeless.”

People who are struggling financially

Some participants highlighted that we need to hear from **people who are struggling financially**.

- “We need to share information to people who can not afford or have less funds than others”
- “We need to hear from middle-class families who are barely making it.”

People involved with the justice system

Other participants mentioned the lack of input from **people who have been involved/are involved in the justice system**—including those who have been incarcerated and those who work in law enforcement.

- “The voice of the those recently released from jail/incarcerated are not being heard from.”
- “There needs to be more conversation between law enforcement and community”

Healthcare-related needs

Several reconvening participants made comments related to **healthcare, including mental healthcare**.

- “LGBTQ youth and adult healthcare access in San Bernardino.”
- “Mental health issues: also in that segment and in general.”
- “Personal takeaway: In San Bernardino County we are not hearing how much we need more funding for mental health providers without long waitlist or exceptions.”
- “Robust and compassionate healthcare in Riverside County”

Specific groups/special needs

Other participants called out a lack of representation from several key groups, including **people with disabilities, immigrants, AAPI, and small businesses**.

- “Healthcare access for deaf and hard of hearing Riverside.”
- “Riverside County protections and communication of protections for immigrants.”
- “Key take-away: Hearing - there is a need for action. Not hearing - AAPI [Asian American Pacific Islander?] populations. What specific steps can we take towards addressing the issue.”
- “Small businesses”

Underserved/marginalized in general

Other comments spoke to **underserved/marginalized communities** more generally.

- “Takeaway: so many underserved groups lack many resources. We need more preventative measures before it gets worse.”
- “Underserved community: voices are not being heard as much as they should.”
- “We have to remember we are all still human especially marginalized groups. Empathy is the driving force.”

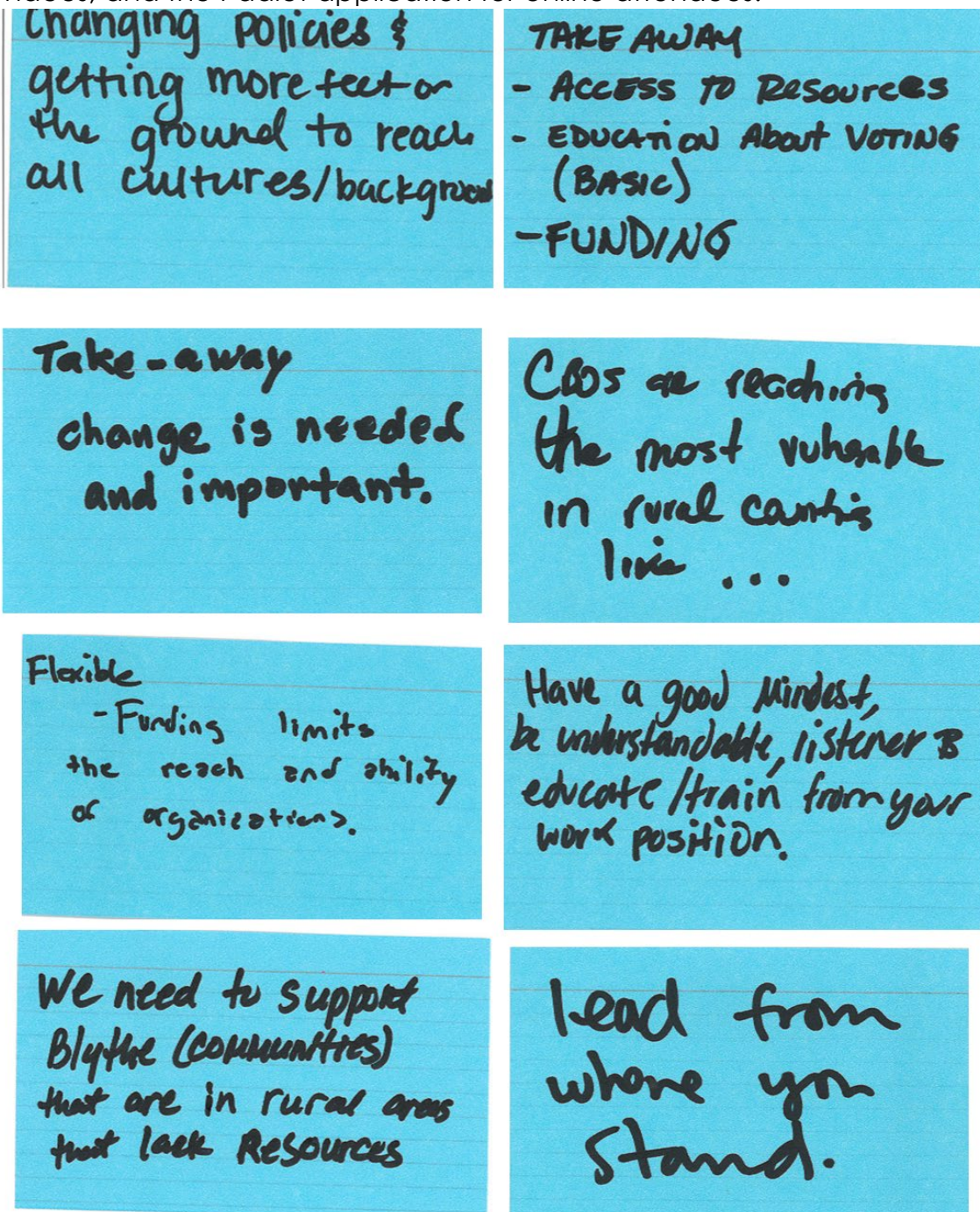
Many voices are missing

Some reconvening participants indicated that the “Roadmap to Resilience” report was **missing input from many groups of people**.

- “Marginalized groups need to be called out specifically e.g. Black, unsheltered, LGBTQ+, etc...”
- “There seem to be a list of missing voices from the discussion: youth, senior citizens, politicians, veterans, clergy/FBO, developers, law enforcement, educators, first responders, medical community, lawyers, social workers, environmentalists”
- “Specific groups (i.e., Black, Latino, LGBT, Youth). An idea would be to highlight each collaborator to see how they can effectively work together in reducing community vulnerability.”
- “People are still let [left?] out... name groups/people.”
- “Report is missing key informants due to lack of participation, not @ the table. Youth, BIPOC, working parents.”

Question 3: What needs to be in place for us to truly achieve an equitable roadmap to resilience?

The next portion of the World Café asked participants to identify what needs to be in place for us to achieve an equitable roadmap to resilience. This input was collected on blue index cards, as well as on colorful circles for in-person attendees, and the Padlet application for online attendees.



