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STATE OF CALIFORNIA  
NEW MOTOR VEHICLE BOARD  
**A G E N D A**

**Committee on Equity, Justice and Inclusion Meeting**

Glendale City Hall  
Council Chamber Room  
613 E. Broadway, 2<sup>nd</sup> Floor  
Glendale, California 91206  
(818) 548-2094

February 19, 2026

Please note that Committee action may be taken regarding any of the issues listed below. As such, if any person has an interest in any of these issues, they may want to attend.

The Committee provides an opportunity for members of the public to comment on each agenda item before or during the discussion or consideration of the item. (Gov. Code § 11125.7)

The Committee on Equity, Justice and Inclusion Members are:

Jake Stevens, Vice-Chair  
Anne Smith Boland, Member  
Ashley Dena, Member  
Ardashes Kassakhian, Member  
Bismarck Obando, Member

1. **2:45 p.m. -- Meeting called to order.**
2. **Roll Call and establishment of quorum.**
3. **Welcome newly appointed committee members.**
4. **Discussion and consideration of proposed revisions to the Board's Vision and Mission statements including the addition of Values Statements - Ad Hoc Committee to Review the Mission and Vision Statements**

5. **Discussion and consideration of a Land Acknowledgment to be read at meetings and action steps beyond Acknowledgement - Working Committee on Land Acknowledgments**
6. **Discussion and consideration of virtual and telephonic access and improving overall accessibility to public meetings - Working Committee on Virtual and Telephonic Access to Public Meetings.**
7. **Charter review.**
8. **Future meeting dates discussion.**
9. **Public Comment. (Gov. Code § 11125.7)**
10. **Adjournment.**

To request disability-related modifications or accommodations, please contact staff at (916) 445-1888 or [Alejandro.martinez2@dmv.ca.gov](mailto:Alejandro.martinez2@dmv.ca.gov). Providing your request at least five (5) business days before the meeting will help ensure availability of the requested accommodation.



## Memorandum

**Date : JANUARY 29, 2026**

**To : COMMITTEE ON EQUITY, JUSTICE, AND INCLUSION (EJI)**  
**JACOB STEVENS, VICE-CHAIR**  
**VACANT, CHAIR**

**From : KIMBERLEE VAYE**

**Subject : DISCUSSION OF LAND ACKNOWLEDGMENTS, VIRTUAL ACCESS  
(GENERAL ACCESSIBILITY) TO PUBLIC MEETINGS, AND PROPOSED  
VISION, MISSION AND VALUES**

At the August 1, 2025, General Board meeting, two 2-member working committees were formed on Land Acknowledgments and Virtual and Telephonic Access to Public Meetings.

To learn best practices and formulate recommendations in these two goal areas, Board members and staff met and sought guidance from other State departments including, but not limited to the Racial Equity Commission, Caltrans, and CalABLE.

Utilizing the Equity Lens Assessment rubric, the EJI Committee will also review the Ad Hoc Committee's proposed new Vision, Mission, and Values, for the Board.

These matters are being agendized for discussion and consideration at the February 19, 2026, meeting of the Committee on Equity, Justice and Inclusion, and for discussion and consideration at the February 20, 2026, General Meeting.

If you have any questions or require additional information, please contact me at (916) 818-2993.

PROPOSED VISION, MISSION AND VALUES  
NEW MOTOR VEHICLE BOARD  
FEBRUARY 2026

**VISION:** Building trust, cultivating relationships, and resolving disputes.

**MISSION:** To be a trusted government resource benefiting all Californians, enriching relations between new motor vehicle dealers and manufacturers, and delivering fair resolutions for consumers.

**VALUES:**

- Collaboration
- Efficiency
- Equity
- Integrity
- Transparency



## New Motor Vehicle Board

### Applying an Equity Lens to Policy Development and Review

NMVB commits to using a systematic application of an Equity Lens Assessment Rubric when developing new policies and reviewing existing ones. In doing so, we seek to do the following:

- Infuse equity in evaluation of NMVB policies, processes, and programs.
- Identify potential disparate effects on underserved and marginalized individuals, groups, and communities, and minimize unintended adverse consequences.
- Reduce or eliminate barriers.
- Make decisions that result in more equitable outcomes across policies, programs, practices, and processes.

