

City of El Segundo
Diversity, Equity & Inclusion Committee
Public Safety Report – Part I
Submitted January 24, 2022

City Strategic Plan

The DEI Public Safety Subcommittee had the opportunity to review and explore diversity, equity and inclusion efforts as it relates to public safety. The Subcommittee identified multiple actions to support and advance Goal 1 of the City of El Segundo’s Strategic Plan.

Strategic Plan – Goal
Enhance customer service, engagement, and communications; Embrace diversity, equity, and inclusion

Overview

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DEI Public Safety Subcommittee: 2021 Overview & Takeaways

The Public Safety Subcommittee has met regularly (every other week) starting March 5, 2021, shortly after subcommittees were assigned. The Subcommittee also participated in the nine-week Community Police Academy. Especially during the first few meetings of the DEI Committee, the monthly agenda included a presentation from ESPD, in-depth Q&A sessions with former Chief Whalen, and ESPD updates and insight on recent events and efforts. This report includes the results, actions, and recommendations from the Public Safety Subcommittee's review over the past year.

2021 AREAS OF FOCUS

1. Review of El Segundo Police Department (ESPD) policies, practices, training, diversity and future direction.
2. Review of El Segundo Fire Department (ESFD) policies, practices, training, diversity and future direction.

KEY TAKEAWAYS

1. ESPD is committed to collaborating with the DEI Committee and continues to be forthcoming with data and information.
2. ESPD is invested in DEI-related practices, policies and training. For example, all ESPD officers have undergone DEI training in the past year.
3. ESPD is ahead of schedule to collect Stats on Stops. Data collection with the new system began in October 2021.
4. The data related to use of force (UOF) shows that the UOF ratio is a small fraction of all arrests or service calls due to training and tools used by ESPD. There is concern regarding use of force disproportionately impacting people of color. For example, of the 17 incidents of UOF in 2020, 53% involved non-white people.
5. Automated License Plate Readers (ALPRs) are set to notify ESPD of amber alerts, stolen vehicles and other felony violations. They are not set to alert ESPD to unregistered/expired plates and other non-felony violations.
6. The overall ESFD workforce is less diverse than the community it serves, with 14.2% of all full-time employees falling into the minority/non-white demographic categories.
7. Continue to build relationships with ESFD, specifically with Fire Chief Deena Lee.

For this report, 12 actionable items were explored. The items are in various phases of completion which are highlighted below.

	Item	Progress	Relevant Information
1.	Participate in ESPD's Community Police Academy	Completed	All four Public Safety Subcommittee members completed the nine-week program which began April 7, 2021 as Community Police Academy's Class #10.
2.	Establish relationships between ESPD and ESFD	Completed / Ongoing	Subcommittee meets regularly with Police Chief Bermudez and has engaged with several officers during Community Police Academy. Meetings and conversations have started with Fire Chief Lee.
3.	Review 2021 Employment & Residential Demographics	Completed	Race, ethnicity and gender are included in this report for ESPD and ESFD. Data includes a breakdown of leadership/ management diversity.
4.	Review ESPD policies, including data collection, stops and arrests, and use of force	Completed	Analysis and data related to DEI and these policies are included in this report.
5.	Review ESPD recruitment, hiring and training processes	Completed	Analysis and data related to DEI and these policies are included in this report.
6.	Review of DEI-related citizen complaints to ESPD	Ongoing	Data received to date are included in this report. Next steps will include a deeper dive and analysis.
7.	Participate in ESFD ride-along and shadowing opportunities	On hold	While on hold due to the pandemic, we are exploring learning opportunities similar to ESPD's Community Police Academy are being explored.
8.	Review ESFD policies, including recruitment, hiring and training	Initial planning	This is scheduled to begin shortly.
9.	Review of DEI-related citizen complaints to ESFD	Initial planning	This is scheduled to begin shortly.
10.	Future collaborations	Initial Planning	As pandemic restrictions ease, there are plans to explore events and activities co-presented by DEI and ESPD/ESFD.

