



# SPECIAL AGENDA

## EL SEGUNDO CITY COUNCIL

### COUNCIL CHAMBER

#### 350 MAIN STREET

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#### ***How Can Members of the Public Observe and Provide Public Comments?***

***This meeting will be conducted in Council Chamber.*** Due to the L. A. County Emergency COVID-19 Order, only 10 persons are allowed to gather in Chamber at the same time, and it is expected that the Council members, staff members and interviewees will constitute at least nine persons. Therefore, those persons who want to address the City Council may enter the Chamber one person at a time. Members of the public wishing to view the meeting can do so immediately outside the Chamber in the Civic Center, where TV monitors will show the meeting.

This meeting will NOT be broadcasted live. While viewing the meeting members of the public must observe "social distancing" requirements at all times, *i.e.*, remain six (6) feet from other attendees and wear masks during the entirety of the meeting.

Members of the Public may provide comments electronically by sending comments to the following e-mail address, with a limit of 150 words and accepted up until 30 minutes prior to the meeting: PUBLICCOMMUNICATIONS@elsegundo.org, ***in the subject line please state the meeting date and item number.*** Depending on the volume of communications, the emails will be read to Council during public communications and are subject to disclosure under the Public Records Act.

Members of the Public may also provide comments in the designated area in Council Chamber up to and during public communication portion of the meeting.

#### ***Additional Information***

The City Council, with certain statutory exceptions, can only take action upon properly posted and listed agenda items. Any writings or documents given to a majority of the City Council regarding any matter on this agenda that the City received after issuing the agenda packet are available for public inspection in the City Clerk's office during normal business hours. Such Documents may also be posted on the City's website at [www.elsegundo.org](http://www.elsegundo.org) and additional copies will be available at the City Council meeting.

Unless otherwise noted in the Agenda, the Public can only comment on City-related business that is within the jurisdiction of the City Council and/or items listed on the Agenda during the **Public Communications** portions of the Meeting. Additionally, the Public can comment on any Public Hearing item on the Agenda during the Public Hearing portion of such item. The time limit for comments is five (5) minutes per person.

*Before speaking to the City Council, please state: Your name and residence and the organization you represent, if desired. Please respect the time limits.*

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**In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact City Clerk, 524-2305. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.**

**SPECIAL MEETING OF THE EL SEGUNDO CITY COUNCIL  
WEDNESDAY, SEPTEMBER 30, 2020 – 11:00 P.M.**

**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE – Council Member Nicol**

**ROLL CALL**

**PUBLIC COMMUNICATIONS – (Related to City Business Only – 5 minute limit per person, 30 minute limit total)** *Individuals who have received value of \$50 or more to communicate to the City Council on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing the City Council. Failure to do so shall be a misdemeanor and punishable by a fine of \$250. While all comments are welcome, the Brown Act does not allow Council to take action on any item not on the agenda. The Council will respond to comments after Public Communications is closed.*

**SPECIAL PRESENTATIONS:**

- a) Diversity, Equity, and Inclusion Committee Applicant Interviews.

**ADJOURNMENT**

POSTED:

DATE: 9.25.2020

TIME: 3:30 PM

BY: Gracy Weaver



**City Council Agenda Statement**  
**Meeting Dates:** September 29 and 30, 2020  
**Agenda Heading:** Committees, Commissions and Boards

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**TITLE:**

Diversity, Equity, and Inclusion Committee Applicant Interviews

**RECOMMENDATION:**

Interview applicants and select members of the Diversity, Equity, and Inclusion Committee.

**FISCAL IMPACT:** None

**BACKGROUND:**

At its July 21, 2020 meeting, City Council authorized the establishment of a DEI Committee. As delineated in the attached copy of the July 21 staff report, to be eligible to serve on this Committee each applicant was required to meet one or more of the following criteria:

1. Resident of El Segundo
2. Student of a public or private high school in El Segundo
3. El Segundo property owner
4. Employed by a business located in El Segundo

A diversity consultant was hired to assist with the interview process, DEI Committee member selection, coordination of DEI Committee meetings, and ensure that substantive recommendations are ultimately provided to City Council.

**DISCUSSION:**

The process to select the nine members of the DEI Committee consists of the following three phases:

**Phase One – Review of Applications**

The City received 69 applicants for the DEI Committee. All applications are available on the City's website, [www.elsegundo.org](http://www.elsegundo.org). The DEI consultant reviewed the applications based on the following criteria:

1. Level of detail in the responses by the applicant
2. Applicant's education and training related to Diversity, Equity, and Inclusion
3. Applicant's perspective on diversity
4. Adherence to the criteria in the July 21 staff report

The DEI consultant selected 36 candidates who were invited for an interview with the consultant.

### **Phase Two – Applicant Interviews with DEI Consultant**

Applicant interviews were conducted on September 8 and 9, 2020. Upon completing the interviews, the DEI consultant narrowed the list of applicants to 20.

### **Phase Three – Applicant Interviews City Council**

Interviews with the 20 applicants will be conducted during two Special City Council Meetings on September 29 and 30, 2020. The following 10 applicants will be interviewed on September 29, 2020:

Christibelle Villena (1:30pm)  
Jan Zoochie (1:45pm)  
Christina Vazquez (2:00pm)  
Kelsey Chittick (2:15pm)  
Keith Puckett (2:30pm)  
Melissa McCaverty (2:45pm)  
Erin Workman (3:00pm)  
Nancy Antoniou (3:15pm)  
Natacha Lee (3:30pm)  
Christina Haley (3:45pm)

The following 10 applicants will be interviewed on September 30, 2020.

Avni Shah (11:00am)  
John Pickhaver (11:15am)  
Steven Wood (Woodie) (11:30am)  
Kenneth Chancey (11:45am)  
Avery Smith (12:00pm)  
Jigisha Bouverat (12:15pm)  
Philip Ludwig (Gus) (12:30pm)  
Lauren Abercrombie (12:45pm)  
Dennis Allen (1:00pm)  
Shad McFadden (1:15pm)

Each applicant will be asked the following six questions:

1. What is your understanding of the role of the DEI Committee and your role as a Committee member?
2. What are the most significant issues regarding DEI in the City of El Segundo; and how have they affected people that you know, including yourself and your family?
3. Please name specific areas of concern for you in El Segundo's handling of DEI; and where you have or would be motivated to put your focused energy?
4. There have been recent events in and near El Segundo which have resulted in differing opinions among groups, some of whom have made requests of the City. How would you begin to respond to these groups to reduce conflict and move toward resolution?
5. Please name a quality of character, people, policies or atmosphere about the City of El Segundo that shows its strength at being able to tackle and manage DEI? What encourages you about this City during these challenging times?
6. *Intersectionality* is a concept used to describe how various marginalized groups experience similar concerns and can gain strength by choosing to be allies for one another. In what area of DEI have you been most engaged?