## Equity Lens Assessment Rubric

Policy:

Date Reviewed: 2/19/2026

Criterion	Equity Lens Tool	Phase One	Phase Two	Phase Three
<b>Stakeholders identified</b>	<i>Who is impacted by the content of this policy, practice, or decision?</i>	No stakeholders have been identified	Some stakeholders have been identified.	All stakeholders have been identified
<b>Stakeholder Input</b>	<i>Are the people impacted by the policy, practice, or decision included in the development discussion?</i>	No stakeholder input has been included in the development of this policy	Informal and segmented stakeholder input has been included in the development of this policy	All relevant stakeholders have been formally involved with the development of this policy
<b>Benefits/ Burdens/Overall Impact</b>	<i>What are the benefits and burdens?</i>	No benefits and burdens of the policy have been identified	Some benefits and burdens of the policy have been identified	A comprehensive understanding of the benefits and burdens of the policy have been identified
<b>Access, Equity, and Inclusion</b>	<i>In what ways does this policy, practice, or decision increase or decrease access, equity, and inclusion?</i>	The policy does not address increases and decreases in access, equity, and inclusion	The policy addresses some increases and decreases in access, equity, and inclusion.	The policy addresses all increases and decreases in access, equity, and inclusion
<b>Measurable Outcomes</b>	<i>What are the measurable outcomes of the policy practice, or decision?</i>	No measurable outcomes have been identified	Some measurable outcomes have been identified or outcomes that have been identified are not measurable	All measurable outcomes have been identified
	Mark applicable phase with X			

**1) STAKEHOLDERS IDENTIFIED** What groups, organizations or individuals may be most affected by and/or concerned with the issues related to the proposed policy?

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New Motor Vehicle Board members, staff, and members of the public, including consumers and industry stakeholders.

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**2) STAKEHOLDER INPUT** Have those stakeholders most involved or impacted been informed, meaningfully involved, and authentically represented in the development of the policy?

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Board staff met on 7/22/2025 to discuss individual and collective ideas for the vision and mission. Ideas were synthesized by Assistant Director and Equity Officer before presenting to the Ad Hoc Vision and Mission Statement Committee on 10/9/2025. Vision, Mission, and Values was agreed upon by committee on 10/15/2025.

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**3) BENEFITS, BURDENS, OVERALL IMPACT** Which groups, organizations, or individuals are currently most advantaged by the issues this policy seeks to address? Which are disadvantaged? How are they affected differently? Is there evidence that inequity exists? Is evidence is needed? If so, what?

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No disadvantages foreseen with the new Vision, Mission, and Values statements. Benefits all New Motor Vehicle Board stakeholders for Board to have updated statements that reflect our statutory responsibilities and that are also in alignment with our current Strategic Plan goals and objectives.

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**4) ACCESS, EQUITY, AND INCLUSION** In what ways does this policy increase or decrease access, equity, and inclusion? Is there equity in the language? What types of words are used to describe individuals/groups identified in the policy? Are there further ways to maximize equitable opportunities and impacts?

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Equity is one of the proposed values. Individuals and groups identified in the Vision and Mission Statements: Californians, new motor vehicle dealers and manufacturers, and consumers. Maximizing impact: Share with others and identify ways to partner and collaborate on shared values.

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**5) MEASURABLE OUTCOMES** What is the intent behind the policy? What are the desired outcomes? Who is responsible for implementation and oversight?

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Intent of new vision, mission, and values statements is to be in alignment with the current work of NMVB. Implementation and oversight is the responsibility of the Executive Director and the Assistant Director and Equity Officer. The Board is responsible for general oversight.

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**Board Members present:**

**Outstanding concerns?** [i.e. Are there better ways to achieve the purpose of policy and align with board goals? Does the policy need revisions to ensure positive impacts on equity and inclusion? Is there a need for ongoing evaluation of the policy to ensure Board accountability and stakeholder participation?]