11.	Develop opportunities for community communication	Completed / Ongoing	In addition to public comment during meetings, the Let Us Know! online form is available.
12.	Implementation of routine surveys	Initial Planning	As part of the Citywide Organization Subcommittee recommendations, an annual Employee Wellness Survey is in development, and the City is evaluating incorporating DEI-specific questions. Community-at-Large Subcommittee also plans to issue a community-wide DEI survey in 2022 that will include public safety-related questions.

Public Safety DEI Status, Progress & Recommendations

A. PUBLIC SAFETY DIVERSITY & REPRESENTATION

DEMOGRAPHIC	Sworn Police Employees			Residents	
	Full-Time Police Employees	Male Full-Time Police Employees	Female Full-Time Police Employees	Resident Population (% of 17,271)	Full-Time City Employee Under/Over Resident Population
White/ Caucasian	39 (65%)	36 (60%)	3 (5%)	62%	+3% Points
Black/ African-American	3 (5%)	3 (5%)	0	2%	+3% Points
Asian	2 (3.3%)	2 (3.3%)	0	10%	-6.7% Points
Hispanic/ LatinX	16 (26.6%)	13 (21.6%)	3 (5%)	17%	+9.6% Points
American Indian or Alaska Native	0	0	0	0.3%	-0.3% Points
Native Hawaiian or Pacific Islander	0	0	0	0.4%	-0.4% Points
Two Or More Races	0	0	0	7%	-7% Points
Other	0	0	0	0.5%	-0.5% Points
Total	60 (100%)	54 (90%)	6 (10%)	99.2%	

*Resident percentage does not equal 100% due to rounding.

DEMOGRAPHIC	Sworn Fire Employees			Residents	
	Full-Time Fire Employees	Male Full-Time Fire Employees	Female Full-Time Fire Employees	Resident Population (% of 17,271)	Full-Time City Employee Under/Over Resident Population
White/ Caucasian	36 (85.7%)	34 (78.5%)	2 (7.1%)	62%	+23.7% Points
Black/ African-American	0	0	0	2%	-2% Points
Asian	2 (4.7%)	2 (4.7%)	0	10%	-5.3% Points
Hispanic/ LatinX	4 (9.5%)	4 (9.5%)	0	17%	-7.5% Points
American Indian or Alaska Native	0	0	0	0.3%	-0.3% Points
Native Hawaiian or Pacific Islander	0	0	0	0.4%	-0.4% Points
Two Or More Races	0	0	0	7%	-7% Points
Other	0	0	0	0.5%	-0.5% Points
Total	42 (100%)	39 (92.9%)	2 (7.1%)	99.2%	

*Resident percentage may not equal 100% due to rounding.

KEY FINDINGS

1. The City’s overall residential population is 38% minority/non-white.
2. The overall ESPD workforce is more diverse than the community it serves, with 45% of all full-time and part-time employees (35% of full-time employees) falling into the minority/non-white demographic categories.
3. The overall ESFD workforce is less diverse than the community it serves, with 14.2% of all full-time employees falling into the minority/non-white demographic categories.

Importance of Diversity & Representation in Public Safety

Diverse teams are 87% better at making decisions.¹

According to an ABC7 analysis of 2019 FBI arrest data, across the largest 100 metro areas in the United States, police forces with a larger population of people of color had smaller racial disparities in arrests.²

A 2020 study by Stephan Wu, a professor of economics at Hamilton College, found that rates of officers shooting and killing people were almost 50% higher in cities with police forces led by white

¹ [Cloverpop Study, Hacking Diversity With Inclusive Decision Making, 2017](#)

² [Equity Report – Policing: Law enforcement diversity can lessen policing disparities, but SoCal has room to improve, data shows](#)

police chiefs than cities with black police chiefs.³ Dr. Wu adds that leaders are important in determining culture "from the very top."

"It's one thing to have diversity in the force. And I think that's an important thing, and there's research that's shown that's important, but I would say that even on top of that, leaders still matter, that whoever is at the top is really setting an agenda," Wu said.

Organizations with greater gender diversity are 25% more likely to outperform their counterparts. Similarly, companies with greater ethnic and cultural diversity are 36% more likely to outperform their counterparts.⁴

B. ESPD & ESFD RECRUITMENT & TRAINING

RECRUITMENT & TRAINING

ESPD and ESFD seek new recruits through several approaches to help ensure a diverse candidate pool, including, but not limited to: social media campaigns; outreach to local colleges/universities such as CSU Dominguez Hills, CSU Long Beach, El Camino Community College and Santa Monica College; and advertisements on buses and in magazines with a large female readership.

