



## Collective Partnership Agreement Letter (CPAL) Kern High Road Transition Collaborative

Dear Kern Coalition:

The Collective Partnership Agreement Letter (CPAL) is a good faith agreement between the regional convener (Kern Coalition) and diverse key stakeholders to work collaboratively and in support of the development and work of the initial Kern High Road Transition Collaborative (KHRTC), which will evolve throughout the planning and implementation phases into a formalized structure.

The KHRTC is an inclusive, participatory, non-voting collaborative with members from disinvested communities, labor, business, government, and other community stakeholders such as economic development, philanthropy, education and workforce partners. Membership on the initial KHRTC includes attending open public meetings, providing input, helping to elect representatives on the Governance Council, and may include serving on advisory and/or subcommittees.

The KHRTC designates the Kern Coalition—Imelda Ceja-Butkiewicz, Jeremy Tobias, Jessica Grimes, John Paul Lake, Norma Rojas, and Reyna Olaguez—as coordinators to execute the Community Economic Resilience Fund (CERF) initiatives, facilitate meetings, support and develop the regional economic and transition plan, and implement the outreach and engagement plan through participatory activities.

The Kern HRTC will reflect technical expertise and subregional representation. Areas of expertise will consist of Research, Equity, Industry, Labor, Business, and Workforce. Representation will be from 5 subregional communities: East Kern, West Kern, Central Kern, South Kern, and North Kern. Membership in the KHRTC is inclusive of all Kern residents.

### **Governance Structure of Kern HRTC Governance Council**

The initial Kern HRTC Governance Council is a democratic, representational, power-sharing voting council that includes a balanced representation from labor, business, disinvested communities, government, and other community stakeholders such as economic development, philanthropy, education and workforce partners. Its purpose is to implement transparent and inclusive processes to advance long-term shared prosperity by focusing on equity in health, the environment, and in economic opportunities. The Governance Council will review and approve investment proposals in accordance with the tenets of the CERF grant and will approve CERF documents, including the regional economic transition plan.

The KHRTC Kern Coalition coordinators—Imelda Ceja-Butkiewicz, Jeremy Tobias, Jessica Grimes, John Paul Lake, Norma Rojas, and Reyna Olaguez—shall serve as ex-officio members of the Governance Council to facilitate meetings, develop agendas, disseminate information through a variety of outlets, facilitate discussions, and elections. Representatives from the five subregions of the KHRTC shall be elected from the subregional community groups to represent labor, community/disinvested community, environmental and/or social justice, economic development/businesses, and workforce development/ education as follows: East Kern (3 representing mountain and desert), West Kern (3), Central Kern (5 representing one each—East Bakersfield, West Bakersfield, North Bakersfield, South Bakersfield, Central Bakersfield), South Kern (3), North Kern (3). In the event that there is insufficient representation from the

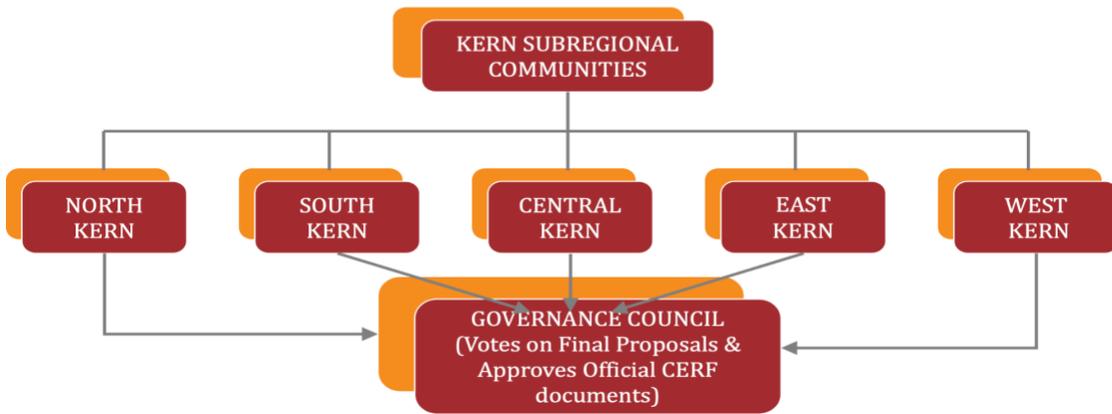
stakeholder groups, the Kern Coalition coordinators shall appoint at-large members with priority given to those who live in, serve, or represent disinvested communities.