**Policy approved for Full Board review? Y/ N**

Resources: <https://harvard.edu>; <https://dei.virginia.edu>; <https://policies.wsu.edu>; <https://ualr.edu>

11.1.24



## Memorandum

**Date : JANUARY 29, 2026**

**To : COMMITTEE ON EQUITY, JUSTICE, AND INCLUSION (EJI)**  
**JACOB STEVENS, VICE-CHAIR**  
**VACANT, CHAIR**

**From : KIMBERLEE VAYE**

**Subject : DISCUSSION OF LAND ACKNOWLEDGMENTS, VIRTUAL ACCESS  
(GENERAL ACCESSIBILITY) TO PUBLIC MEETINGS, AND PROPOSED  
VISION, MISSION AND VALUES**

At the August 1, 2025, General Board meeting, two 2-member working committees were formed on Land Acknowledgments and Virtual and Telephonic Access to Public Meetings.

To learn best practices and formulate recommendations in these two goal areas, Board members and staff met and sought guidance from other State departments including, but not limited to the Racial Equity Commission, Caltrans, and CalABLE.

Utilizing the Equity Lens Assessment rubric, the EJI Committee will also review the Ad Hoc Committee's proposed new Vision, Mission, and Values, for the Board.

These matters are being agendized for discussion and consideration at the February 19, 2026, meeting of the Committee on Equity, Justice and Inclusion, and for discussion and consideration at the February 20, 2026, General Meeting.

If you have any questions or require additional information, please contact me at (916) 818-2993.

### ***Findings and Recommendations from the Working Committee on Land Acknowledgements***

- Member working group met to discuss alignment of priorities, Board resources, and staff capacity.
- Reviewed multiple California State departments and counties' existing Land and Labor Acknowledgement statements.

### **Recommendations**

- ✓ Land Acknowledgment placed on Agenda after Pledge of Allegiance.
- ✓ Land Acknowledgment placed on website along with Vision and Mission statements.

### Proposed NMVB Land Acknowledgment

*We acknowledge that the land we now call California is the ancestral lands of the over 109 Nations, Tribes, and Peoples, along with over 60 non-federally recognized tribes located throughout the state. The Indigenous Peoples of this area have a deep, reciprocal relationship with the land as its original stewards. Their ways, methods, and traditions contribute to California's rich biodiversity and impact the transportation network for the state. Our transportation network not only connects us to families, friends, work, and leisure, it connects us to our past and future. We acknowledge that our nation and economy were created using the labor of enslaved African and Indigenous peoples, and the labor of many immigrants which enrich our communities.*

*We know this statement is only meaningful when coupled with actionable steps and sustained commitment. As such, we embrace our past, and commit to ongoing collective learning, fostering authentic relationships, and practicing inclusiveness and equity for everyone who calls this state home.*

### **Actionable steps:**

- ✓ When possible, staff will purchase products and services from BIPOC-owned businesses.\*
- ✓ When reasonable, when traveling for Board business, staff and members will stay at BIPOC-owned lodging.
- ✓ Staff will research BIPOC-led organizations and non-profits for possible collaboration with community engagement opportunities.
- ✓ Staff will research state-sponsored events happening and support when possible (Annual California Native American Day at the Capitol, California Native American Caucus events, Native American Heritage month, Missing, Murdered, Indigenous People Awareness Day/Month).

\*BIPOC= Black, Indigenous, and People of Color



## New Motor Vehicle Board

### Applying an Equity Lens to Policy Development and Review

NMVB commits to using a systematic application of an Equity Lens Assessment Rubric when developing new policies and reviewing existing ones. In doing so, we seek to do the following:

- Infuse equity in evaluation of NMVB policies, processes, and programs.
- Identify potential disparate effects on underserved and marginalized individuals, groups, and communities, and minimize unintended adverse consequences.
- Reduce or eliminate barriers.
- Make decisions that result in more equitable outcomes across policies, programs, practices, and processes.