Open and honest conversations in safe and inclusive spaces

The most common theme that emerged from reconvening participants was that in order to have an equitable roadmap, **we need to have open and honest conversations in safe and inclusive spaces.**

- “Having those conversations and dialogue.”
- “Need open, safe, transparent conversations.”
- “Need to talk about solutions. In safe and transparent spaces.”
- “Have a good mindset, be understandable, listener and educate/train from your work position.”
- “Everyone's voice is valuable and adds to the totality of success.”
- “The community partners here - local residents join us and participate! May have to change to evening hours.”

Having open and honest conversations includes **being a cultural coach and sharing your story.**

- “All of us and more of us need to be cultural coaches. We have to tell our stories. Even when it's not comfortable. Make it safe to learn.”
- “Be a cultural coach. Tell my story.”
- “Lead from where you stand.”
- “Empathy through own experience (passion).”

Several participants mentioned **the importance of shared definitions and shared agendas as well having decision-makers involved in the conversations** to create a successful roadmap.

- “Standard definition? Equity can look different depending on the person/group”
- “Roadmap: think of when policies came into place (such as SS Act, etc.) this pushes a certain agenda. Decision makers with the community creates a standard of what needs to be done and evolve over time. Agreed upon agenda.”
- “NEED IN PLACE CONDUITS between communities and decision makers”
- “Poise [pose?] Questions - How do we get organizations in the room?”
- “Talking, having dialogue, making sure people are heard this can bring us close to equity”

Conversely, some participants mentioned that we need to **stop talking and take action.**

- “BRC: We need to stop talking and JUST DO IT.”
- “Take away: take action”

Easy access to resources

Another common theme among reconvening participants was that in order to create an equitable roadmap, we need to have **access to resources**, and that resources should be simple to utilize—less red tape!

- “Making it easier for the ones that are not in need. Help community members access what is available”
- “Create realistic resources for the elderly.”
- “Stop making it so hard to access help!! Realizing homeless is not only on the street. It is the single mother the single father, the grandparent raising her grandchildren. Providing compassionate and relatable and less limitations for funding to help.”
- “The funding is there, now make it easier to obtain in order to get it to the people that need it to survive. Take out the red tape and restrictions on how to use it.”
- “Providing compassionate and relatable services and resources with less limitations for (indecipherable) to help.”
- “Resources are available and accessible to disability focused CBOs in San Bernardino.”

Several participants focused on **resources for people who are homeless** specifically.

- “‘One stop shop’ Building communities for homeless to visit and receive all services in one location.”
- “Mindset: Changing the way that we view this population, humanize them. Also, changing the terminology when addressing these populations. For example: using the term unhoused neighbor.”
- “We need to humanize the homeless.”
- “Topic: Unhoused Community.”
- “UCR SOM: work with the homeless population, had an outreach and go out and ask what their needs are.”

Collaborate together to build trust and accountability

As in the initial “Roadmap to Resilience” report, reconvening participants emphasized the need for **collaboration** in order to have a truly equitable roadmap.

- “Break down silos!”
- “Collaboration: It is important for the different agencies that target the unhoused population to come together in a way that best supports their needs. Instead of providing the same resources, target specific tools that will best improve their quality of life”
- “Collaborations and resources to get us to equity as close as we can be.”
- “More folks (all sectors) must be involved”

This is especially important, as **trust-building is key** to developing an equitable roadmap.

- “Access to info can build trust.”
- “Broken system no trust.”
- “We have to build trust with the community.”
- “Trust: - via communication - via follow-through - (can be eroded quickly!)”
- “Trust. - Relationship - Initiative conversation - Broken systems needs to earn our trust - Create awareness – Accountable”

An important step towards building trust is to **keep people accountable**, whether it’s each other or people in power or those spreading fake news.

- “Accountability for celebrities, politicians, and people of power who spread false information and stoke racial tension.”
- “Keep each other honest and accountable w/ love. Listen to learn. W/out judgement.”
- “Untangle resources from income requirements - trust among people - accountability beyond policing.”
- “Like to see accountability for factual news reporting and political changes in term.”
- “We need to hold everyone accountable.”

Funding to support actual community needs

Another theme amongst participants was **the need for funding**—specifically, flexible funding driven by a true understanding of the community's needs.

- “Flexible - funding limits the reach and ability of organizations.”
- “Funding is needed in all communities for medical, living spaces”
- “Funding to go down to the people who need it!”
- “Giving more funding to those grass root organizations”
- “Takeaway: Funding is not directed towards the actual issues that are going on in our communities.”

For example, there is a **need for education and training in our communities**.

- “Educate and train people on their work position. For example, community health navigator. They need to know what they do, how to help out, why they want to work on that position and have experience of a time you or your family needed resources.”
- “Educate/train community on health equity.”
- “Intentional education push to raise up responsible citizens.”

There is a **need for appropriate disaster preparedness** as well.

- “All cities and counties complete an audit of their preparedness level, as well as their residents and business.”
- “Cities with adequate emergency supplies and the means to deliver them to all populations”

Locally, we need **economic plans that do not rely on warehouses**.

- “Better environmental health policy. Local region has to have a better economic plan.”
- “Get economic plans for the IE that does not include warehouses.”

Rural communities have especially high needs.

- “CBOs are reaching the most vulnerable in rural communities.”
- “Mobile resources available to Blythe.”
- “We need to support Blythe (communities) that are in rural areas that lack resources.”

We also have a need to **improve law enforcement's understanding of community issues** that nonprofit organizations cope with.

- “Post-training requirements for law enforcement to provide service @ CBOs.”
- “Let's make all law enforcement intern for 6 months at a local nonprofit when they start”

Improve civic engagement, elected officials' involvement with the community, and change policy

Many reconvening participants emphasized the importance of **civic engagement, voter education, and elected officials who are in-touch with their community.**

