

STATE OF CALIFORNIA
NEW MOTOR VEHICLE BOARD
NOTICE OF COMMITTEE ON EQUITY, JUSTICE, AND INCLUSION MEETING
9:30 a.m. October 13, 2026

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

The New Motor Vehicle Board (Board) is hosting a hybrid meeting, with in-person and remote options available to members of the public who wish to attend. You may attend the meeting in-person at the location noted above or join the meeting via Zoom.

Virtual participation information:

Call in number: 1-408-638-0968 or 1-669-900-6833 (both San Jose)

Meeting ID: 987 9610 4688

Participant ID: Does not apply

Passcode: 329957

Zoom video link:

<https://zoom.us/j/98796104688?pwd=ocb6PNsrgTu3awN801jIVpQ0tuNugO.1>

Additional join instructions:

https://zoom.us/join/99304638040/invitations?signature=8U0cD_8TmtsLQNx3OZqILiQuVBYmPoi2WfKx0U-ilnM

To turn on Captions In the meeting controls toolbar, click the **Show captions** icon .

If you don't see **Show captions**, click the **More** icon , then click **Show captions**.

The Board provides an opportunity for members of the public to comment on each agenda item before or during the discussion or consideration of the item as circumstances permit. (Gov. Code § 11125.7) Written comments, if any, can be submitted at nmvp@nmvp.ca.gov. Items of business scheduled for the meeting are listed on the attached agenda. Recesses may be taken at the discretion of the Chairperson and items may be taken out of order.

When the public comment period opens for your item, you may comment using the “raise hand” function in Zoom. You can do this by clicking “Raise Hand” under the “participants” menu, which you can find at the bottom of your screen on the Zoom platform, or by

pressing *9 if you are joining by phone. The person facilitating public comment will call on you and ask you to unmute your microphone by pressing *6 when your name is called. After you have made public comment, please lower your hand by pressing *9 and return to listen only mode by pressing *6. You may also email your public comment to nmvp@nmvp.ca.gov with "Public Comment" in the subject line.

Building Access information:

[Building Access information:](#) The meeting room is located in Council Chambers on the 2nd floor inside Glendale City Hall (stair and elevator access).

Transportation/Parking information:

Street parking is available along with parking in the Civic Center Parking Structure.

Other transportation options: [Downtown Glendale Transportation](#) | [Downtown Glendale](#)

Addressing technical issues on Zoom:

You may email nmvp@nmvp.ca.gov and staff will respond.

Contact:

2415 1st Avenue, MS L242
Sacramento, California 95818
Telephone: (916) 445-1888
Board staff contact: Alex Martinez
[New Motor Vehicle Board website](#)
DMV press contact: (916) 657-6438
dmvpublicaffairs@dmv.ca.gov

To request disability-related modifications or accommodations, please contact staff at (916) 445-1888 or 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.

Para solicitar modificaciones o adaptaciones relacionadas una discapacidad, comuníquese con el personal al (916) 445-1888 o Alejandro.martinez2@dmv.ca.gov. Presentar su solicitud al menos cinco (5) días hábiles antes de la reunión ayudará a garantizar la disponibilidad de la adaptación solicitada.

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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, 2nd Floor
Glendale, California 91206
(818) 548-2094

October 13, 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, Chair
Anne Smith Boland, Member
Ashley Dena, Member
Ardashes Kassakhian, Member
Bismarck Obando, Member
Garrett Jensen, Member
Shirley G. Jones, Member
Allie Schultheis, Member

1. **9:30 a.m. -- Meeting called to order.**
2. **Roll Call and establishment of quorum.**
3. **Bias Education.**

4. **Charter review. Discussion and consideration of amendments to Charter goals.**
5. **Future meeting dates discussion.**
6. **Public Comment. (Gov. Code § 11125.7)**
7. **Adjournment.**

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Memorandum

Date : SEPTEMBER 16, 2026

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

From : KIMBERLEE VAYE

Subject : OVERVIEW OF OCTOBER 13, 2026, EJI COMMITTEE MEETING

On October 13 the Committee will discuss bias as part of its ongoing goal of engaging in individual and group learning to increase awareness and expand knowledge of Diversity, Equity, Inclusion, Justice, and Accessibility principles. All Board members and staff were sent learning resources on September 4, to allow time for review and self-reflection to prepare for a group discussion.

The Committee will also review the EJI Charter that was adopted on November 1, 2024. The Committee will examine progress towards goals and determine if some goals require amending to align with what the Board is currently doing regarding workforce development, specifically these goals:

- 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.
- 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.