## Equity Lens Assessment Rubric

**Policy: Land Acknowledgement**

**Date Reviewed: 2/19/2026**

Criterion	Equity Lens Tool	Phase One	Phase Two	Phase Three
<b>Stakeholders identified</b>	<i>Who is impacted by the content of this policy, practice, or decision?</i>	No stakeholders have been identified	Some stakeholders have been identified.	All stakeholders have been identified
<b>Stakeholder Input</b>	<i>Are the people impacted by the policy, practice, or decision included in the development discussion?</i>	No stakeholder input has been included in the development of this policy	Informal and segmented stakeholder input has been included in the development of this policy	All relevant stakeholders have been formally involved with the development of this policy
<b>Benefits/ Burdens/Overall Impact</b>	<i>What are the benefits and burdens?</i>	No benefits and burdens of the policy have been identified	Some benefits and burdens of the policy have been identified	A comprehensive understanding of the benefits and burdens of the policy have been identified
<b>Access, Equity, and Inclusion</b>	<i>In what ways does this policy, practice, or decision increase or decrease access, equity, and inclusion?</i>	The policy does not address increases and decreases in access, equity, and inclusion	The policy addresses some increases and decreases in access, equity, and inclusion.	The policy addresses all increases and decreases in access, equity, and inclusion
<b>Measurable Outcomes</b>	<i>What are the measurable outcomes of the policy practice, or decision?</i>	No measurable outcomes have been identified	Some measurable outcomes have been identified or outcomes that have been identified are not measurable	All measurable outcomes have been identified
	Mark applicable phase with X			

**1) STAKEHOLDERS IDENTIFIED** What groups, organizations or individuals may be most affected by and/or concerned with the issues related to the proposed policy?

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California Tribes and Native American people. New Motor Vehicle Board members, staff, and members of the public, including consumers and industry stakeholders.

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**2) STAKEHOLDER INPUT** Have those stakeholders most involved or impacted been informed, meaningfully involved, and authentically represented in the development of the policy?

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This goal was written in the EJI Charter established November 1, 2024: "Engage in individual and group reflection and research to develop a land acknowledgement for cities where board meetings are held." Throughout 2025, the Board has engaged in education and reflection during EJI Committee and General Board meetings with educational videos and discussions and guest speaker from the Racial Equity Commission. A working committee was formed that further explored California State departments and counties' existing Land and Labor Acknowledgement statements.

We understand that ideally, Land Acknowledgments are developed in collaboration with Tribal partners. Due to the nature and scope of the Board, we do not have direct relationships with Tribes and have developed our Land Acknowledgment based on research and discussions with other State departments to ensure it is accurate and respectful. Moreover, we want to focus on meaningful actions and therefore have developed tangible ways to support indigenous communities.

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**3) BENEFITS, BURDENS, OVERALL IMPACT** Which groups, organizations, or individuals are currently most advantaged by the issues this policy seeks to address? Which are disadvantaged? How are they affected differently? Is there evidence that inequity exists? Is evidence needed? If so, what?

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No disadvantages foreseen with the Land Acknowledgment. To avoid performative gestures the Board has created actionable steps:

- ✓ When possible, staff will purchase products and services from BIPOC-owned businesses.\*
- ✓ When reasonable, when traveling for Board business, staff and members will stay at BIPOC-owned lodging.
- ✓ Staff will research BIPOC-led organizations and non-profits for possible collaboration with community engagement opportunities.

- ✓ Staff will research state-sponsored events happening and support when possible (Annual California Native American Day at the Capitol, California Native American Caucus events, Native American Heritage month, Missing, Murdered, Indigenous People Awareness Day/Month).

\*BIPOC= Black, Indigenous, and People of Color.

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4) **ACCESS, EQUITY, AND INCLUSION** In what ways does this policy increase or decrease access, equity, and inclusion? Is there equity in the language? What types of words are used to describe individuals/groups identified in the policy? Are there further ways to maximize equitable opportunities and impacts?