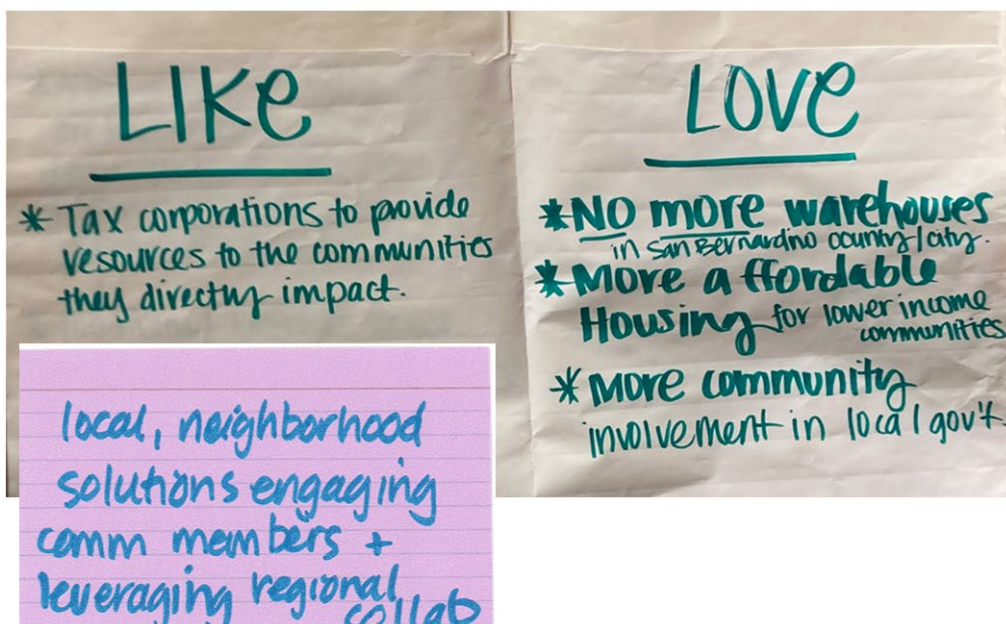
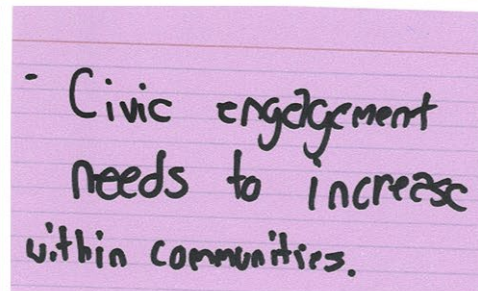
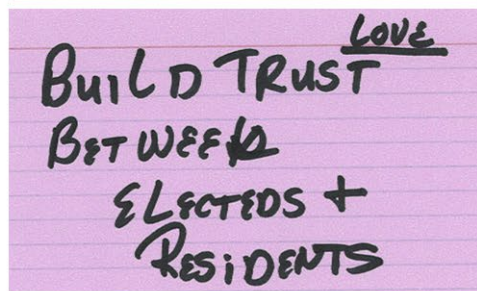
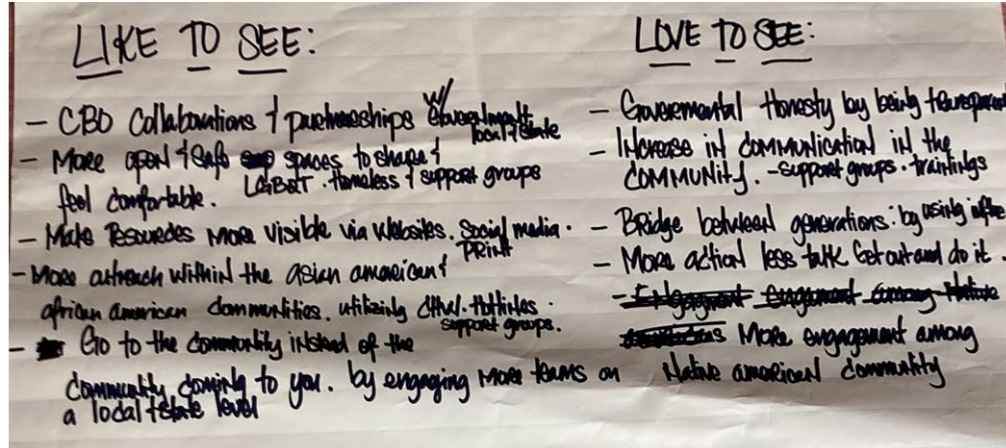
- “Civic engagement requirements and curriculum that emphasizes local govt”
- “Education about voting (basic)”
- “Local political involvement w/ community”
- “Increase voter education and civic engagement within own organizations.”
- “Politicians who serve one term and focus on needs of community, not re-election”

Similarly, many emphasized **the importance of policy change** if we are to achieve a truly equitable roadmap.

- “Changing policies and getting more feet on the ground to reach all cultures/background.”
- “Policy change and systems change through empowerment/power-building”
- “Change the political policy.”
- “Making declarations that racism is a Public Health is just the first step of acknowledging there is an issue. Now each city council, CBO's, healthcare systems and academic institutions needs to work collaboratively with their community to address systemic racist practices and policies that exist.”
- “Get politicians at the table to change oppressive policies.”
- “We need to reform and reassess environmental policies.”

Question 4: What specific changes or outcomes would we like and love to see in one year?

Question 4 asked participants to describe what specific changes or outcomes they would like or love to see in one year. This input was collected purple index cards, as well as “like” and “love” lists on yellow sheets for in-person attendees, and the Padlet application for online attendees.



Overall Responses (Purple Index Cards)

The most common theme that emerged from the purple index cards utilized in this round emphasized **the need for collaboration**.

- “Better collaboration w/ large and small organizations”
- “Local, neighborhood solutions engaging comm members and leveraging regional collab.”
- “Collaboration with all CBOs and FBOs and big business”
- “Collaboration, more listening sessions when it comes to the community (their needs and work on possible solutions together).”
- “Key take away: Building trust across groups to accomplish big goals: - Gender (even bet. Women leaders) - Race and ethnicity - Religious - Law enforcement”
- “We need to be more involved w/local politics as CBOs.”
- “We all need to unite to become an example.”
- “Working together not just giving resources away, but being there to provide assistance.”

Many reconvening participants felt that it was **time to take action**.

- “Past business as usual - Talk - get her done...”
- “Step up and do something different safety net...”
- “Take-away - Key action steps are needed to make lasting change in community.”
- “Want to see more action”
- “Like more practical solutions to prevent future issues.”
- “Takeaway: Make sure and keep people accountable to take action and have people at the table that actually matter!”
- “Declared Racism is a public health crisis: need to do something, possibly in a year have something more tangible.”

Several of the cards/Padlet results focused on **civic engagement** and **building relationships between elected officials and the community they serve**.

- “Build trust love between electeds and residents.”
- “Civic engagement needs to increase within communities.”
- “Need proper public official leadership, be enabling. Other team members foot soldiers being out there.”
- “Decision makers with the right mindset”
- “Increase political education/connectivity w/ community to increase people in political positions to support/mandate/fund program changes needs.”

Results – Question 4

Another outcome that participants wish to see in the next year is **increased funding**.

- “Funding priorities to go to those doing the work. CHWs”
- “More funding is needed to support smaller agency that have proven to provide successful mental health services.”
- “Take away: Would love more funding without limitations or exceptions.”
- “Need more accountability for organizations receiving \$ to connect/give to smaller diverse groups to do work need in community.”