Discussion and selection of DEI Committee members will occur following the completion of the interviews.

### **Next Steps**

City Council will formally approve the nine DEI Committee appointments at the regular City Council meeting of October 6, 2020. Staff will work with the DEI consultant and the members of DEI Committee to schedule the first Committee meeting.

### **CITY STRATEGIC PLAN COMPLIANCE:**

Goal 1: Enhance Customer Service, Engagement and Communications

Objective A: El Segundo's engagement with the community ensures excellence.

**PREPARED BY:** Barbara Voss, Deputy City Manager

**APPROVED BY:** Scott Mitnick, City Manager

### **ATTACHED SUPPORTING DOCUMENTS:**

1. Diversity, Equity and Inclusion Committee candidate applications
2. July 21, 2020 DEI Committee staff report

# Application Form

## Profile

Avni \_\_\_\_\_ Shah \_\_\_\_\_  
First Name Last Name

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
City

\_\_\_\_\_  
State

\_\_\_\_\_  
Postal Code

\_\_\_\_\_  
Primary Phone

\_\_\_\_\_  
Alternate Phone

\_\_\_\_\_  
Email Address

University of Southern California \_\_\_\_\_  
Employer

Web Content Producer \_\_\_\_\_  
Job Title

Writer/ Communications Specialist \_\_\_\_\_  
Occupation

**If you are a resident of El Segundo, how many years?**

4 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Karama, (2009-2016), Communications Manager Tuesdays Together (2018-2019), Social Media Manager

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Karama is a women's rights organization and movement based in Egypt serving human rights organization in 14 countries of the Middle East and North Africa. Tuesdays Together is a freelance community-based organization helping to provide trainings and advice to small business owners and to provide a non-threatening space to foster collaboration, inspiration and networking.

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## **Education**

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University of Southern California - Professional Writing (MFA) - Master's Degree/ 2008

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New York University - Stern School of Business - B.B.A/ Minor in Journalism/ 2004

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## **Part II - Questionnaire**

### **Disclaimer**

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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My parents came to the United States from India, and my brother and I are first-generation Americans. We both were raised with the confusion and contradictions of what it means to be American while being seen as "other" because of the color of our skin, the accents of our family members and our cultural heritage and traditions. I have faced the pressures on both sides from an early age. Much of this conflict has inspired not only my own creative fiction and non-fiction writing, but also my education and learning. I am deeply drawn to issues related to gender and racial equity. In my own social circles, including family, friends, in-laws and coworkers, I often serve in the role of educator and advocate. From sharing articles, books, podcasts and movie recommendations to engaging difficult discussions on media bias and portrayal of interview subjects, I do not shy away from difficult or painful topics. In fact, my passion for such advocacy makes it impossible for me to not speak up and not do what I can to push the envelope forward. Monthly, I choose a charity in the diversity/ inclusion space (EJI, NAACP, Loveland Foundation, Downtown Women's Center, etc.) and organize a group donation using social media to pull friends and family in. I promote small businesses in line with diversity and inclusion goals and the voices of people who need a platform. As a communications specialist at USC's engineering school (Viterbi), we have had many discussion about how to promote and celebrate diversity in STEM fields, while also ensuring we don't fall into the trappings of "white savior" storytelling or approach stories from a "deficit" angle. Most recently, I have become more involved in shaping our diversity/inclusion resources and revisiting how we think about our academic community and the way we cover news about our students, faculty and alumni. I am a big believer that in addressing issues of diversity, equity and inclusion you have to see issues from many different angles and lenses. Rhetoric, for example, can be really important in determining how included a group feels and goals of diversity can often miss the mark on equity. At the current juncture, in light of the recent police brutality deaths and of the BLM movement, I feel even more incensed and ignited than before to see true change committed to existing frameworks. I believe the momentum is different this time, and I am hopeful that there is a future in which my children do not have to feel less American, despite their being born and raised in America, because of the color of their skin.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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Racial injustice is pervasively built into systems and so, it is intrinsically, often unknowingly reinforced by community members and key community leadership. Without the comprehensive understanding of the context of such systems, it is difficult to incite meaningful change. The conversation needs to be reshaped and perspectives need to be opened to the far reaching scope of the problem, as well as the deep growing root. Thus, I see the objectives broadly as creating context for a shift in perspective to create systems and foster communities that reinforce equality and combat negative stereotypes. At the same time, I would like to see diverse members of the El Segundo community feel welcome and heard, which I know has not always been the case. Finally, I would like to continue setting the stage for continued diversification in El Segundo--while ensuring that the diversity goal is also supported by equity initiatives. I believe the way we have a more inclusive government and society and the way we foster more equity across the board is by bringing people from different backgrounds together, rather than keeping them apart. El Segundo was often thought of as a conservative white pocket in the wide diverse scope of Los Angeles, but I'd like to see that change, as diversity strengthens conversations, economies and institutions like El Segundo High School. Particularly, as the parent of two mixed race sons growing up in El Segundo, I am committed to making this community one that is not only welcoming to them, but one that helps to teach them more broadly about core values of equality, humanity, collaboration and consideration. Growing up in New Jersey, I was lucky to attend a very diverse high school. I credit that experience very much for helping me learn about different religions, backgrounds, cultures, and beyond. My husband and I were drawn to El Segundo for its sense of community and for its beauty and neighborhood feel. We want to invest in this community, helping to grow it to a place that truly reflects the best aspects of humanity and serves to continue welcoming people from all walks of life into our business, recreational and residential spaces.



