

## **Independent Redistricting Commission Training Continuum**

*Following is a list of training items for posting on the redistricting website, in alignment with the IRC Training Continuum as proposed by the Ad Hoc Committee on Commissioner Training and approved by the Independent Redistricting Commission. Web posting will include links to relevant presentations/materials/sites and/or video time codes as available.*

### **ORIENTATION PHASE**

***NOVEMBER 2020 – MARCH 2021***

#### **Training Completed During IRC Meetings**

- Brown Act (*Completed November and December 2020*)
- Competitive Procurement (*Completed December 2020*)
- County Financial Risk Assessment and Controls (FRAC) (*Completed January 2021*)
- Redistricting 101:
  - Overview & Responsibilities (*Completed February 2021*)
  - Outreach to Communities of Interest (*Completed February 2021*)

#### **Additional Training Opportunities for Commissioners**

- Common Cause California “Redistricting Workshop” (*Completed January 2021*)

### **EDUCATION PHASE**

***APRIL 2021 – AUGUST 2021***

#### **Training to be Completed During IRC Meetings** (*suggest one per month*)

- Guest speakers (TBD)
  - Offer of presentation from Jeanine Erikat, Partnership for Advancement of New Americans (PANA) on best practices for language access and outreach to African, Arab, Middle Eastern, Muslim, and South Asian (AAMEMSA) our communities
- Demonstration of line drawing software (TBD)
- Training on current Census and other geography and data, as available, and demographics of supervisorial districts including communities of interest from demographer contractor (TBD)
- Mapping software/mapping/GIS training from demographer contractor (TBD)

#### **Additional Training Opportunities for Commissioners**

**Topic: Baseline Training Identified by AHC** (*suggest review during March/April 2021*)

- Common Cause California “Redistricting Workshop” (*review if did not attend in January*)
- National Conference of State Legislatures
  - “Redistricting Data 101”
  - Redistricting Software (4 presentations)
- Rose Institute of State and Local Government – Claremont McKenna College
  - “Webinars: 2020 Census and the New Redistricting Cycle”
    - “2021 Redistricting: New Rules for California Local Governments – Virtual Conference”

- Census Overview and Projections
  - CA Redistricting Commission
  - Local Redistricting
- Websites and Materials Suggested by Commissioners
  - [www.Localredistricting.org](http://www.Localredistricting.org)
  - [www.Allaboutredistricting.org](http://www.Allaboutredistricting.org)
  - [www.longbeach.gov/redistricting](http://www.longbeach.gov/redistricting)
  - [www.ncsl.org/research/redistricting.aspx](http://www.ncsl.org/research/redistricting.aspx)

**Topic: Public Outreach/Communities of Interest** (*suggest review during April/May 2021*)

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings:
  - Global Access
  - Communities of Interest (COI) Tool
  - Global Access Issues
  - General Access/Language
  - Local/Field Level Nonprofit Panel on civic engagement
  - General Access/Increasing Public Access
  - Strategies for Outreach
  - Strategies for Public Input Meetings
  - Training on Communities of Interest (COI) and their relation to drawing the lines
- Websites and Materials Suggested by Commissioners
  - SANDAG “2020 Census Complete Count Strategic Plan”
  - California Common Cause “Roadmap for Local Redistricting in California”
  - “Community Engagement and Outreach” document

**Topic: Census and Data** (*suggest review during May/June 2021*)

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings:
  - Census Update: Presentation by Karin MacDonald, Statewide Database
  - Panel to Discuss Incarcerated Population
  - Update on 2020 Census
  - California Census
  - Training on California’s Diverse Demographics and Geography, an overview of California’s population, race and ethnic diversity, and geography
  - Training video: “California’s Diverse Demographics and Geography,” Eric McGhee (Public Policy Institute of California) provides an overview of California’s population, race and ethnic diversity, and geography.
- Websites and Materials Suggested by Commissioners
  - [www.drawmycacomunity.org](http://www.drawmycacomunity.org)
  - [www.Census.gov](http://www.Census.gov)

**Topic: Voting Rights Act** (*suggest review during June/July 2021*)

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings:
  - Voting Rights Act and Latino Community
  - Voting Rights Act Litigation