Another theme that emerged was that participants would like to see the **spread love and positivity** in the next year.

- “Round 4. Tell your story more positivity.”
- “We need to show more love for all of the people.”
- “Spread love”
- “SPREAD POSITIVITY”

Like to See

When asked to differentiate between what they would *like* to see in a year versus what they would *love* to see in a year, the most common theme participants would like to see is more focus on **the value of collaboration**.

- “CBO collaborations and partnerships w/ government local and state”
- “Collaboration with CBO/FBO and larger, well-established groups to support mental health and housing crisis.”
- “More brainstorming between organizations”
- “Would like to see more unity among community nonprofits. Both counties. Wrap-around services expanding (all the people in this room).”
- “UCR Center for Healthy Communities Homeless Outreach project expanded in partnership with local CBO's, FBO's, etc.”

Other “like to see” comments focused on **making people aware of the existing resources via outreach and appropriate communication methods**.

- “Make resources more visible via websites, social media, print.”
- “Go to the community instead of the community coming to you. By engaging more teams on the local and state level.”
- “Culturally and linguistically appropriate communication pathways: have multiple ways to access information, media, paper, electronically, etc.”
- “More outreach within the Asian American and African American communities. Utilizing CHW. Hotlines. Support groups.”

Other “like to see” changes/outcomes focused on an **increase in funding to community-based organizations**, especially small organizations.

- “More and equitable funding to CBOs to increase outreach services into underserved communities within IE.”
- “Those with \$\$\$ to support smaller groups that do not have capacity to compete. Depend on each other.”
- “Tax corporations to provide resources to the communities they directly impact.”

Some participants wished for **greater respect and accountability**.

- “More accountability from leaders, influencers, and news outlets to information opinions vs. facts.”
- “More transparency from agencies who use CBOs as messengers”
- “Authority show respect to less fortunate”
- “More unity between generational gap”
- “Respect each other”

Love to See

When asked to differentiate between what they would *like* to see in a year versus what they would *love* to see in a year, the most common theme participants would love to see is again focused on **collaborations**.

- “More intentional partnerships”
- “A roadmap of collaborators mission and target population”
- “More collaboration – walk the talk, agencies, grassroots, coalitions.”
- “Would love to see Black orgs and churches connecting. United. Across both counties. Solidify circle network.”
- “More participation, more involvement.”

Another common theme was that reconvening participants would love to see **more positivity and sharing our success and our stories in the media**.

- “More success stories – hope”
- “Positive news stories”
- “More positive stories/media”
- “More positives within all communities for ex. Less negative vibes and communications.”
- “Normalizing sharing our truth/stories
 - Safe spaces
 - Professionally
 - Social media
 - News”

Several comments indicated that participants would love to see solutions focused on increasing **affordable housing and reducing homelessness**.

- “More affordable housing for lower-income communities”
- “Sustainable homeless outreach”
- “Funding for community resources
 - Housing for homeless
 - Outreach”
- “Build more affordable housing units to increase housing capacity
 - Legislative changes to support funding and to allow for development which eliminates ‘NIMBYish’”

Once again, the topic of **funding** emerged—participants would love to see more funds allocated to small nonprofits locally.

- “Would love to see the funding to go to nonprofits who actually help people. Waste of money – stop 211 in the Inland Empire.”
- “Funding (flexibility) and accountability”
- “More funding to grass-root organizations that have proven to be successful in providing mental health and housing services.”
- “More \$ to schools – start w/ youth. Honest and factual history.”

Participants indicated they would love to see **increased trust and accountability, especially as it pertains to our elected officials.**

- “Build more TRUST! Electives and residents”
- “Governmental honesty by being transparent”
- “Hold politicians accountable.”
- “More community involvement in local gov’t”

Others stated that they would love to see **more training and educational resources.**

- “Vocational classes”
- “Real educators”
- “Proper training/cultural competency”
- “Increase in communication in the community. – Support groups. Trainings.”

Some participants mentioned **bringing specific groups to the collaboration, including Spanish-speaking, Native Americans, and multiple generations.**

- “Spanish-speaking community members present as they make up a chunk of the IE”
- “More engagement among Native American community”
- “Bridge between generations”

Harvest Round: Discoveries and What Now?

The Harvest Round asked participants to describe “Discoveries” (What patterns are emerging from our conversations? What is rising up that we want to name?) and “What now?” (What should we do about it? How can we take action to build our movement?) This input was collected via lists on yellow sheets for in-person attendees, and the Padlet application for online attendees.

DISCOVERIES	WHAT NOW
✗ AGREEMENT OVER CHALLENGES	✓ FIND LOCAL RESOURCES
✗ Lack of funding Having a proposal, “plan”	✓ get FREE Money (grants) to put good used to it.
✗ Too Many people, same issues	✓ Stop working in silo
✗ unheard voices: Vets, Homeless, Seniors, etc. etc. etc.	✓ make sure needs are heard. through partnerships with local agencies ex: CBOs, FBOs, et

Discoveries	What now?
* A lot of the same conversations are happening in different agencies around vulnerability & how to get resources to the people / community	• funders should directly fund CBOs & FBOs who know their audience Best!
* Too many barriers to get resources or services, including lack of funding & agencies being understaffed	• Identify & Bring populations that are not at the table <ul style="list-style-type: none">- Veterans- Unhoused- Transgender- people w/ chemical depend or substance use issues- Educators
* Funding for services don't take into account the cultural nuances & needs of the community ↳ direct	• Identify as to where community members are having conversations about needs to better serve them
* Equitable funding (small vs. large agencies)	

Discoveries

What patterns are emerging from our conversations? What is rising up that we want to name?

Participants identified **barriers to obtaining resources** as a major discovery.

- “Resources dependent on strict requirements.”
- “Too many barriers to get resources or services, including lack of funding and agencies being understaffed.”
- “Basic needs must be met and we need funding to help our community. But funding that comes w/ less restrictions/criteria. It can come from mega warehouses i.e., Amazon, Walmart, Target.”
- “How to get funding to the people who need it? Eliminate red tape, and help people understand where to go to get assistance.”
- “Access is still an issue.”
- “No support/step by step/transition for those who have been incarcerated.”
- “Information gaps”
- “Effectiveness of resources needed and referrals”
- “Advocate for the topics and bring on the information and share out to the community to make an impact.”

Civic engagement and political literacy were also identified as major emerging patterns by participants.

- “Political capacity of the community.”
- “More civic engagement within community-based organizations”
- “Civic engagement”
- “Lack of sensor ship [censorship?] and self-control w/ political leaderships.”
- “Youth engagement activities civic leadership”
- “It's not only homeless in need of help it is grandparents, single mothers, college students, etc. They need affordable housing, increased education of their rights and power at local government levels. We need to improve political literacy.”
- “How loud people of power are”

The importance of **collaborations** was once again named as something that participants felt rising up.