**How would you help achieve the objectives and goals?**

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The process to achieving these objectives would be complex and comprehensive, specific to various agenda items but generally, the approach would be three-fold: education, conversation and action. Changing an idea can happen quickly but changing a belief takes a lot of time, dialogue and information that ultimately can grow or shift a perspective. I hope this commission will be able to identify not only opportunities for such growth within leadership and within community occasions but also work to identify ongoing practices that are in fact harmful in reinforcing negative stereotypes on gender, race, culture, etc. One area I've already seen community groups stepping forward on is bringing anti-racist literature to the El Segundo library. I think pairing such literature with a discussion with an expert in this field or hosting a reading for kids could be one great way to bring community discussion on race to the forefront from a young age. Another idea would be speaking one-on-one with community businesses or community members at different junctures to better understand how different racial groups feel about living in the area, working with police and other community leaders, and what problems, if any, they face. I think bringing ideas and experiences into intimate spaces where we can have dialogues will be key in beginning to first understand what different members of the community are feeling and thinking. I've seen some of it on Facebook, however, that just is not a productive space to address feelings or promote change.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

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My largest concern is that this committee was proposed in reaction to rising pressure and protests in the city and in areas all across the country and globe and that it was a potentially visible action to take to push pressure/ culpability away from leadership. It is my sincere hope this commission was proposed because those who proposed it felt racial and gender inclusiveness, equity and justice is an important and critical issue to the future of El Segundo and beyond and that we need to start focusing on it more carefully and intentionally.

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AJ Nseir; [REDACTED]

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Mitra Parineh; [REDACTED]

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Ginny DeFrank; [REDACTED]

# Application Form

## Profile

John Pickhaver  
First Name Last Name

[Redacted]  
Home Address

[Redacted]  
Suite or Apt

[Redacted]  
City

[Redacted]  
State

[Redacted]  
Postal Code

[Redacted]  
Primary Phone

[Redacted]  
Alternate Phone

[Redacted]  
Email Address

Entertainment Partners  
Employer

Writers' Assistant  
Job Title

Writer  
Occupation

If you are a resident of El Segundo, how many years?

2 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Back On My Feet ----- 2011 to 2013-----Volunteer/Mentor Priso  
Literacy Program-----2012 to 2013-----Tutor

Loyola Marymount University Track and Field-----2014 to 2016-----Volunteer Coach El Segundo for Black Lives -----May 2020 to Present-----Community Education Co-Chair, Event Coordination Co-Chair

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## Education

Villanova University, BA in Political Science, Minor in Sociology, Communications, May 2013  
Loyola Marymount University, MFA in Writing and Producing for Television, May 2016

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## Part II - Questionnaire

### Disclaimer

You agree that this information would be public record...

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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As a gay millennial, I believe I bring a perspective that is under-represented in our local government. I am committed to advocating for all marginalized groups, and believe that we can do more not only for our LGBTQ+ neighbors but for all Black, Indigenous, People of Color in our city. In college, I minored in sociology where I studied the issues we've heard discussed and debated so frequently today, like systemic racism, mass incarceration, police reform, and racial discrepancies in our laws and policies. My senior year I volunteered in a maximum security prison where I taught English and Math to inmates in the prison literacy program. Outside of the lessons with my students, I had the opportunity to listen to their stories, and gained new perspectives about our criminal justice system. While my career took me in other directions, these issues have remained important to me. The most recent example of this is my leadership role in El Segundo for Black Lives. Since joining the group, I've learned so much more about our city's history. And I've listened to my Black neighbors who had the courage to share stories they've long kept to themselves. My eyes are open to situations and realities that I as a white person have conveniently been able to overlook here in town. For instance, one Black resident shared how she never runs at night in El Segundo out of fear of being accosted by the police or fellow residents in town. I cannot begin to count the number of times I've run at night in El Segundo after a long day of work. That's white privilege, and honestly, it's a pretty easy privilege to be able to extend to everyone else. I'm an empathetic person who values emotional-intelligence and honest communication. I don't shy away from debate, but I always remain respectful when engaging others. I believe in hearing from all sides and working together to achieve sensible solutions. I care about our city and I'm really happy I moved here. El Segundo is so great, but I want us to be better. I want our city to be an example for the country. An example of how a small town can acknowledge its racist past, confront its lingering racial issues, and craft a brighter future for itself.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

I never want us to have a George Floyd, Ahmaud Arberry, Trayvon Martin, Breonna Taylor, Sandra Bland here in El Segundo. That's why it's imperative that we meet this moment by enacting meaningful, measurable, and lasting change. I want us to combat racial profiling in the way we police, I want our LGBTQ+ and BIPOC students to know they are safe at school and that there is someone there who's very job is dedicated to advocating for them. I want our city to acknowledge, to apologize, and to atone for our past transgressions to our Black neighbors. And I want all us to commit to doing and being better.

**How would you help achieve the objectives and goals?**

By listening and communicating effectively with my fellow committee members. By researching and reviewing policies and changes in towns across Los Angeles County and across the country to see what would and would not work for El Segundo. In addition, I will rely on solid data and prevailing social science theory when preparing recommendations for our city.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

My reservations about this committee is that it may be comprised of some residents who fail to see the need for change in our town. This committee must be made up of those committed to Diversity, Inclusion, and Equity. This committee must not tolerate intolerance. I worry that if that happens this committee's existence may only be symbolic in nature. I'm concerned that it will be limited to a bureaucratic checkmark so we as a city can pat ourselves on the back, and create the illusion that we did something. To be clear, I my faith in our city leaders outweighs these concerns. I have faith that we all understand that this committee is for representation of the underrepresented, and that we will not fail to do right by our city.

Ben Davis-----  
----- Former student-athlete under me at Loyola Marymount University

Scott Guerrero-----  
----- Head Cross Country and Track Coach at Loyola Marymount University

Michael Genovese-----  
----- President of World Policy Institute at Loyola Marymount University

# Application Form

## Profile

Steven

First Name

F

Middle Initial

Wood

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Self

Employer

Owner

Job Title

Technical Sales, Engrd  
Laminations & Coatings

Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

Yes

**If YES, name the Committee/Commission/Board and Term Served**

Youth Sports Council for El Segundo Youth Lacrosse - 2005 to current - President/Co-Founder

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

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AYSO ~2001 to 2018 B/GU6 through 16 Asst and Head Coach jobs including all stars, Linesman and Ref certified Intermediate; usually coaching two of my 4 kids in the program per season; several times coaching Spring soccer while running ES Lacrosse and ESLL. ES LITTLE LEAGUE, (all as Manager): 2003 A Phillies (Playoff champions); 2004 AA Giants (League champs); 2005-6 Farm Rockies; 2007 A A's. ES TRUE GAMERZ PONY LEAGUE TEAM founder, Grady Clark, Manager 2004. ES LACROSSE 2005 to current - President/Founder K-12 boys and girls. 1 Yr REDONDO BASKETBALL LEAGUE Head Coach. 1 Yr ES Girls Softball Asst Coach.