ESPD

All standards, policies, operating procedures and education/training materials are available on the [Transparency](#) section of the ESPD website. ESPD officers receive up to twice the number of hours of training than most departments in the country, including training in de-escalation and tactical/strategic communication ("verbal judo"), non-lethal force like Krav Maga and Brazilian Jiu Jitsu, and safer handcuffing techniques. ESPD also continues to stay informed of new methods, tools and techniques, such as drones and the [BolaWrap](#).

All ESPD officers have received DEI-related trainings in the past year. Available and required trainings cover topics including implicit bias, cultural diversity, community-oriented policing, ethics and integrity.

RECOMMENDATIONS & NEXT STEPS

1. Evaluate the diversity of those in management/leadership positions within ESPD and ESFD to ensure different perspectives are considered in top down decision-making.
2. Work with Citywide Organization Subcommittee to explore and recommend DEI competencies for leadership and other roles.
3. Review industry best practices for equitable hiring, such as blinding personally identifiable information on job applications, and using standardized interview rubric and scoring.

³ [Leadership Matters: Police Chief Race and Fatal Shootings by Police Officers](#)

⁴ [McKinsey & Company, Diversity wins: How inclusion matters, May 2020](#)

C. PUBLIC SAFETY POLICY REVIEW

ESPD COMMUNITY POLICE ACADEMY (CPA)

All four Public Safety Subcommittee members completed the nine-week program which began April 7, 2021 as Community Police Academy’s Class #10. With a small class (eight people total), the group was provided the unique opportunity to explore ESPD’s culture, gather information, gain understanding of the police perspective, ask in-depth questions and have quality conversations with many different officers around partnership potential between the DEI and ESPD (such as community engagement efforts and events).

All standards, policies, operating procedures and education/training materials are available on the [Transparency](#) section of the ESPD website, including their [Use of Force policy](#), which is further explained in the [Where We Stand](#) document also available on their website.

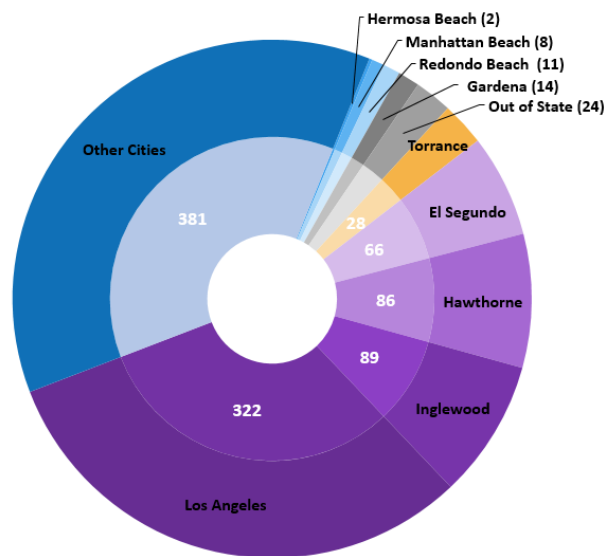
ESPD INCIDENTS OF USE OF FORCE *(Provided by ESPD)*

YEAR	Hispanic/LatinX	Black	White	Other	Male	Female	Total
2016	4	9	8	3			24
2017	8	7	2	1			18
2018	5	7	6	1			19
2019	4	10	8	3			25
2020	5	3	8	1			17
2020-2022	8	4	10	0	21	1	22