- “Importance of collaboration and partnerships.”
- “Collaborate often”
- “Need to build relationships, trust.”
- “Build more/stronger community connections.”
- “Better collaboration needed. Break down ‘silos.’”
- “Bottom-up approach.”

The need to **take action and have a concrete plan** was also identified by participants as major discovery.

- “Having a proposal, ‘plan.’”
- “Action steps, put our words into action.”
- “Action required – not more talking”
- “Make changes now for long-term impact. Focus, priorities, can’t do everything. E.g. DEI”
- “Collective knowledge and action”

And, of course, participants noted that this all requires **funding**.

- “Funding for services don’t take into account the cultural nuances and direct needs of the community.”
- “Equitable funding (small vs. large agencies)”
- “Lack of funding.”
- “Lack of funding (on-going)”

Another theme that participants felt rose up was that there was **a great deal of agreement about the issues**.

- “Agreement over challenges”
- “Too many people, same issues.”
- “A lot of the same conversations are happening in different agencies around vulnerability and how to get resources to the people/community.”

Another discovery in the data was that **unheard voices still remain**.

- “Unheard voices: Vets, homeless, seniors, etc. etc. etc.”
- “Some voices not heard/or represented.”

What Now?

What should we do about it? How can we take action to build our movement?

The most common theme that emerged from the “what next?” phase was that of **community education and outreach regarding existing resources.**

- “Ensure that they use the resources.”
- “How do we bring up and education our community on all resources available?”
- “Proper compensation to those providing resources and education help create sustainability.”
- “Provide assistance and help people utilize the resources and education provided.”
- “What is outreach not as successful as before? Not a lot of follow-through from community?”
- “Resources provided/needed:
 - More follow-up on the how to dissipated [disseminate?] information to public where to find the resources.
 - Make sure resources are providing adequate assistance, working as intended, and if not, identify different resources/solutions to assist
 - Intentions/monitoring”
- “Community outreach and education.”
- “Serve the people where they live and find out their needs.”
- “Mobilizing mobile services.”
- “Find local resources.”

Another common “next steps” theme that emerged was related to **civic engagement and connections between community members and elected officials.**

- “Identifying the policymakers.”
- “Connect the community to electeds.”
- “Engaging advocacy groups and lobbyists @ state level to push for change in legislation.”
- “Making it easier and more accessible to engage in community conversations and civic engagement.”
- “Youth engagement activities – Civic (start young). Example of student leadership – mock city gov’t”
- “Like health promotoras we should have local gov’t promotoras as part of an unbiased group. Pull from campaign money endorsements but it’s led by a neutral party/org.”

Another common theme was that **sharing our stories and showing respect is a critically important piece to building trust and community.**

- “Educate our children and young adults to have more patience and sensitivity toward the seniors and elderly and less fortunate.”
 - Through modeling (adults/parents/family) actions: assisting elderly in the grocery stores, lend a helping hand w/o a criteria”
- “Empower the community to engage. Let them know it is safe and their voice matters. Language sensibility.”
- “More of us sharing our truth and our stories in our own circles. Cultural coaches.”
- “Employers (!!) force etiquette/ engagement rule for meetings, trainings, and interacting w/ each other.”
- “Trust building – intergenerational trust”
- “Better ways of communication, using people who look like the community to communicate, more one-on-one”

Reconvening participants emphasized that we **must not assume what is needed, but rather, gather information from the community to identify needs.**

- “Make sure needs are heard through partnerships with local agencies ex: CBOs, FBOs, etc.”
- “Continue collaboration and listening to the needs of the community.”
- “Serve the people where they live and find out their needs.”
- “Get more input from community that you serve.”
- “Identify as to where community members are having conversations about needs to better serve them.”
- “Identify and bring populations that are not at the table:
 - Veterans
 - Unhoused
 - Transgender
 - People w/ chemical dependency or substance use issues
 - Educators”

Collaborations were once more identified as a key next step in building our movement.

- “Collaborate at the summit, meeting of great minds working to achieve action items”
- “Collaborate with the community to make the work inclusive, by the people for the people”
- “Collaboratives to leverage expertise and max efficiency w/ limited resources”
- “Continue collaboration and listening to the needs of the community.”
- “Stop working in silo”
- “Bridge large collaboratives (and resources) to local neighborhood level”

Results – Harvest Round

Participants described that without **funding**, the movement cannot make forward progress.

- “Communicating with funders to identify needs.”
- “Funders should directly fund CBOs and FBOs who know their audience best!”
- “Get FREE money (grants) to put good used to it.”
- “Receiving more data from funders.”
- “Gov. help get resources to churches who are already in communities.”

Additionally, participants emphasized the need to **demand accountability**—from each other, from people in power, and from the media.

- “Big questions: how can we keep each other accountable for the issues discussed?”
- “Accountability – people of power – firing, banning, suspending removal of endorsements, impeachment, fines where \$ goes to education. Not allowed to be called ‘news.’”
- “Boldly and kindly holding each other accountable. Safe spaces to learn.”

Conclusion

The hybrid Ark of Safety Community Resiliency Summit Reconvening was held to learn from those who serve our community. Data gathered from this event revealed seven overarching themes presenting a “call-to-action” emerged through every round of the reconvening:

1. **Collaboration** – unite and become stronger together.
2. **Resources** – garner more resources and leverage those in existence.
3. **Understanding Needs with Assessment** – strategically gather community insight.
4. **Sharing and Respect** – cultivate trust as a foundation to our efforts.
5. **Funding** – garner financial resources for both strength and sustainability.
6. **Civic Engagement** – uplifting voices so that everyone is heard.
7. **Elected Officials** – bridging the gap between the community and their leaders.

Potential strategies for addressing each of these call-to-action themes are described in the remaining pages of this report. These can be explored at the next Ark of Safety Summit, currently planned for June 2023.

Future work by the Ark of Safety movement should focus on these seven areas. The key to consistent progress is to develop dedicated work groups for strategically addressing each of the seven areas. Each work group would benefit from a designated leader—this is a critical step for accountability. Each workgroup can identify priority goals within their area, actions workgroup members can take to achieve those goals, and overall timelines for action. Subsequent Ark of Safety events/communications can focus on sharing accomplishments from each of the seven workgroups.

At the June 2023 Ark of Safety Summit, the work groups can be launched, including establishing leaders, members, goals, and actions to be taken before the next summit. At the Summit, work groups can establish methods for communicating and working on these topics between Summits.