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Have coached well over ~75 different Youth sports teams in El Segundo - more than ~750 of our families estimated in primarily from my 4 kids in AYSO, ESLL, ES Lacrosse, ESGS, 1 yr in MB's Pony League; I fell in love with El Segundo as soon as my kids started playing youth sports here, because everyone's always made me feel as welcome as I feel in my own 3,000 people CNY small farm home town.

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## Education

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U.S. Military Academy, West Point NY 1971 BS in General Engineering with Applied Science & Engineering Concentration; Cadet Band (Flute & piccolo); Starting Sophomore 1969 Co-National Champions; 1971 Lacrosse Team Captain (elected) and NCAA All American; 1971 North Senior All Star team co-Captain (elected); 1973 League MVP Player/Head Coach of Navy Postgraduate School Men's club lacrosse NorCal Champions (later earning me a spot on the all time Top 25 best players in the West list); 1974 Team USA Alternate (Field lacrosse); 1980 Team USA Player/Asst Coach (Box lacrosse)

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LaFayette Central High School, LaFayette NY Class of '67 - All County and Upstate NY Lacrosse All star 2 yr; All County Football Sr. Yr; Chorus and Band (flute & piccolo) 4 years; 3rd place NY State Barbershop Quartet; All County Chorus 2 yrs; 6 years doing the HS's annual musical - the last two as male lead; worked in my dad's business weekends / every free moment. Inaugural HS Hall of Fame inductee. A key, unique defining diversity qualification helpful to ES: growing up with the Iroquois going to my school; see below\*

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## Part II - Questionnaire

### Disclaimer

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You agree that this information would be public record...

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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First, I cover a number of groups already: 30 year resident Jan 14, 1990; Sr. Citizen, Disabled Veteran, Coach, Parent. Secondly, I grew up with the neighboring Onondaga Nation, Native American kids going to my small farm town. Together, we learned how to use sports and school to live, love, win and be successful forming life bond. (They are our country's oldest, original war time ally, the people who gave our Founding Fathers, their friend Ben Franklin, our/their 3 branches of gov't, voting, and how to bind the different states together as they'd done their Iroquois Confederacy. That gives the city a unique perspective when it comes to big picture gov't and race issues. Thirdly, the city deserves tremendous credit for bringing diversity to our town, greater Los Angeles and the whole state we've created together over the last 15 years via the city's decision to adopt and support establishing lacrosse in our town. It's time everyone share my dream to make the city of El Segundo the center of lacrosse in the West, because for all practical purposes, we are. I've been told by the top people in the sport lacrosse wouldn't have exploded like it did into hundreds of tourneys and teams in the West almost overnight without our city. I am so proud of what we've built and done serving as an extension of the city, Rec staff and the Youth Sports Council (YSC). El Segundo is directly responsible for the hundreds of Youth now playing lacrosse in inner city LA Rec & Park leagues; we're why there are inner city schools playing CIF lacrosse now. (I and others in our program picked up Suburban loads of inner city MS kids to teach and play with and on our teams for 3 years to get them started. Recall our ESMS boys Herald picture with Gov. Schwarzenegger at CES? Because the city welcomes and allows us to host leagues for our resident boys and girls and families, we have inner city teams like LA Lions and Harlem lacrosse competing here at CES and Rec Park Rink (Box) weekends, sometimes weekdays practicing with us. I'm ready to help the city some more if needed. I delegated boys to my co-Founder to be able to finally spend equal time with our Girls program and am in midst of forming a new 501C Girls lacrosse board. [www.esglax.org](http://www.esglax.org) I want to help the city build on what it's already done enabling diversity, equity and inclusiveness on such a magnificent impactful scale, and doesn't make the mistake of falling head over heels for anything to do with the recent cancel culture. ES lacrosse and our Greater LA and US lacrosse community is ready to help our city more.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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Be an ear piece for the city and the council for each/all the different groups of people from both within and outside our community who need and want to be heard, listened to; Be discerning and faithful to the city's and our country's constitution/s and our founding with help from the Iroquois ancestors of my high school teammates, classmates, BFF's, some now top Chiefs and Clan Mothers; Make recommendations when applicable.

**How would you help achieve the objectives and goals?**

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I'm West Point athlete coach organizer not afraid to dream and work hard; I believe people are made to love, nurture, encourage and help each other. We've done this for the YSC/City; I'm willing to help do it for the Commission. I've always put the city 1st in everything, guiding and running our Rec Youth Lacrosse program, including some unpopular rules for Club teams in our league to follow to protect the integrity of our Gundo Rec league, everyone plays principles.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

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The new brand out of control agitators who've co-opted the sad George Floyd killing - falsely accusing, attacking and unduly influencing the city, the city council, our kids, our city folk, anyone, any commission standing in their way.

**Other comments:**

\* My town's school district's motto: "4 Schools, 3 Buildings, 2 Nations, 1 Goal - Excellence" - my family and I grew up learning how to get along with people of different color, race, creed, religion.. "We play because it's fun; we win because it's tradition". Like my home town, El Segundo has discovered Youth sports is one of the easiest, cheapest and most fun way to bring the most long lasting, rewarding diversity, equity and inclusion to our community and those around us. Thank you and way to go Gundo!

Organizations named above: AYSO: Jim Stone, [REDACTED]; [REDACTED]; ESLL: Bob Turnbull, 2004 VP AA Div, [REDACTED];

ES Lax: (1) Carol Pirsztuk, (lacrosse parent - 2 players, incl 1 who assist coached youth); [REDACTED] (2) Marisa Hewitt, Regional Director - Harlem Lacrosse - Los Angeles; [REDACTED]; (former PVHS Head Coach); [REDACTED]; (www.harlemlacrosse.org to learn more about Harlem's unique in-school intervention programs in LA where coaches spend all day everyday in school with Middle school city kids); I was her Goalie coach for the LA National Women's U19 team she head coached one year; we're now fellow board members of our www.pacifiedgelacrosse.com Gundo based K-8 girls Rec league we co-founded.

Lars Tiffany, U of VA Head Coach, 2019 NCAA Div 1 National Champs; [REDACTED]; Men's Lacrosse, McCue Center [REDACTED]; (Fellow LCS HS graduate who eloquently voiced in his Nov 2019 HOF acceptance speech how we should and can lead by example - our little 2 Nation, integrated farm town school in Central NY should be /is the model for every town and school across America to follow, including El Segundo.)