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The action steps address ways to maximize impact and the Land Acknowledgement closes with “*We know this statement is only meaningful when coupled with actionable steps and sustained commitment. As such, we embrace our past, and commit to ongoing collective learning, fostering authentic relationships, and practicing inclusiveness and equity for everyone who calls this state home.*”

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5) **MEASURABLE OUTCOMES** What is the intent behind the policy? What are the desired outcomes? Who is responsible for implementation and oversight?

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The intent of Land Acknowledgment and Action Steps is to be in alignment with the current Equity, Justice, and Inclusion work of the Board and to acknowledge the ongoing presence and contributions of California Native American peoples. Implementation and oversight are the responsibility of the Executive Director and the Assistant Director and Equity Officer. The Board is responsible for general oversight.

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**Board Members present:**

**Outstanding concerns?** [i.e. Are there better ways to achieve the purpose of policy and align with board goals? Does the policy need revisions to ensure positive impacts on equity and inclusion? Is there a need for ongoing evaluation of the policy to ensure Board accountability and stakeholder participation?]

**Policy approved for Full Board review? Y/ N**

Resources: <https://harvard.edu>; <https://dei.virginia.edu>; <https://policies.wsu.edu>; <https://ualr.edu>



## Memorandum

**Date : JANUARY 29, 2026**

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**JACOB STEVENS, VICE-CHAIR**  
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**Subject : DISCUSSION OF LAND ACKNOWLEDGMENTS, VIRTUAL ACCESS  
(GENERAL ACCESSIBILITY) TO PUBLIC MEETINGS, AND PROPOSED  
VISION, MISSION AND VALUES**

At the August 1, 2025, General Board meeting, two 2-member working committees were formed on Land Acknowledgments and Virtual and Telephonic Access to Public Meetings.

To learn best practices and formulate recommendations in these two goal areas, Board members and staff met and sought guidance from other State departments including, but not limited to the Racial Equity Commission, Caltrans, and CalABLE.

Utilizing the Equity Lens Assessment rubric, the EJI Committee will also review the Ad Hoc Committee's proposed new Vision, Mission, and Values, for the Board.

These matters are being agendized for discussion and consideration at the February 19, 2026, meeting of the Committee on Equity, Justice and Inclusion, and for discussion and consideration at the February 20, 2026, General Meeting.

If you have any questions or require additional information, please contact me at (916) 818-2993.

***Findings and Recommendations from the 2-member Working Committee on  
Virtual and Telephonic Access to Public Meetings – ACCESSIBILITY***

Strategic Plan Goal 4.5: Explore options to improve accessibility for all  
NMVB public meetings

- Met to discuss alignment of priorities, Board resources, and staff capacity.
- Shadowed Racial Equity Commission hybrid meeting on 10/14/25 at Sacramento State University.
- Shadowed CalABLE hybrid meeting on 12/9/25 at Paul Bonderson Building at 901 P Street, Sacramento.

**Recommendations**

- ✓ Transition to hybrid (Zoom) meetings to increase participation for members of the public, staff, and guest speakers.
- ✓ Ensure our public-physical meeting/event spaces are accessible and clearly marked.
- ✓ Create clear directions on all materials sent via email, posted on webpage, or available at physical location (i.e., how to access Zoom, how to access physical meeting location, available parking and transit options).
- ✓ Staff shall create and maintain an “Accessible Meeting and Event Checklist.”
- ✓ Staff shall create and maintain a hybrid (Zoom) meeting checklist.
- ✓ Staff shall create and maintain a list of statewide buildings/spaces that have available conference rooms and AV equipment (no or low cost).



## New Motor Vehicle Board

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- Infuse equity in evaluation of NMVB policies, processes, and programs.
- Identify potential disparate effects on underserved and marginalized individuals, groups, and communities, and minimize unintended adverse consequences.
- Reduce or eliminate barriers.
- Make decisions that result in more equitable outcomes across policies, programs, practices, and processes.