1. Collaboration

Attendees at both the initial Ark of Safety event in 2022 and the reconvening in 2023 emphasized the importance of collaboration; no one organization can do it alone. Continued work within the movement should include not only the current invitees, but all should be encouraged to bring a new organization to the table for the next event. The Ark of Safety needs to include diverse voices, especially the voices of youth.

Examples of activities that could be undertaken under this theme include:

- Invite a diverse group of new people to participate in Ark of Safety activities, with an especial focus on people who represent or are a part of the following communities:
 - Youth
 - Seniors/veterans
 - LGBTQ
 - BIPOC
 - People experiencing homelessness
- Dedicate time, resources, and a point person/agency to bringing organizations together (a role currently held by Building Resilient Communities); make it easy for different agencies/individuals to participate and partner.
- Establish a listserv or Linktree for the movement that makes it easy for agencies to share and collaborate together online. (Connects to the “Sharing and Respect” theme.)

2. Resources

Our region boasts a great wealth of existing resources to support our communities, especially those provided by nonprofits (as versus governmental agencies). However, we often suffer from working in silos, and as such, there are resources that exist that are unknown to people who could benefit from them. The responses repeatedly emphasized the importance of educating people who might need these resources as to the availability of these resources, and how important it is to have this outreach/education done by those who represent the communities they are trying to help. The need to bring resources to people where they're and to make it easy to access resources (less red tape/jumping through hoops required) was a common theme.

Examples of activities that could be undertaken under this theme include:

- Support expansion of *promotores* programs and other programs that engage community members to educate their fellow community members.
- Engage in place-based interventions (e.g., bringing support services to people at their jobs or schools or churches), especially the implementation of mobile units.
- We must collaborate together to be aware of what other agencies offer and be able to cross-refer our clients to their services (connects to the "Collaboration" theme).
- Ensure that information regarding resources is easy-to-understand (accounting for individuals with low literacy) and offered in relevant languages (e.g., English, Spanish, sign language, etc.).

3. Understanding Needs with Assessment

It is critically important that we do not make assumptions about what our community needs. Instead, it is important to conduct a needs assessment to hear from the community what they need. Community members should be included in not only identifying the needs but also in identifying solutions and implementing said solutions.

Examples of activities that could be undertaken under this theme include:

- Compile a list of existing needs assessments that are free and available to the public; share with other members of the movement—there's no need to reinvent the wheel, and if someone has already done a needs assessment for a particular area/population, perhaps it can be repurposed for our needs.
- For areas that are not covered by existing needs assessments, conduct thorough, culturally competent needs assessments that takes into account the lived experience of the population before designing and implementing interventions.
- Funders must provide financial support to agencies to conduct needs assessments prior to implementing programs/services/interventions.

4. Sharing and Respect

Participants repeatedly emphasize the importance of having open and honest conversations in safe, inclusive spaces, as well as the importance of sharing your story and listening to the stories of others with an open mind. The need to be a cultural coach and to spread love and positivity was uplifted throughout the event. All of these activities lead to a greater respect for others and help us to build trust.

Examples of activities that could be undertaken under this theme include:

- Incorporate sharing of stories into future activities; e.g., an online “library,” storymap, or social media channel of videos of our local residents sharing their lived experience and expressing their needs (connects to the “Needs Assessment” theme). Moderate responses to ensure all comments are positive and respectful.
- Create a newsletter where Ark of Safety members can share good news, success stories, and positive “wins” with each other (connects to the “Collaboration” theme).
- Start each Ark of Safety event by reminding people of the importance of sharing our stories, active listening, respect, and being a cultural coach.

5. Funding

Firstly, the work of the Ark of Safety movement requires funding to sustain. The people and organizations involved should be compensated for their time and effort in making these important steps towards an equitable and resilient Inland Region.

Secondly, the current culture and overall relationship between local nonprofits and their funders is broken. Nonprofits are often stretched thin and are asked to do more with less funding. Funding requirements are rigid and restrictive and nonprofits are expected to abide by rules and restrictions that would never be utilized in the for-profit sphere. Funders often require nonprofits to complete complex applications, including customized budget forms, which takes time and effort to customize for each request. Larger, more well-established organizations who have experience jumping through these hoops have better odds of receiving funds than smaller organizations, which results in distinct disparities. Funders often decide their funding priorities without listening to the community's needs, and don't trust the nonprofits to administer the funds themselves.

Examples of activities that could be undertaken under this theme include:

- Search for funding opportunities that can be used to support the Ark of Safety movement; once opportunities are identified, pursue said funding (e.g., write grant applications, make asks, etc.).
- Strive to compensate those doing the hard work of the movement, especially those with lived experience who are acting as trusted messengers.
- Come together in groups of nonprofits to educate local funders on the following points:
 - Their current funding practices drain nonprofits time, effort, and staff. If they truly want to help, they should make grantmaking much more simple for nonprofits, e.g., use a single application across all funders—and make it a simple application with a uniform budget form so that nonprofits can reduce the time and effort they spend on grant proposals and copy-paste easily.
 - Offer professional development for smaller nonprofits to increase their capacity to apply for grants on a more even playing field than more experienced, larger nonprofits.
 - Provide more general operating support rather than strictly regulated funding opportunities—nonprofits work with these

Conclusion

communities every day, trust the nonprofits to know what the community needs.

- Encourage funders to provide a mechanism for their grantees to provide *truly* anonymous feedback regarding their funding practices, with no fear of retribution.

Many nonprofit organizations are reluctant to bring up these topics with their funders, as there is a power imbalance and many fear that if they criticize a funder, they will no longer receive funding from them. Thus, coming together as a collaborative of nonprofits to provide this feedback for funders is especially important (e.g., "safety in numbers").

6. Civic Engagement

It is critically important that our communities understand and participate in politics at the local levels so that they can advocate for what they truly need and want (for example, no more warehouses, increase in affordable housing, etc.). Many simply do not understand politics, or the importance of participating in politics, and we must reverse that. Youth especially must be raised to be an active voice for their communities.

Additionally, many nonprofits may understand various bills and how they can hurt the people they serve but are reluctant to engage in political advocacy for fear of losing their tax-exempt status. As such, the voices of our communities are rarely heard in the law-making process.

Examples of activities that could be undertaken under this theme include:

- Provide professional development opportunities for nonprofits regarding advocacy, especially focused on how they can engage in advocacy without putting their 501c3 status at risk.
- Identify current best practices in basic voter education/civic engagement efforts; create a plan for the Inland Region modeled on best practices/existing efforts.
- Create a hotline or similar resource that can explain various bills in easy-to-understand language that is non-partisan and unbiased so that voters can understand the bills on the ballot and make educated choices.
- Create a *promotores*-style model to do door-to-door voter education with members of their own communities doing the educating.
- Implement programs that provide civic education to youth, with activities such as bringing youth to city council meetings, encouraging them to share in public comment about the issues that affect their lives, engaging in mock government, education them about how districts function, etc.