# Application Form

## Profile

Kenneth

First Name

Chancey

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

National Foster Youth Institute

Employer

Policy and Organizing Manager

Job Title

Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Inner City Arts June 2010 Ongoing Programs Associate Union Rescue Mission Sep. 2010 Ongoing Speaker/ Volunteer ACTS April 2011 Ongoing Speaker/ Volunteer

## Education

## Part II - Questionnaire

### Disclaimer

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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There are a number of qualifications that would qualify me for the newly established Diversity, Equity and Inclusion Commission. The characteristics I will bring to the Commission are well rounded, and offer a depth of understanding given my background, training, education and interests. Background In brief, I was formerly homeless, and an alum of the child welfare system. I lived in a van at the age of 11 for a year, and resided at the Union Rescue Mission between the ages of 16-18. Despite the odds, I managed to graduate from LMU in 4 years, and went on to work for Cerrell Associates and serve the City of Los Angeles as a Legislative Deputy to Councilman Marqueece Harris-Dawson. I now serve National Foster Youth Institute, as a Policy and Organizing Manager where I am responsible for mobilizing regional constituents of the child welfare system to advance solutions surrounding housing, mental health, education, childcare and homelessness in Los Angeles County, and Nationally. Training I am well versed in the protocol and responsibilities of a municipal Commission. I served on the Community Advisory Board for the City of Los Angeles under HCID, serving as an appointee of Councilman Harris Dawson. Further, I have served formal committees as a staff subject to Brown Act regulations, responsible for and to the community at large during public hearings. Education I received my bachelors degree in Political Science from Loyola Marymount University. Since then, I have developed well-rounded experience working for the private, public and non profit sectors. I understand and can listen to multiple perspectives, while proceeding towards an ultimate objective or goal. I understand the value of collaboration, a key to a productive and functioning government body like this commission I am applying to. And most importantly, my education taught me that education of the whole person is a virtue, and leaning on others for perspective is a prominent part of success.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

This Commission has three primary objectives: Diversity, Equity and Inclusion. Audit This commission should examine the make up of the City's total workforce, with a breakdown by Department. This should include other City Commissions, and the upcoming Census results to better understand the current composition of the community, and offer suggestions for more diversity and inclusion. Additionally, pay between groups should be analyzed to ensure equity between populations are not based on discriminatory practices. Recommend It is not this body's job to take action. It is this body's job to make recommendations for actions. As recommendations are made to the City Council and Mayor, it is important to remember that this commission is one of many, and the lens we are examining a problem or issue through may be different then that of another political body within the City. Collaborate Commissioners should work with community stakeholders to build bridges wherever possible. We are a strong community when we can come together, so the healthy cultural exchanges that this commission can foster should be a primary focus and objective for this commission. Ultimately, this is a Commission to build community, exchange ideals, consider perspective and lift the voices of residents who may feel marginalized within the City of El Segundo. Our primary function is to serve as a shoulder to lean on for both City government and City residents, and to serve as a bridge between every member of our beautiful community.

**How would you help achieve the objectives and goals?**

I would help the Commission achieve its collective goals. As a Commissioner, I may have my own definition of what needs to be completed, but when serving on a collective body, it is about advancing the collective mission. One of the first duties would be to work closely with the City Council and Mayor to outline a vision in the short term, and in the long term for the board. Once that has been established, I will listen and be flexible, and responsive to the needs of the City and the community.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

I do not have any reservations for this commission. I do hope that the collective knowledge derived from the addition of this commission to the City's total Commission list benefits the City socially, and politically. Listening to the experiences and beliefs of others leads to an engaging and often, passionate exchange of ideals which are premised upon a love for the City. Understanding that the community often speaks with passion because of that love will help to better understand the multitude of perspectives this City's community possesses.

**Other comments:**

Thank you for the creation of this Commission. Whether or not I am selected as a candidate, the thoughtful consideration of and ultimate additional of this commission is a clear demonstration that we care about this issue, and we can lean on each other as neighbors.

Josephanie Franco [REDACTED]

Solomon Rivera [REDACTED]

Beth Tishler [REDACTED]

Kenneth Cheney

# Application Form

## Profile

Avery

First Name

Smith

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Kelsey National Corporation

Employer

President

Job Title

Insurance Agency

Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

El Segundo Little League 2/2011 2/2019. Coach/Manager

Young Presidents Organization. 6/2017. Present Member

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**Education**

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University of California Irvine History Expected 6/21

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Palisades High School N/A. 6/1990

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**Part II - Questionnaire****Disclaimer**

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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I have a long track record of embracing the ideals of the DEI Committee. The company that I run has benefited greatly from becoming more diverse. Our profits have increased directly due to the ideas generated from a workforce whose employees have different background. In addition, I believe my natural leadership characteristics can be leveraged to drive consensus during a difficult time in our country's history.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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I believe the main goal of the DEI are to promote El Segundo as a city that is welcoming and inclusive to all.

**How would you help achieve the objectives and goals?**

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I would help achieve these goals first by listening. I believe firmly that we must always listen before we act. I would then propose the building of objectives for our committee. I believe objectives need to be measurable and mutually agreed upon to be effective. Once our objectives are solidified we achieve them through the tactics agreed upon by the group. I believe my history in building diverse workplaces along with my leadership can help initiate these tactics for success.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

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None.

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Mark Kelsey 

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Michael Alcala [REDACTED]

---

Maureen Watson Kingsley [REDACTED]

# Application Form

## Profile

Jigisha

First Name

Bouverat

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

JIGISHA BOUVERAT  
COLLECTIVE LLC

Employer

Owner

Job Title

Agent for commercial  
photographers and directors

Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Richmond Street Parent Volunteer Art Program and Richmond Street Art Fair Fundraiser: Led the parent managed art program and founded the art show fundraiser. 2009-2012. Parent Volunteer.