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

Committee on Equity, Justice and Inclusion Meeting 10/13/26

Bias Learning Resource

Bias *Prejudice in favor of or against one thing, person, or group compared with another, usually in an unfair or negative way.*

Explicit Bias Beliefs and stereotypes that people are aware of and will often express directly to others.

Implicit/Unconscious Bias Attitudes and stereotypes that influence judgment, decision-making, and behavior in ways that are outside of conscious awareness. These biases can influence how people behave and the actions they take towards others, even if they do not mean them to affect how they treat others.

Some types of Bias:

Affinity Bias *Tendency to gravitate toward and support people who share the same interests or who have commonalities with.*

Anchoring Bias *Occurs when we rely too heavily on the first piece of information that we receive when making decisions. This can lead to an overreliance on initial impressions or data which may not always be accurate.*

Attribution Bias *Refers to how we assess others and their achievements based on their actions. Imagine you have a coworker that is frequently late to work. With attribution bias, you may assume that they don't care about their job or have a poor work ethic. They may have an accommodation to start at a different time than everyone else. Attribution bias correlates behavior to extraneous or even untrue characteristics. This bias causes us to make assumptions about the causes of events or behaviors without necessarily understanding or fully knowing the real story.*

Confirmation Bias *The idea that people seek out and interpret new information in a way that confirms what they already believe. Often, this causes people to overlook factual information, focus on factors that fit only their view, or reject evidence that contradicts what they already believe.*

Structural Bias The normalized and legitimized range of policies, practices, and attitudes that routinely produce cumulative and chronic adverse outcomes for minority populations.

Article (5 min read) [The Cost Of Unconscious Bias In The Workplace | Learning Pool](#)

Take a Test

- Project Implicit - Harvard's Implicit Association Test is free and takes under fifteen minutes to reveal hidden biases across thirteen categories.
- Best used as a [self-reflection tool](#), not a diagnostic instrument, due to moderate test-retest reliability.

Short Wave, NPR Podcasts: Understanding Unconscious Bias (13 min)

[Listen on Apple](#) [Listen on Spotify](#)

Key takeaways:

- ✓ The human brain processes around 11 million bits of information per second, but our conscious mind can only handle about 40–50 bits. This massive disparity forces the brain to take **automatic shortcuts** to manage information efficiently—aka *unconscious bias*.
- ✓ Unconscious biases stem from **evolutionary and social conditioning**. They develop through repeated exposure to stereotypes and cultural norms, reinforcing quick judgments.
- ✓ These biases operate outside of conscious awareness and are not intentionally malicious. They manifest automatically in split-second decisions—about **race, gender, age, or other traits**.
- ✓ Biases influence hiring, leadership, and daily interactions, subtly affecting whom we trust, promote or listen to.
- ✓ Awareness is just the first step—creating *non-judgmental safe spaces* is critical for people to discuss and reflect on implicit biases.
- ✓ Unconscious bias influence can be reduced through structured, real-world interventions: slower decision-making, accountability systems, checklists, and diverse feedback mechanisms.

No One Left Behind with John Ray Podcast: Unconscious Bias – A Deeper Dive (8 min)

[Listen on Amazon](#) [Listen on Spotify](#)

Key takeaways:

- ✓ Unconscious Bias' are automatic mental shortcuts that influence perceptions and decisions without conscious awareness.
- ✓ Arises from **quick, system-1 thinking**—helpful in everyday life but can lead to unfair judgments.
- ✓ Even good-intentioned people can perpetuate bias unknowingly.
- ✓ Awareness alone doesn't prevent biased behavior—it **must be actively confronted**.
- ✓ Shapes outcomes across **hiring, leadership, and everyday interactions**.
- ✓ Bias can skew candidate evaluations, promotion decisions, and who gets heard in meetings.
- ✓ Implement strategies to **slow down automatic thinking**—e.g., structured interviews, pause-and-review checkpoints.
- ✓ Build habits that **interrupt bias in real time**—refreshers, reminders, and bias checklists.
- ✓ Cultivate **ongoing self-awareness**, not just one-time training
- ✓ Turn bias awareness into a **daily practice** rather than a checkbox.