### Equity Lens Assessment Rubric

Policy: Virtual and Telephonic Access to Public Meetings- Accessibility

Date Reviewed: 2/19/2026

Criterion	Equity Lens Tool	Phase One	Phase Two	Phase Three
<b>Stakeholders identified</b>	<i>Who is impacted by the content of this policy, practice, or decision?</i>	No stakeholders have been identified	Some stakeholders have been identified.	All stakeholders have been identified
<b>Stakeholder Input</b>	<i>Are the people impacted by the policy, practice, or decision included in the development discussion?</i>	No stakeholder input has been included in the development of this policy	Informal and segmented stakeholder input has been included in the development of this policy	All relevant stakeholders have been formally involved with the development of this policy
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<b>Access, Equity, and Inclusion</b>	<i>In what ways does this policy, practice, or decision increase or decrease access, equity, and inclusion?</i>	The policy does not address increases and decreases in access, equity, and inclusion	The policy addresses some increases and decreases in access, equity, and inclusion.	The policy addresses all increases and decreases in access, equity, and inclusion
<b>Measurable Outcomes</b>	<i>What are the measurable outcomes of the policy practice, or decision?</i>	No measurable outcomes have been identified	Some measurable outcomes have been identified or outcomes that have been identified are not measurable	All measurable outcomes have been identified
	Mark applicable phase with X			

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**1) STAKEHOLDERS IDENTIFIED** What groups, organizations or individuals may be most affected by and/or concerned with the issues related to the proposed policy?

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The overall goal of this policy is to provide members of the public, staff, and guest speakers the ability to participate in all meetings. Board members, Executive Staff, and Legal will continue meetings with a physical location open to the public. Members of the public who wish to observe or address the Board may join the Board Members at the noticed, physical location, or may use the Zoom application to address the Board from a remote location.

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**2) STAKEHOLDER INPUT** Have those stakeholders most involved or impacted been informed, meaningfully involved, and authentically represented in the development of the policy?

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Strategic Plan goal 4.5: “Explore options to improve accessibility for all NMVB public meetings.” A two-member working committee was formed at the August 1, 2025 General Meeting. Working committee members and Assistant Director and Equity Officer met to discuss alignment of priorities, Board resources, and staff capacity. To learn best practices, staff shadowed the Racial Equity Commission hybrid meeting on 10/14/25 at Sacramento State University and CalABLE hybrid meeting on 12/9/25 at Paul Bonderson Building at 901 P Street, Sacramento.

All changes to attendance options for public meetings will be reflected on website and posted Agendas.

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**3) BENEFITS, BURDENS, OVERALL IMPACT** Which groups, organizations, or individuals are currently most advantaged by the issues this policy seeks to address? Which are disadvantaged? How are they affected differently? Is there evidence that inequity exists? Is evidence is needed? If so, what?

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No disadvantages foreseen. This policy benefits all New Motor Vehicle Board stakeholders that would like to attend a meeting but are unable to or choose not to attend at the noticed public location. Moreover, we are making improvements to ensure our public-physical meeting/event spaces are accessible and clearly marked and create clear directions on all materials sent via email, posted on webpage, or available at physical location (i.e., how to access Zoom, how to access physical meeting location, available parking and transit options).

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**4) ACCESS, EQUITY, AND INCLUSION** In what ways does this policy increase or decrease access, equity, and inclusion? Is there equity in the language? What types of words are used to describe individuals/groups identified in the policy? Are there further ways to maximize equitable opportunities and impacts?

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Providing a way for the public, staff, and guest speakers to remotely join increases equity, access, and inclusion in public board meetings. Written instructions will be provided for virtual participation along with clear instructions for building access and transportation options.

Staff welcome recommendations to improve access to the public. This can be done by emailing [feedback@nmvb.ca.gov](mailto:feedback@nmvb.ca.gov).

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**5) MEASURABLE OUTCOMES** What is the intent behind the policy? What are the desired outcomes? Who is responsible for implementation and oversight?

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The intent of providing virtual and telephonic access to public board meetings is to be in alignment with the current Equity, Justice, and Inclusion goals of the Board. Implementation and oversight are the responsibility of the Executive Director and the Assistant Director and Equity Officer. The Board is responsible for general oversight.