## Education

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## Part II - Questionnaire

### Disclaimer

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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I feel am an qualified as a woman of color, mother of 2 daughters who attended school in El Segundo, and a business owner. I believe I can bring a tremendous amount of perspective, experience and knowledge to the commission. I was the Director of Production for TBWA CHIAT DAY for 20 years, managing a wide level of producers handling high profile advertising campaigns through political and social situations not only in the company but in the country. Since then I have founded and manage 2 companies. Jigisha Bouverat Collective, an artist management company with a mission to represent a diverse group of artists in an industry that is primarily white. KOMYOON INC, is a tech driven marketing business developed for commercial artists. I've been on numerous panels and groups to address diversity and equality in the art and commerce industry. Through out my career I have always personally strived to ensure there is inclusion and diversity within my departments, my productions, and now my own businesses. I bring that spirit to El Segundo as a resident and through my daughters who both attended school in town from K to 12th grade. I am one of the founders of the El Segundo Parent's Network. We created this group to help parents in the community feel included and informed. We now have over 4000 members and it is a community resource. We try to be fair and inclusive. I'm proud of the balance we strike and the support we can show, our city representatives, the ESPD, Fire Department and other city groups. I love this city but am not blind to the areas we need to improve especially for BIPOC. I have a great deal of hope for the change we can create when it comes to diversity, equality and inclusion.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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I believe in a measured approach and teamwork. I want to see more awareness and transparency about the needs of our BIPOC community. I want to ensure that all BIPOC feel safe in our city. I want to ensure that we maintain a high level of trust, respect and partnership with our city leaders and the ESPD. I want to include our children and young adults in the conversation and education about anti-racism. And I would love to find ways to make sure the arts are part of how we reach our community to create change. Artwork, music, and poetry are important factors in creating dramatic change.

**How would you help achieve the objectives and goals?**

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Achieving change will take measured consideration and teamwork. I'm a producer and team leader who knows how to accomplish goals on schedules and within budgets. I'm also a believer. It takes optimism and courage to effect change.



**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

I am concerned that the board will not have enough diversity and representation from BIPOC, LGBTQ+ and women. I am encouraged that the city has taken steps to create this commission and am hopeful that it will have the best representation possible. My greatest concern is that these efforts not be only about one movement or a short term goal. These efforts need to be for all underrepresented community members and changes that can be for the long term greater good.

Neil Cadman, [REDACTED]

Laura Nilsson, [REDACTED]

Alex Abad, [REDACTED] Shannon Kahn-Magid, [REDACTED]

# Application Form

## Profile

Philip ("gus")

First Name

W

Middle Initial

Ludwig

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Retired from McDonnell Douglas Corp.

Employer

At retirement I was head of the International Space Station Production and Logistics.

Job Title

Senior Management

Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

no

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Parks and Rec El Segundo Broadway in the Park 2008 to 2014 Cast member El Segundo A Christmas Carol 2013 Cast member

Chamber of Commerce 2007 to 2017 Christmas Parade....11 years

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## Education

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Undergraduate: University of Norte Dame Engineering 1959 Graduate studies; UCLA MBA 1966 UCI Managerial Effectiveness 1981 U of Tennessee Senior Executive Program 1985 The Brookings Institution Federal government Operations 1986 U of Pennsylvania Managerial Statistics 1984 McDonnell Douglas Corp Diversity training 1966, 1977, 1982

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## Part II - Questionnaire

### Disclaimer

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You agree that this information would be public record...

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

---

My Mother is Cuban and was often considered Black while I was growing up in the mixed neighborhoods of Detroit Michigan. Many times we were not served or asked to leave establishments, During High School worked 3 years in the kitchens of a Black-only private Dinner club.. The only non-Black employee . Helped established Douglas Aircraft Corp. manufacturing facilities in Watts, California to create local employment after the riots. Managed manufacturing operations at facilities\s where the worker population was 20% White, 40% Black and 40% Hispanic One of our major goals was respecting diversity and worker recognition. The McDonnell Douglas Foundation appointed me to head efforts on improving K thru 12 education and diversity, working with the major other foundations, My life partner is a Japanese American woman. Her Mother's family were incarcerated in 1942, Two if her Uncles were killed fighting with the 442 Battalion in WW2. The LA Japanese-American Museum has a special tribute to her families experiences.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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Establish a deeper understanding of the historical and current cultural, financial and political reasons driving the need for TRUE diversity. "Throwing Money" at the situation and "quotas" have had some effect but didn't really change the root causes. Hopefully, this committee will see deeper than "posters and parades" and present effective recommendations on policy and plans for true diversification in our community.

**How would you help achieve the objectives and goals?**

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I think the majority of the citizens of our Beach Communities will all agree "Black Lives Matter". March with a banner and occupy the grounds of City Hall. It's popular right now. But most of our populace may not have the "gut-level" understanding of reasons and cultural diterpenes. If things do not change, in 6 months my Black friends will still be being stopped for the "El Segundo DWB". (Driving while Black). Our local "neighborhood networks will still have the alarmed posts: "Black man walking on Virginia, I've alerted the police" I think my upbringing, education, life experiences and age will help create a fuller understanding of some of the cause and effect, cultural, economic and societal.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

Too early to comment, Need to see a charter. Need to interface with members.

**Other comments:**

I would be very proud to be a part of this effort.

Marcus Escovedo [REDACTED]

Jen Wood [REDACTED]

Brian Simon [REDACTED]



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## Education

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New York University, Stern School of Business September 2015 - May 2018 Master of Business Administration Specializations: Finance; Media, Entertainment & Technology University of California, Berkeley August 2005 - May 2009 Bachelor of Arts Major: Media Studies

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## Part II - Questionnaire

### Disclaimer

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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I am passionate and dedicated to social justice and promoting diversity, equity and inclusion in my community. In business school we learned how diversity of people and backgrounds in corporations leads to greater diversity in viewpoints and ultimately greater company success and shareholder value. The same principles can be applied to local government. In macroeconomics we learned that greater socioeconomic inequality in a society leads to economic decline and social breakdown. We have seen this play out in the US over the past few decades as inequality has grown significantly while GDP growth has significantly slowed. I work in Marketing & Sales at Google, which in my opinion, has been a true leader in promoting DEI initiatives internally and externally. I am actively involved in promoting DEI within my organization at Google and there is a lot I've learned there that I can apply to the city of El Segundo. I have 7 years of experience within my core role at Google in crafting effective communications strategies. Finally, I am a collaborative team player. I value listening more than talking and am the kind of person who brings a team together despite differing viewpoints.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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Fostering and reinforcing equity, diversity and inclusion in El Segundo through community education, coordination with the city council and ESUSD school board and reviewing and advising on city policies that impact local housing, education and overall well-being.

