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California Competes Tax Credit Program

Committee Meeting

Monday, June 29, 2020

1:00 p.m.

In response to the Governor's Executive Order [N-29-20](#) authorizing public bodies to take necessary action to protect the public from the spread of Coronavirus (COVID-19), the California Competes Tax Credit (CCTC) Committee Meeting was live streamed and open to the public on Zoom.

Members of the public were encouraged to submit public comments via eComment through email at CalCompetes@gobiz.ca.gov. GO-Biz requested that public commenters provide their full name, organization (if applicable), and the agenda item number.

MEMBERS:

Chris Dombrowski, Chair
Acting Director
Governor's Office of Business
and Economic Development

Fiona Ma
State Treasurer

Keely Bosler, Director
Department of Finance

Todd Walters, Appointee of the
Senate Committee on Rules

Madeline Janis, Appointee of
the Speaker of the Assembly

MINUTES

OPEN SESSION

A. Call to Order and Roll Call

Chair Dombrowski called the meeting of the California Competes Tax Credit Committee (Committee) to order at 1:00 p.m.

Members Present: Chair Chris Dombrowski, Matthew Saha (representing the State Treasurer), Gayle Miller (representing the Director of the Department of Finance), Madeline Janis (representing the Speaker of the Assembly), and Todd Walters (representing the Senate Committee on Rules) via teleconference.

Chair Dombrowski thanked the board members for making the time to have this extra meeting. Chair Dombrowski also thanked Atieva for joining the meeting and coming to an agreement on the amendment.

B. Discussion and Approval of California Competes Tax Credit Agreements

B-1. Atieva USA, Inc.

At the request of Chair Dombrowski, Assistant Deputy Director Dosick stated there was no staff presentation for item B-1 as the presentation was covered at the previous meeting ten days ago. Mr. Dosick stated that each member was sent a copy of the agreement with the new section elaborating on Atieva's commitment to come back to the November Committee meeting to report back on both current and future efforts to promote a diverse and inclusive workforce.



Chair Dombrowski thanked Mr. Dosick for the summary and welcomed Daniel Witt from Atieva to provide any opening remarks.

Mr. Witt thanked the committee for putting together this meeting and expressed his desire to apologize for failing to properly communicate the company's mission and values in responding to the Committee member questions. He affirmed the company's commitment to its existing employees as well as its commitment to strengthening the diversity of its workforce moving forward. He welcomed the opportunity to have both a quantitative and substantive discussion in November.

Chair Dombrowski thanked Mr. Witt and asked the Committee if they had any comments or questions.

Member Miller stated she appreciated the work of Mr. Dosick, the GO-Biz Team, and comments from Mr. Witt. Ms. Miller encouraged Atieva's leadership to reflect on systemic racism and sexism. Ms. Miller suggested reading *White Fragility* or taking a course on implicit bias, stating the Committee would be interested to hear about the self-reflection in addition to its report in November.

Mr. Witt confirmed his willingness to personally take on this assignment.

Ms. Janis seconded Ms. Miller's comments. Ms. Janis stated her hope that limitations on affirmative action would be lifted, so that the Committee can further review companies like Atieva. Ms. Janis stated the importance of Atieva's leadership to reflect and have concrete measures, both quantitative and qualitative, on their intention to deal with systemic racism and sexism. Ms. Janis asked Mr. Witt to reflect on how systemic racism shows up in Atieva and to share actions the company has taken to address these issues. Mr. Witt stated that he is relatively new to the company but would be happy to share his personal awareness and observations of the company. Mr. Witt stated that Atieva utilizes software to analyze demographics related data for existing employees and that the diversification of the employment pipeline is an area of focus. Mr. Witt acknowledged that a more intentional focus on addressing systemic racism is needed. Mr. Witt stated that Atieva is in a unique opportunity to use the job openings in the Bay Area to put these issues front and center as it works to fill those roles.

Ms. Janis thanked Mr. Witt for his comment and described her background of organizing workers in California for thirty-five years. Ms. Janis stated that often people of color and women do not feel safe to speak up as systemic racism often covers all levels of a company. Ms. Janis stated that companies need to find a way to give workers a voice at all levels without the fear of retaliation. Ms. Janis stated that diverse recruitment practices are important but often not enough as systemic racism can still exist within the company. Ms. Janis recommended that as Atieva creates its plan for employee feedback, they look at the State's Fair Employment and Housing framework.



Chair Dombrowski asked the Committee members if there were any more questions before hearing any public comments.

Member Saha referenced the amended agreement and asked Mr. Dosick if the diversity component would be included in future agreements. Mr. Dosick stated that this was the first time the diversity language was included in an agreement; but, GO-Biz is evaluating language that can be included in future agreements.

Chair Dombrowski asked if there were any more questions or comments from the Committee or the public. Hearing none, he requested a motion for approval of Agenda Item B-1.

Action Moved/Seconded: Members Walters/Dombrowski

Yes: Members Dombrowski, Janis, Miller, Saha, Walters

No: None

C. Public Comment

Chair Dombrowski called for comments from the public and Committee. Mr. Dosick indicated that there were none.

D. Adjournment

Chair Dombrowski adjourned the meeting at 1:18 pm.