Total arrests for 2019 and 2020 by Arrestee's City of Residence

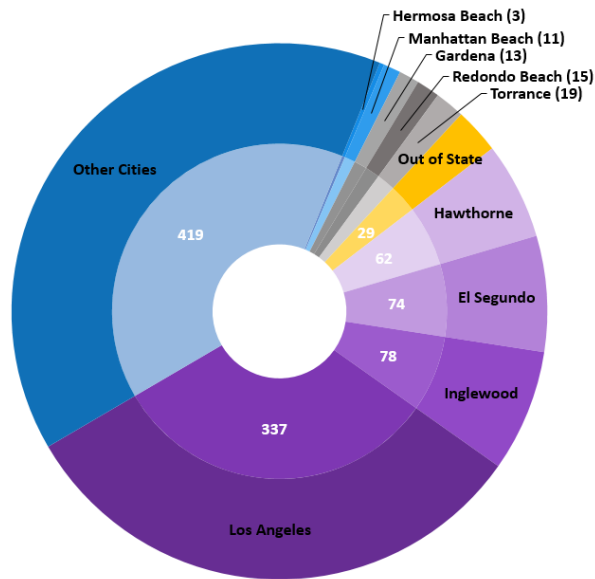
2019 Total – 1,031 Arrests

- Other Cities - 381
- Los Angeles - 322
- Inglewood - 89
- Hawthorne - 86
- El Segundo - 66
- Torrance - 28
- Out of State - 24
- Gardena - 14
- Redondo Beach - 11
- Manhattan Beach – 8
- Hermosa Beach - 2



2020 Total – 1,060 Arrests

Other Cities - 419
Los Angeles - 337
Inglewood - 78
El Segundo - 74
Hawthorne - 62
Out of State - 29
Torrance - 19
Redondo Beach - 15
Gardena - 13
Manhattan Beach - 11
Hermosa Beach - 3



KEY FINDINGS

1. ESPD use of force (UOF) ratio to arrests is a small fraction of all arrests or service calls due to training and tools used by ESPD officers (see *Recruitment & Training above*).
2. ESPD utilizes an effective Mental Evaluation Tech (MET) Team to help respond to calls. MET services are available Monday to Friday, and are shared with other beach cities including Manhattan Beach, Hermosa Beach and Redondo Beach. The MET Team is typically in El Segundo on Thursdays. On average, MET is needed for approximately 25-26 incidents per quarter.
3. Use of force disproportionately impacts people of color. For example, of the 17 incidents of UOF in 2020, 9 (53%) involved non-white people.
4. Of the arrests in 2020, 986 (93%) are suspects from outside of El Segundo, and 17 (1.6%) of arrests included use of force. This is a slight decrease compared to 2019 where 965 (93.6%) of arrests were non-residents, and 25 (2.4%) of arrests included use of force.

ESPD AUTOMATED LICENSE PLATE READERS (ALPR)

ALPRs are currently set to notify ESPD of amber alerts, stolen vehicles and other felony violations. On average, this amounts to 2-5 alerts per day, with most activity occurring between 1am-4am.

ESPD STATS ON STOPS

The ESPD is ahead of schedule in implementing the system to collect statistical data on stops, as required by [California AB 953: The Racial & Identity Profiling Act of 2015 \(RIPA\)](#). Below is the update that was shared with the DEI Committee in July 2021:

ESPD is a member city of the [South Bay Regional Dispatch Center](#). The Center is working with all member cities to implement a stop data collection system with member cities, including Manhattan Beach, Hawthorne, and Gardena. This includes formal agreements and selecting a system that will meet requirements (tech, logistics, equipment, and network) for all partners involved.

A system was initially selected, but due to delays by the vendor, the decision was made in June 2021 to shift gears and work with [Veritone](#). As part of the stop data collection process, 22 categories of data are required to be collected in each incident. Veritone will include automated features to increase efficiencies and better support our officers with this task.

Due to the amount of data required, contract processing, data integrity, IT support and more, the city is not using a system in the interim (such as requiring officers to collect data with pen and paper in each stop).

Veritone has been a great partner to date and the process is underway! Training and testing of the system began in October 2021 and ESPD is on track to begin data reporting to CA DOJ in January, as required by RIPA.

RECOMMENDATIONS & NEXT STEPS

1. ESPD has committed to work with the Subcommittee to further monitor and evaluate practices, demographics and data around use of force, stats on stops and arrests as they relate to DEI.
2. Evaluate further the demographics of use of force and arrests, especially as compared to the greater LA County population.
3. Work with Community-at-Large Subcommittee to host regularly-scheduled opportunities for dialogue and information-sharing between ESPD and the community. This may include a "Chief's Corner" in the El Segundo Herald.
4. Select 2-3 areas, such as ALPRs, Use of Force and RIPA, to dive deeper into an analysis report and presentation to the City/community. This can be through panel discussions, Q&A with the Chief and so forth.
5. Once 2021 metrics are available, review with ESPD and analyze, as needed for further recommendations.