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**Board Members present:**

**Outstanding concerns?** [i.e. Are there better ways to achieve the purpose of policy and align with board goals? Does the policy need revisions to ensure positive impacts on equity and inclusion? Is there a need for ongoing evaluation of the policy to ensure Board accountability and stakeholder participation?]

**Policy approved for Full Board review? Y/ N**

Resources: <https://harvard.edu>; <https://dei.virginia.edu>; <https://policies.wsu.edu>; <https://ualr.edu>

## New Motor Vehicle Board

### Equity, Justice, and Inclusion Committee Charter



<b>Mission</b>	Foster a culture that embraces equity, celebrates diversity, champions inclusion and belonging, and prioritizes accessibility and justice to remove barriers, promote fair treatment, and catalyze action to create and drive meaningful change for all stakeholders in the new motor vehicle industry.
<b>Background</b>	<p>On June 12, 2020, the California State Transportation Agency (CalSTA) issued a public statement which said, in part that it <i>"strongly condemns systemic racism and discrimination in all forms, including those historically entrenched in transportation. Enhancing the lives of all Californians – particularly people of color and disadvantaged communities – by connecting individuals to jobs, healthcare, education, and other opportunities lie at the heart of what we do and why. To that end, CalSTA firmly embraces racial equity, inclusion and diversity. These values are foundational to achieving our vision of a cleaner, safer, more accessible, and more connected future. We will be part of the solution. We will promote policies and programs that reflect principles of diversity, equity, and inclusion, and will work with stakeholders to identify areas of improvement. Through these and other efforts, transportation systems have the potential to achieve their intended purpose – to provide safe and equitable access to opportunity and truly enhance quality of life."</i> As an organization operating under the oversight of CalSTA, NMVB is committed to following CalSTA's lead and being part of the solution by forming an Equity, Justice, and Inclusion Committee that first convened October 27, 2020.</p>
<b>Purpose</b>	Improve NMVB operations and provide feedback for CalSTA by engaging with the new motor vehicle industry and its stakeholders in a call to action to address systemic racism, and individual and structural bias in policies and practices that routinely produce adverse outcomes for underrepresented and marginalized groups.

<b>Goals</b>	<ul style="list-style-type: none"> <li>■ Engage in individual and group reflection and research to develop a land acknowledgement for cities where board meetings are held.</li> <li>■ Develop and maintain an Equity Glossary of terms to be updated annually for accuracy and relevancy.</li> <li>■ Develop and formally implement an equity lens assessment rubric for reviewal of Board proposed, new, and amended policies and practices.</li> <li>■ Engage in individual and group learning and development opportunities throughout the year to increase awareness and expand knowledge of Diversity, Equity, Inclusion, Justice, and Accessibility principles.</li> <li>■ Explore options to improve accessibility of all NMVB public meetings.</li> <li>■ Examine the steps new motor vehicle franchisors can take to provide women, and other members of under-represented and marginalized groups access to flooring and ownership of their own franchised dealers.</li> <li>■ Explore opportunities for women, and other members of under-represented and marginalized groups to be considered for exempt executive level positions within CalSTA and its departments.</li> <li>■ Support NMVB staff with strategic plan objectives related to the advancement of the CalSTA Core Four priorities: Safety, Equity, Climate Action, and Economic Prosperity.</li> </ul>
<b>Deliverables</b>	Progress will be tracked and documented in meeting minutes, board committee memos, strategic plan tracker, and CalSTA OKR status updates when related.
<b>Meetings</b>	Meetings are held in conjunction with General Board meetings and may be called as needed.
<b>Roles and Responsibilities</b>	Assistant Director and Equity Officer will provide resources to support team meetings and initiatives.

	<p>NMVB staff sends invites, agendas, and minutes of the meeting.</p> <p>Members shall attend and come prepared to all meetings.</p> <p>All NMVB board members are final authority for all Committee decisions.</p>
<b>Amendments and Addendums</b>	This charter is reviewed annually. Amendments and addendums may be approved with a member vote.



Committee Chair



Committee Vice-Chair

Assistant Director and  
Equity Officer