

SUMMARY OF THREE KEY TERMS IN THE REGULATIONS:

The regulations contain definitions of specific terms. The regulations can be found at www.wedrawthelines.ca.gov/downloads/regulations.pdf. The following is a summary of three key terms in the regulations.

Ability to Be Impartial:

- Capacity and willingness to set aside personal interests (including financial ones), biases, and support for political parties/causes.

To demonstrate an ability to be impartial:

- Describe your ability to be impartial and
- Provide information that you:
 - Have no relationships, commitments or aspirations that would improperly influence you from making a redistricting decision; and
 - Have experiences (through work, education, volunteer work, etc.) that show an ability to set aside personal interests and biases to achieve a broad objective.

Appreciation for California's Diverse Demographics and Geography:

- An understanding that demographic characteristics (such as race, ethnicity, gender, sexual orientation, and economic status) may reflect political preferences.
- An understanding that geographic characteristics (such as urban, suburban, rural, industrial, agricultural, coastal, inland, arid, and temperate) may reflect political preferences.
- A recognition that California benefits by participation by persons of all demographic characteristics and residing in all geographic locations, including participation by persons of certain racial or ethnic groups who have had less opportunity than other members of the electorate to participate in the electoral process.

Examples of demonstrating an appreciation through experiences:

- Working on projects that involve or affect Californians with different interests, yet achieving results that are acceptable to all.
- Studying the voting behavior of Californians to improve the effectiveness of the electoral process.
- Traveling throughout California and meeting with people with different backgrounds in order to recruit them or build consensus on some issue or idea.

Relevant Analytical Skills:

- Learned abilities that a commissioner may need to successfully complete the work on the commission.
- Examples of relevant analytical skills:
 - Gathering and comprehending information related to redistricting by:
 - Reading and understanding dense and technical written materials, including maps and statistical information.
 - Listening carefully and critically to the testimony of witnesses at public hearings and formulating concise questions that will draw out relevant information.
 - Evaluating the validity and significance of information in order to make sound decisions about the proper placement of communities in districts by:
 - Using basic mathematical skills.
 - Using computers and software programs such as spreadsheet programs, mapping websites/programs, or word processing programs.
 - Having an ability to assess the credibility of information, distinguish facts from opinions, distinguish relevant facts from irrelevant facts, and assess the relative strength of competing arguments.
 - Having an ability to resolve complex problems, particularly those involving factual ambiguities.
 - Applying the appropriate legal standards to drawing district boundaries (with the assistance of the commission attorneys) which requires:
 - An ability to understand legal principles.
 - An appreciation for the importance of applying proper legal standards.
 - Working effectively as a member of a group by:
 - Effectively communicating through verbal and written means.
 - Building consensus among commissioners.

Examples of demonstrating analytical skills through experiences:

- Compiling information from a variety of sources including statistical reports, expert opinions, and members of the public.
- Assessing the value of information.
- Receiving expert advice and applying that advice to decisions.
- Participating in group decision-making where the group's mission was to produce a work product addressing some issue or problem.