Tedx Talks- Pasadena: How to Outsmart Your Own Unconscious Bias- Valerie Alexander (17m)

Key takeaways:

- ✓ Unconscious bias stems from ancient survival mechanisms. When encountering the unexpected the brain's stress response (amygdala-triggered cortisol release) kicks in, prompting bias.
- ✓ Examining Our Own Behavior - **Critically assess** how we act in unfamiliar contexts. Are we unconsciously reacting? This introspection reveals hidden biases.
- ✓ **Increasing Exposure to Diversity** - Regularly engage with people and environments outside our routine circles to shift perceptions of what's expected.
- ✓ In professional settings, biases can reveal themselves subtly—hesitation around female-led workplaces or default roles assigned based on gender or background. Such unexamined behavior perpetuates inequality even among well-meaning individuals.
- ✓ **Replace “Unexpected” with “Expected.”** The goal is to *normalize* diversity. By visualizing, reflecting, and exposing ourselves to difference, situations once seen as unfamiliar become everyday occurrences—reducing biased reactions.



Unconscious BIAS

WHAT IS IT?



instinctively
CATEGORIZING
PEOPLE and THINGS
WITHOUT BEING AWARE
OF IT.

FLAW



in thinking guided
by past experiences and
mental preconditioning

DID YOU KNOW?

there are more than
150
types of biases

AND THEY **IMPACT**
US, OUR WORK
AND OUR
RELATIONSHIPS



HOW TO DEAL
WITH OUR BIASES?

1.



KNOW
THEM
WELL



READ
ABOUT
THEM

RECOGNIZE
THAT
THEY EXIST



be
mindful
IN YOUR
WORDS and
ACTIONS

2.



THINK
CRITICALLY

LOOK AT
PROBLEMS
AS A DIAMOND
WITH MULTIPLE FACETS



and not as
a coin
WITH ONLY
TWO SIDES

3.



CHALLENGE
ASSUMPTIONS
AND TRADITIONS

TAKE A
CONTRARY
VIEW

ask **WHY**
AND
WHY NOT?
OFTEN

PRACTICE EMPATHY

INSIGHTS FROM
A WORKSHOP WITH
SMITA THAROOD
TANMAY VORA QAspire.com
@Invora

UNDERSTANDING UNCONSCIOUS BIAS

WHAT IS UNCONSCIOUS BIAS?

It is the **BRAIN** making judgements and decisions quickly



Sometimes called **IMPLICIT BIAS**

It happens without us being aware



IT IS INFLUENCED BY

Stereotypes
Socialisation
Culture **Media** **Friends** **Family**

ITS IMPACT

It **IMPACTS** on how we value, group, treat and engage with people every day



A FEW EXAMPLES OF UNCONSCIOUS BIAS

(because there are too many to list)

AFFINITY BIAS

Preference for people who are like me



CONFIRMATION BIAS



More likely to look for information that confirms our own ideas. Ignore information that doesn't.



GROUP THINK

Making decisions to keep group harmony and avoid conflict

STRATEGIES TO REDUCE EFFECT OF UNCONSCIOUS BIAS



Challenge stereotypes



Notice in others



Be aware of own



Look for alternative points of view



Spend time with people different to yourself



Challenge assumptions
 Challenge traditions

New Motor Vehicle Board Equity, Justice, and Inclusion Committee Charter



Mission	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.
Background	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.
Purpose	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.

Goals	✚ Engage in individual and group reflection and research to develop a land acknowledgement for cities where board meetings are held. ✚ Develop and maintain an Equity Glossary of terms to be updated annually for accuracy and relevancy. ✚ Develop and formally implement an equity lens assessment rubric for reviewal of Board proposed, new, and amended policies and practices. ✚ 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. ✚ Explore options to improve accessibility of all NMVB public meetings. ✚ 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. ✚ 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. ✚ Support NMVB staff with strategic plan objectives related to the advancement of the CalSTA Core Four priorities: Safety, Equity, Climate Action, and Economic Prosperity.
Deliverables	Progress will be tracked and documented in meeting minutes, board committee memos, strategic plan tracker, and CalSTA OKR status updates when related.
Meetings	Meetings are held in conjunction with General Board meetings and may be called as needed.
Roles and Responsibilities	Assistant Director and Equity Officer will provide resources to support team meetings and initiatives.

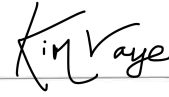
	NMVB staff sends invites, agendas, and minutes of the meeting. Members shall attend and come prepared to all meetings. All NMVB board members are final authority for all Committee decisions.
Amendments and Addendums	This charter is reviewed annually. Amendments and addendums may be approved with a member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



Committee Chair



Committee Vice-Chair



Assistant Director and
Equity Officer