- Voting Rights Act Compliance
- Training on the Federal Voting Rights Act of 1965 and its application to Redistricting
- Training video: “Redistricting 101,” Justin Levitt (Loyola Law School) provides an overview of the redistricting process, with a focus on the applicable legal concepts including the Voters FIRST Act, U.S. Constitution, and the Voters Rights Act of 1965.
- Websites and Materials Suggested by Commissioners
  - National Conference of State Legislatures “Vote Dilution: Measuring Voting Patterns by Race/Ethnicity”

**Topic: General** (*suggest review during July/August 2021*)

- Websites and Materials Suggested by Commissioners
  - Public Speaking: Toastmasters International [www.toastmasters.org](http://www.toastmasters.org)
  - Writing Standards: Grammarly: Technology digital writing assistance tool based on artificial intelligence and natural language processing.
- Additional Training Topics Suggested by Commissioners (*content to be updated as available*)
  - Speaker training
  - Meeting protocols
  - Communities of Interest
  - Community outreach and engagement (planning, media, social media, PSA’s)
  - Redistricting impact on elections and representation since 2010
  - Lessons learned from other redistricting efforts
  - Redistricting strategies
  - Basis of legal challenges to previous redistricting maps
  - Budget/accounting basics
  - Crucial conversations
  - Making meetings work

**IMPLEMENTATION PHASE**

***MAY – NOVEMBER 2021***

**Topic: Outreach/Public Hearings** (*suggest review May-October 2021*)

Training to be Completed During IRC Meetings (*suggest during outreach meetings*)

- General training about redistricting and how the public can participate (planned TBD)

Additional Training Opportunities for Commissioners

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings
  - Education Outreach Panel
  - Environment and Infrastructure Panel
  - Update on Outreach and Engagement Strategies - Regional Teams
  - Outreach: Presentations and discussion related to: a. Regional Teams b. Presentation of outreach strategy c. Community partner recommendations on outreach and public participation.

- Websites and Materials Suggested by Commissioners
  - Communities Scotland “National Standards for Community Engagement”
  - County of San Diego Climate Action Plan “Public Outreach and Engagement”

**Topic: Pre-Mapping (First Drafts)** (*suggest review May - June 2021*)

Additional Training Opportunities for Commissioners

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings:
  - Data Management & Civic Technology
  - Redistricting Software
  - Training on Census Data and the Process of Map-Drawing, an overview of census data, census geography, and line-drawing/mapping
  - Training video: “Commissioner Experience,” Angelo Ancheta (2010 Citizens Redistricting Commissioner and Attorney) discusses communities of interest and diversity as they relate to the commission’s map drawing work
  - Training video: “Impartiality and Working with Others,” Andre Parvenu (2010 Citizens Redistricting Commissioner) discusses working with others as a member of the Commission.
- Websites and Materials Suggested by Commissioners
  - [www.sangis.org](http://www.sangis.org)
  - US Census “Creating 2020 Census Blocks”
  - [www.statewidedatabase.org](http://www.statewidedatabase.org)
  - Statewide Database “Creating California’s Official Redistricting Database”

**Topic: Map Development:** (*suggest review July – August 2021*)

Additional Training Opportunities for Commissioners

- Past Presentations/Speakers from California Citizen Redistricting Commission Meetings:
  - “Redistricting 101 and the Legal Concepts that Apply to Redistricting in California”
  - Training video: “Census Data and the Process of Map-Drawing,” Karin Mac Donald and Jaime Clark (Statewide Database, UC Berkeley School of Law) provide training on census data, census geography, and line-drawing / mapping.

**Topic: Finalize Redistricting Map:** (*suggest review September – November 2021*)

Additional Training Opportunities for Commissioners

- Websites and Materials Suggested by Commissioners
  - “13 Essential Characteristics or Features of a Good Report”  
<http://bconsi.blogspot.com/2013/06/characteristics-features-of-good-business-report.html#:~:text=Essential>

**FINAL PHASE**  
**DECEMBER 2021**

**Adopt Redistricting Map (Statutory): December 15, 2021**

Additional Training Opportunities for Commissioners

TBD