Decisions will be made by 55% of the Governance Council in accordance with the goals of CERF. Representatives will be onboarded on the structure and philosophy of the shared governance model: peaceful negotiation, collaboration, shared decision-making, embracing diverse ideas, active listening; and seeking compromise where differences occur. Ongoing professional development will be provided in conflict resolution, mediation, communication strategies, diversity, equity, and inclusion practices to nurture and maintain a culture of belonging.

Governance council representatives will commit to attending two hybrid meetings per month during the 18-24 months and will require approximately 3-5 hours to meet with community stakeholders and to document, review and comment upon ideas and proposals.

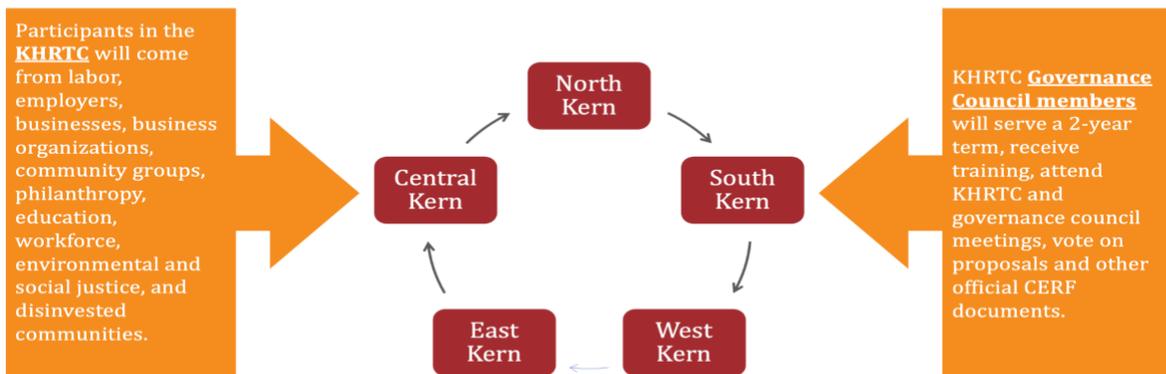
**The Initial Structure of the Kern High Road Transition Collaborative (KHRTC):**

## High Road Transition Collaborative



**The Structure of the Governance Council:**

## GOVERNANCE STRUCTURE





**Kern Community College District**

\_\_\_\_\_  
Trudy Gerald  
Vice Chancellor, Workforce  
& Economic  
Development

\_\_\_\_\_  
Date

**Credentials:** Kern Community College District (KCCD) serves over 30,000 students in communities across 24,800 square miles in parts of Kern, Tulare, Inyo, Mono, and San Bernardino counties at Bakersfield College, Cerro Coso College and Porterville College. Kern CCD has a longstanding history of bringing together key stakeholders in addressing generational poverty, diversity, equity, and inclusion.

**Building Healthy Communities**

\_\_\_\_\_  
Reyna Olaguez  
Executive Director

\_\_\_\_\_  
Date

**Credentials:** Building Healthy Communities is a comprehensive community initiative that is creating a revolution in the way Californians think about and support health in their communities. Over 1,200 residents, youth, businesses and organizations are leading the Building Healthy Communities (BHC) South Kern effort to positively change the health of our communities through a shared vision, goals and action plan

**Community Action Partnership of Kern**

\_\_\_\_\_  
Jeremy Tobias  
Chief Executive Officer

\_\_\_\_\_  
Date

**Credentials:** As Kern County's official anti-poverty agency, we are committed to ensuring that the people we serve, and the most disadvantaged neighborhoods and communities in Kern, can participate in this process. Our role allows us to represent our clients and low-income communities, as well as the social service sector with many of us reaching all parts of the county through direct services and strategic access points.