7. Elected Officials

Closely related to civic engagement is the process of improving the connection with our elected officials. Some currently elected officials remain disconnected from their communities, not understanding the community needs and wants the way they should. Additionally, we still lack proper representation, primarily because of the barriers to becoming an elected official. It takes a great deal of time to serve as an elected official, meaning that people who work multiple jobs or have families are unlikely to be able to participate, and politics remains disproportionately the purview of retired people with time, money, and education.

Examples of activities that could be undertaken under this theme include:

- Invite local elected officials—city council members, city managers, school district boards, county Board of Supervisors, etc.—to every Ark of Safety event moving forward. Have those who know these individuals personally follow-up to increase the likelihood of their attendance at our meetings.
- Present findings from the existing Ark of Safety work to elected officials; e.g., mention it at public comment and provide copies of reports for elected officials, request to be added to their council agendas for a full presentation, etc.
- Encourage the public's participation in local city council, county Board of Supervisors, etc. meetings—have community members speak in public comment, make appointments to meet with elected officials to express their concerns.
- Push forward policies that make becoming an elected official more accessible to working families/people of color/people with disabilities/etc. Policy changes might include increased compensation for these individuals, moving meetings to after hours, providing childcare and/or food for any meetings that occur after hours, etc.

Appendices

Appendix A: List of Attendees

Appendix B: List of Acronyms

Appendix C: Miscellaneous Comments

Appendix A: List of Attendees

Attendees are listed in alphabetical order by agency, and then by last name.

In-Person Attendees (44):

First Name	Last Name	Agency
Debbie	Cannon	Academy For Grassroots Organizations
Laura	Cole	Building Resilient Communities
Dan	Coleman	Building Resilient Communities
Princess	Davis	Building Resilient Communities
Cathy	Giles	Building Resilient Communities
Amry	Singh	Building Resilient Communities
Jim	Smith	Building Resilient Communities
Haley	Webster	Building Resilient Communities
Debra	Williams	Building Resilient Communities
Jose	Amezquita	C-More Media
Clinton	Whitmore	C-MORE Media
Kytzia	Rayos	Come Back Kids
Oralia	McKee	Community Cross
Jose	Rosales	Community Cross
Carlos	Segura	Community Cross
Miley	Munoz	Community Health Systems
Serine	Orozco	Community Health Systems
Lexienne	Prieto	Community Health Systems
Hope	Christman	CPUC
Jonathan	Buffong	DBH
Fay	Glass	FPEM Consulting
Jenna	LeCompte-Hinley	HARC, Inc.
Kim	Anthony	IECAAC
Marci	Coffey	IEHP
Philip	Lo	IEHP
Loreto	Acevedo	Inland So Cal United Way
Marie	Vasquez	Lastonnac Free Clinic
Stella	Delgadillo	Reach Out
Alexandra	Diaz	Reach Out
Diana	Fox	Reach Out
Robert	Gonzalez	Reach Out
Natalie	Hidalgo	Reach Out
Salvador	Jauregui Romero	Reach Out

Appendices

Rebecca	Torres	Reach Out
Emma	Perez Singh	Riverside County Continuum of Care
Regina	Stell	Riverside NAACP 1059
Evie	Stell	Riverside NAACP 1059
Robin	Bishop	RUHS
James	Jo	RUHS
Greg	Mercado	RUHS
Stacey	Davis	SB County Department of Public Health
Michele	Myers-Heard	Southern California Edison
Alfredo	Ortiz Aragon	University of the Incarnate Word
Queen	Waddell	Vaccinate All 58

Online Attendees (50):

First Name	Last Name	Agency
Carolyn	Schutten	Arts Connection - The Arts Council of San Bernardino County
Queen	Hamilton	Building Resilient Communities
Imam Dr. Abdul Hai	Patel	Canadian Multifaith Federation
Tawon	Green	Clay Counseling Solutions
Brandon	Sampson	Clay Counseling Solutions
Nancy	Aguirre	County of Riverside- Public Health
Shmuel	Yerushalmi	Different frames of social activity
Manuel	Santiago	Dignity Health St. Bernardine Medical
Ann Marie	Gallant	Diocese of San Bernardino
Fay	Glass	Focus Point Emergency Management Consulting Services LLC
Jose Manuel	Castillo	IEHP
Jose Manuel	Castillo	Inland Empire Health Plan
Sayra	Cisneros	Inland So Cal United Way and 211+
Sheila	Henderson	Inland SoCal United Way 211+ Connect IE
Starlette	Shelton	Inland SoCal United Way 211+ Connect IE
Lina	Shakir	Neighborhood Healthcare
Alexandra	Diaz	Reach Out
Pepi	Jackson	Riverside County Black Chamber of Commerce
Marivel	Castaneda	Riverside County Department of Public Social Services, Community Outreach Branch
Marshare	Penny	RUHS - Public Health
Chinyelu	Ugwuanyi	RUHS - Public Health

Appendices

Maureen	Albia	RUHS - Public Health
Mayra	Mendoza	RUHS - Public Health
Bridget	Vigneault	RUHS
Jennifer	Chevinsky	RUHS - Public Health
Mary	Obideyi	RUHS - Public Health
Dakota	Brown	RUHS - Behavioral Health
Daniel	Bokelman	RUHS - Public Health
Adesola	Haugabrook	RUHS - Public Health
Salomeh	Wagaw	RUHS - Public Health
Kayla	Booker	SBX
Arnold	San Miguel	Southern California Association of Governments
Tanya	Humphrey	The GAP Leadership Academy
Phyllis	Clark	The Healthy Heritage Movement
Kora	Booker	The Riverside County Black Chamber of Commerce
Pepi	Jackson	The Riverside County Black Chamber of Commerce
Shaleta	Smith	UC Riverside School of Medicine
Selina	Hernandez	UC Riverside School of Medicine Center for Healthy Communities (CHC)
Stephanie	Sandoval	UCR School of Medicine- Center for Healthy Communities
Frank	Jackson Jr	VILLAGE SOLUTIONS FOUNDATION
Maria D.	Gallardo	Vision y Compromiso
Linda	Cumberland	
John	Epps	
Tamica	Foots-Rachal	
Taylor	Hart	
Joan	Moye	
Benita	Ramsey	
Tisa	Rodriguez	
Robert	Schmidt	
Hang	Vu	

Appendix B: List of Acronyms

The following acronyms were utilized in this report and are included here in alphabetical order for reference.