**How would you help achieve the objectives and goals?**

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- Educate myself on our local policies and government structure - Network with members of our local community and government to form relationships and understand disparate viewpoints - Help craft recommendations and feedback on various policies and legislation - Help develop a communications strategy between the DEI commission and the town to promote DEI initiatives and positive growth within the community

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

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The DEI committee is new and I have never been on a local committee before so I don't know exactly what to expect. However, I have been on my fair share of committees and task forces in my day job so I am confident that I would be an effective member of the DEI committee.

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Molly Campbell



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Alisa Sommer



---

Sarah Miscowicz



### Application Form

#### Profile

Dennis

First Name

Allen

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Allen Cleaning Services/Just  
Hoods

Employer

President

Job Title

Business Owner

Occupation

**If you are a resident of El Segundo, how many years?**

1 Year

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

#### Community Service

Shadow Buddies (Kansas City). 2010-2014 Board Member New Horizons Group Homes 1999-2008  
Founder/Board President Alzheimer's Association 2015-present Volunteer

#### Education



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## Part II - Questionnaire

### Disclaimer

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You agree that this information would be public record...

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

---

I was born and raised in East Texas seeing and experiencing first hand what racism was and how it felt. My father was at the forefront of the local civil rights movement throughout East Texas so I also saw what it was like to be a part of something bigger and to bring a community together during extremely hard times and circumstances. My father also served in local city boards which gave me exposure at an early age of the impact you can make among your community and specifically in working with disadvantaged people (both economically and racially). For a large portion of my career, I was involved at many levels, including owning and managing, group homes for troubled teens from a variety of backgrounds and ethnicities who had to live and learn together. Not only did these group home residents come from different socioeconomic backgrounds but they came from different regions of California all living together in the same facility, learning together in the same schools, and working their programs together. As owner and president, it was my job to create a program structure of inclusivity, safety, and learning to allow individual growth and achievement. It is these areas of training and personal interests that I feel would be an asset to this Committee. My entire life and life's work has been dedicated directly or indirectly to serving the community around me and vulnerable people who lack the same opportunities as many others.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

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The objective of this Committee should be to bridge the gaps within our community through acknowledgement of the growing intolerance and inequity amongst our friends and families in this city. This Committee should be used to embrace and celebrate our commonalities. We should create the opportunity for deeper thinking and understanding of one another. This can be achieved through providing ideas, skills and talents from a broad and diverse range of leadership who have different life experiences and cultural backgrounds.

**How would you help achieve the objectives and goals?**

---

I would help achieve the objectives by providing my perspective on the experiences I've had and been a part of. My leadership would help the Committee align on goals of prioritizing resources and strategies based on the realistic needs of this community. I would ensure that as a Committee, we are addressing the systemic inequities that directly affect our society and community and would hold this Committee accountable to creating powerful opportunities that will strengthen the city's impact and relevance for the public good.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

1. Clarity of the goals and purpose. 2. Relevance of this Committee to this community. 3. Strength of the Committees voice.

Chris Keldorf [REDACTED]

Michelle Keldorf [REDACTED]

Kelsey Hobgood-Chittick. [REDACTED]

# Application Form

## Profile

Shad \_\_\_\_\_ Mcfadden \_\_\_\_\_  
First Name Last Name

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
City

\_\_\_\_\_  
State

\_\_\_\_\_  
Postal Code

\_\_\_\_\_  
Primary Phone

\_\_\_\_\_  
Alternate Phone

\_\_\_\_\_  
Email Address

AT&T \_\_\_\_\_ Associate Director, Product Development \_\_\_\_\_  
Employer Job Title Occupation

**If you are a resident of El Segundo, how many years?**

More Than 5 Years

**Please Agree with the Following Statement**

**You agree that all information provided in the Application are true and valid**

I Agree

**Have you ever served on a City of El Segundo Committee/Commission/Board?**

No

**Which Boards would you like to apply for?**

Diversity, Equity, and Inclusion Committee: Submitted

## Community Service

Org: AYSO From: 2015 To: Current Offices: Regional Commissioner, Treasurer, Safety Director, Coach, Referee

Org: The Fulfillment Fund From: 2010 To: 2014 Office: Mentor

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## Education

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University of Maryland, Marketing, 1993

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## Part II - Questionnaire

### Disclaimer

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**You agree that this information would be public record...**

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I Agree

**Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?**

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I was born to a black father born in the '40s on the South Side of Chicago and a white mother born in the '40s in rural Lancaster County, Pennsylvania. They met and started a family in a rural Indiana town where they met in College. While both of my parents left their hometowns to pursue education, most of their 13 siblings did not. Growing up I got to understand how my black, urban relatives and my white, rural relatives were very stereotypical of the places they were from. There are things I did not like in both 'worlds', including how much each side judged the other, but I was also loved and accepted by both. This provided me with a unique perspective on who we are as Americans, from two very different perspectives. I should add that several of my uncles and aunts on both sides pursued and achieved college degrees and traveled more as they got older. The change I saw based on 'knowing more' was exactly what you would expect and their tolerance grew. As we move forward to today, especially in a political year, it's not hard to see how divided we are as a country on several topics. We have entered a time where we are having as much of a racial conversation as I've ever seen on the national scale. I believe that my perspective would be useful as we search for ways to have these hard but necessary conversations.

**What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?**

---

I feel the objective of this Committee is to ensure that the residents of El Segundo are heard and represented. There have been some heated conversations recently and I feel that we will strengthen our community by taking a few key steps. These are laid out below.

**How would you help achieve the objectives and goals?**

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The ways I would like to meet this objective includes: 1) Strengthening El Segundo resident communication by facilitating conversations around issues of diversity including race relations and political issues. We should provide outlets for residents to have live conversations with residents that agree and disagree with them in a safe environment. 2) Ensure that we treat everyone with respect while engaging in these tough conversations. 3) Determine what the appropriate actions are to move forward, based on feedback from these conversations. 4) Make changes we believe to be positive.

**What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?**

While this is not a reservation about the Committee, I think we should all begin conversations knowing that we are in a very political time right now. Not only is it an election year, but based on world events, we have seen non-political ideas take on a very political tone. How to best handle a pandemic, the strengths and weaknesses of our policing organizations, and race relations have all been heavily politicized in recent years. This can lead to some very heated discussions which are entirely important to have. However as the 'red' and 'blue' sides of the aisle drift further apart I think we have to be careful of our own conscious and sub-conscious bias.

Maureen Kingsley [REDACTED]

Shannon Humphries [REDACTED]

DeAnne Aussem [REDACTED]

**AGENDA DESCRIPTION:**

Diversity, Equity, and Inclusion Committee Implementation Recommendations

**RECOMMENDED COUNCIL ACTION:**

Authorize establishment of the new Diversity, Equity, and Inclusion Committee, approve implementation recommendations, and add to the City's Local Appointment List pursuant to the California Government Code § 54972.

**ATTACHED SUPPORTING DOCUMENT:** None.

**FISCAL IMPACT:**

There will be both direct and indirect fiscal impacts to the General Fund. Direct fiscal impacts will likely be in the \$5,000 to \$10,000 range for cost of outside consultant and related research and materials expenditures. These costs will likely be absorbed via the existing FY 2019-2020 General Fund Budget and future FY 2020-2021 General Fund Budget. If there are greater financial needs, staff will return to City Council for separate budget appropriation authority.

**STRATEGIC PLAN COMPLIANCE:**

**Goal:** 1 Enhance Customer Service, Engagement, and Communications

**Objectives:** A El Segundo provides unparalleled service to internal and external customers.  
B El Segundo's engagement with the community ensures excellence.

**Goal:** 2 Support Community Safety and Preparedness

**Objective:** A El Segundo is a safe and prepared community.

**Goal:** 3 Develop as Choice Employer and Workforce

**Objectives:** A El Segundo is a City employer of choice and consistently hires for the future.  
B The El Segundo workforce is inspired, world-class, engaged, with increasing stability and innovation.

**Goal:** 5 Champion Economic Stability and Fiscal Sustainability

**Objective:** A El Segundo promotes community engagement and economic vitality.

**PREPARED BY:** Scott Mitnick, City Manager



## **BACKGROUND:**

In response to the tragic death of George Floyd while in the custody of a Minneapolis police officer on May 25, 2020, thousands of protests took place across the United States, including several protests in El Segundo. El Segundo residents shared their concerns about local racial diversity issues, inclusion, treatment by police, experiences at local schools, and other matters during several community rallies. Residents also spoke on these topics at the June 3, 2020 City Council meeting. City Council then discussed these issues during a June 11, 2020 closed session meeting. At its June 16, 2020 meeting, City Council directed staff to establish a new Diversity, Equity, and Inclusion (“DEI”) Committee in an effort to ensure that these issues are properly identified, discussed, vetted, and ultimately addressed by City Council. Some of the notable comments made by City Council at this meeting included the following:

- Establish DEI Committee as an advisory body to the City Council.
- Form DEI Committee quickly, although recognizing that the work this Committee will study will take time to thoroughly vet.
- Add diversity, equity, and inclusion to City’s Strategic Plan.
- DEI Committee should help City Council shape future metrics for addressing institutional and systematic racism.
- Outcomes must be measurable, accountable, and lasting.
- Review City diversity issues through a DEI lens as part of the multi-tiered process.
- Inform members of the El Segundo community about this opportunity to participate.

## **DISCUSSION:**

Since the June 16<sup>th</sup> City Council meeting, staff has held several internal meetings to discuss Committee purpose, structure, membership application, interview and selection process, initial study topics, initial deliverables (work product) to City Council, timeline, etc. Staff engaged in extensive outreach with the community (youth and adults) to encourage people to apply for the new DEI Committee. To move the process forward, staff recommends the following next steps:

### Application deadline

As of July 15, 2020, over 80 inquiries were made and 41 applications submitted. The DEI Committee application deadline was initially set for July 17, 2020. In response to the high level of interest, and in an effort to ensure that there is a wide net cast to avoid unintentionally excluding anyone from applying, staff extended the deadline to July 31, 2020.

### Use of a diversity expert

In an effort to assist with the interview process, Committee member selection, coordination of Committee meetings, and ensure that substantive recommendations are ultimately provided to City Council, staff recommends use of an outside diversity professional (expert in this field) to guide the process.

### Committee membership eligibility

To serve on this Committee it is recommended that each applicant meet one or more of the following requirements:

1. Resident of El Segundo.
2. Student of a public or private high school in El Segundo.
3. El Segundo property owner.
4. Employed by a business located in El Segundo.

### Committee applicant interviews

Interviews are recommended to take place during the month of August 2020.

### Number of Committee members & term lengths

Total Committee membership is recommended to consist of nine (9) members. The term length for each member is recommended to be three years without term limits. In order to ensure continuity and staggered rotation of membership, it is recommended that initial membership include three (3) two-year terms, three (3) three-year terms and three (3) four-year terms.

### Appointment date

City Council is recommended to approve Committee appointments at either the September 1 or 15, 2020 regular meeting, after the interviews have been completed.

### First Committee meeting date

This will take place as soon as all nine members of the Committee are able to do so (in September or October). A regular meeting schedule will be established at the Committee's first meeting.

### Committee support

Staff support will be provided and coordinated by City Manager's Office. Initially, City Manager and key members of the Executive Team (including the Police Chief) will attend Committee meetings. Other staff will be assigned as needed. As mentioned above, it is recommended that an outside diversity professional be engaged to assist and facilitate Committee formation, interviews, membership selection, coordination of Committee meetings, and recommendations to City Council.



### Study topics

Based on issues raised during the protests and discussed by local community members, the following initial study topics are recommended:

1. Public Safety (including a review of Police Department policies, practices, training, diversity, and future direction).
2. Citywide Organization (including a review of City government policies, practices, training, diversity, etc.).
3. Community at-large (including a review of City demographic data, history, trends, etc.).
4. Local Economy (including a review of private sector diversity policies, practices, training, etc.).

### Initial Committee recommendations to City Council

If possible, initial Committee recommendations will be presented to City Council in early 2021.

### Committee resolution, bylaws

After the Committee is assembled, meeting dates/frequency established, study topics solidified, etc., staff will seek City Council approval of a Committee Resolution, bylaws, and other related initiation documents.

### **TIMELINE:**

- City Council authorization to establish the DEI Committee: July 21, 2020
- Staff selection of an outside professional consultant: ASAP
- Incorporation of “diversity, equity, and inclusion” in City’s Strategic Plan, effective with start of FY 2020-2021: ASAP
- Committee membership application deadline: July 31, 2020
- Committee membership interviews: August 2020
- Committee membership appointments: September 1 or 15, 2020
- Commence Committee meetings: September or October 2020
- City Council approval of Committee to establish Resolution, bylaws, and other related initiation documents: October 2020
- Initial Committee recommendations to City Council: February/March 2021 (or sooner)