- AAPI: Asian American Pacific Islander
- BRC: Building Resilient Communities
- CBOs: Community-based organizations
- FBOs: Faith-based organizations
- HARC: Health Assessment and Research for Communities
- IE: Inland Empire (synonymous with Inland Region)
- NGOs: Non-governmental organizations
- RUHS: Riverside University Health System (e.g., County of Riverside)
- UCR: University of California, Riverside

Appendix C: Miscellaneous Comments

This appendix includes the data from each round that did not fit into any of the existing themes.

Question 1 Miscellaneous/Uncategorized Data

Question 1 asked participants to identify the most important things they heard in the Roadmap to Resilience Report. This input was collected on green index cards for in-person attendees, and the Padlet application for online attendees.

- Everyone should know their top 5 values and be able to communicate it
- Learn the process of being a mentor.
- Fixing a large wound with a small band-aid
- How families react [react?] to the homeless. Change the faces of the homelessness (that is someone's grandma, son, father)
- I learned there was a huge difference between Empathy and Sympathy. I have a greater understand between the two. You should always use empathy over sympathy. With empathy it gives you the chance to understand that person rather than only feeling bad for them. I will use that mindset a lot more when I am reaching out in the community. -Kb
- Increasing workforce capacity to share power and listen.
- Take away: building friendships
- Take away: Great networking opportunity
- Takeaway: Define community to identify who is who and what is what!
- Takeaway: There are more infrastructures popping up in low-income communities causing environmental injustice.
- Tapping into the Trusted Healthcare Network for Building community trust is also key.
- there is a lot of trepidation with non- English speakers
- We can learn from other countries how they treat seniors communities

Question 2 Miscellaneous/Uncategorized Data

Question 2 asked participants to reflect on what was missing from the Roadmap to Resilience Report, and whose voices/issues are still struggling to be heard. This input was collected on pink index cards for in-person attendees, and the Padlet application for online attendees.

- Critical race theory not being taught nor teaching civil education
- How to eradicate systemic racism... face fear
- Humanize people - more than a number
- Humanizing people can drive system and org change --> prioritize comm engagement --> policy priorities
- Recognizing that the people we serve don't just need resources, they belong at the decision-making table.
- Takeaway 1. Accountability of politicians
- Trying to learn and understand different cultures and perspectives
- We need more critical thought in school.
- We need more positive stories and imagery
- We need to redefine American culture and values

Question 3 Miscellaneous/Uncategorized Data

Question 3 asked participants to identify what needs to be in place (that is not currently in place) for us to truly achieve an equitable roadmap (and movement) to resilience. This input was collected on blue index cards, as well as on colorful circles.

- Better coordination and communication at Fed, state, and county levels - education - laws - policy- DEI
- We need to close the technology divide.
- Faith w/o works is dead
- Help me, help you - Imposter syndrome am I deserving/fear
- How we approach community members as advocates must come as a personalized resources "You deserve this."
- Impact of discrimination in every group, which adds difficulty in attaining equity
- Representation (younger people Gen Z) - Working outside the box - Personalizing their experience
- More reach out needed - sacrifice (time/resources) - connectivity (go where they are) - accountability w/ self, people, organizations
- Round 3 Take Away: Las noticias falsas incompletos y negativas de la comunidad! [Fake news sketchy and negatives from the community!]
- Stop funding 211 who do not serve the community
- Understanding, self, and other's - reaction in one year -
- We need to untangle resources and healthcare assistance from income. Disabled folks are forced to live poverty to get care.
- Change the mindset.
- Much work to be done - it takes time
- Take-away: Change is needed and important.

Question 4 Miscellaneous/Uncategorized Data

Question 4 asked participants to identify specific changes or outcomes would we like to see and what would we love to see in one year. This input was collected purple index cards, as well as “like” and “love” lists on yellow sheets for in-person attendees, and the Padlet application for online attendees.

- I would love to see more respect for between the elderly and the new generations
- Provide more affordable housing in San Bernardino
- Provide more opportunities to community members and empowering them to get involved locally.
- Racism free type of policies? But what does that look like?
- Sometimes only target Spanish speaking groups, there is more than that.
- Transcends out to all groups
- More representation
 - (multi-sector @ big collaboratives)
 - Conversations actually being started to have a foot in the door
- Guidance from the right people
- More beautification projects for children to express themselves without fear. Creative spaces for families to enjoy the community, each other, and create memories.
- More open and safe spaces to share and feel comfortable. LGBTQ Homeless and support groups.
- More participation between emp/owners
- More participation from attendees
- Increase community health workers promotores across all groups.
- No more warehouses in San Bernardino County/city.
- Social skills improved
- Develop solutions @ a community level – Zipcode or even cross street solutions
- Value each other build our generational wealth
- Integrated services, one application for all services, food, housing, healthcare.
- More outreach (effective) resources available to families
- More realistic solutions
- Solve preventative issues – homelessness, disparities, address in diff. areas
- System change
- Rainbow Pride Youth Alliance (indecipherable) two
 - 2 houses for undocumented homeless persons
 - Gender support plans @ schools
- Borrego Health – Marie
 - Free health services
 - Provide grants for dental work

Harvest Round Miscellaneous/Uncategorized Data

The Harvest round asked participants to identify “Discoveries”, that is, what patterns were emerging from our conversations and what is rising up that we want to name. This input was collected via “discoveries” and “what now” lists on yellow sheets for in-person attendees, and the Padlet application for online attendees.

- News media with facts showing positivity
- The needs of the community
- Roadmap: action side back side had references to resources and statistics. Data sources identified that we can utilize
- Cultural coaches
- Mentorship – more local mentors
- Accountability of actions
- Strengthening nonprofit foundational capacity
- Meet people where they are at
- Community trauma is more prevalent that we think
- Lack of respect and care for elderly and veterans/less fortunate
- Disconnect btw government agencies and church, community they serve
- Trust gaps
- Availability of housing

The Harvest round also asked participants to identify “What Now?”, that is, what should we do about it? How can we take action to build our movement? This input was collected via “discoveries” and “what now” lists on yellow sheets for in-person attendees, and the Padlet application for online attendees.

- Sustainability
- Consider this in service delivery, how expressed/not in diff communities
- Leadership camps/programs for minority youth not just high performers
- Minority professionals as mentors
- Requirement(s) that CBOs participate in foundational trainings
- We need to bring corporations to community discussion. In particular their leaders (VPs, operation managers, etc.) if you want to house your operation in our community be a part of it and give back.
- Family check-in
- Govt. simplify process to get assistance. Like a universal application that all agencies use.
- Part of character build – through mandatory volunteer services to graduate or pass to the next class level