D. ESPD CULTURE & COMMUNITY

ESPD, DEI & AEROSPACE CORP

On August 10, 2021, representatives from the DEI Local Economy and Public Safety Subcommittees helped facilitate a face-to-face discussion with ESPD and The Aerospace Corporation (Aerospace). A meeting of this nature is not common, and Committee is proud and grateful to have a Police Department that makes itself available to its community.

The request for this meeting came up as the Local Economy Subcommittee was planning the July, 2021 online panel discussion with Aerospace. It came to the Committee's attention that several Aerospace employees of color had been pulled over in El Segundo on their way to work. This was troubling as there are no accounts of white Aerospace employees experiencing this, and Aerospace management wanted more clarity on policy and ways to address this.

The DEI Committee offered to help facilitate this conversation with ESPD, and Aerospace was excited to move forward. Chief Bermudez quickly agreed to attend the meeting himself, along with Lieutenant Delmendo (Investigative Division). The meeting took place outdoors at Aerospace and approximately ten Aerospace employees attended. The meeting started with introductions and background, followed by a candid discussion about some of the employees' experiences.

The Chief and Lieutenant provided an understanding of policies and procedures in place, but more importantly offered Aerospace employees the opportunity to reach out directly to them for any future incidents or concerns. ESPD agreed to quickly schedule a time to walk through the incident together. Access to the top of the ESPD had a positive impact. The Committee members and Aerospace employees did not know this was an option. Everyone left the meeting agreeing to keep the lines of communication open and to continue open dialogue.

ESPD DISCUSSES "BAD APPLES"

During one of the Community Police Academy sessions, the topic of "bad apples" was discussed, led by Police Officer Beardmore. In 2020, there were almost 700,000 police officers employed in the US (696,644). If 1% of these officers are "bad apples," then that could mean approximately 7,000 problematic/dangerous officers actively impacting local communities and police departments. Officer Beardmore made a point to show that this is a high number, and this is especially significant when considering those officers in leadership and/or training new officers.

Background checks, screening, performance reviews and training are taken seriously at ESPD. There is a solid understanding that troublesome officers are a liability, and that ESPD officers must model best practices and good behavior, call out and address inappropriate and damaging

actions, and deal with problematic officers as quickly and effectively as possible. ESPD holds daily briefings of recent incidents in El Segundo and around the country to discuss what went well, identify areas of improvement, and share opportunities to learn and be better.

ESPD CITIZEN COMPLAINTS

ESPD receives complaints, with most being related to perceived discourtesy and/or rudeness. The process in handling a citizen complaint starts with the supervisor who conducts a preliminary investigation into the allegation(s). The complaint is assigned to a division lieutenant who then conducts a review of the incident. In cases when the investigation reveals a sustained finding into the allegation(s), Police Chief renders a decision with respect to discipline. The decision to either suspend, demote or discharge an employee is reliant upon on several factors, such as which department policies and/or laws were violated. The more egregious the violation the higher the likelihood of suspension or termination and vice versa. A minor violation of department policy typically results in additional training, verbal counseling, a warning or written reprimand. However, sustained violations of dishonesty, insubordination, or serious violations of state and/or federal law may result in suspension or termination.

Civilian Complaints Received

Year	Number of Complaints
2018	7
2019	8
2020	3

RECOMMENDATIONS & NEXT STEPS

1. Continue to build relationships with ESPD, specifically with Police Chief Jaime Bermudez.
2. Partner with the other subcommittees to survey the community for resident perspectives on ESPD and DEI public safety-related priorities. Schedule a meeting with the City's survey contractor to launch the first survey in 2022.
3. Work with the City, schools and other community partners to promote the [Let Us Know! online form](#). Our online form was launched on the website in August 2021 and this has been used by one community member.
4. As pandemic restrictions loosen, sit down with the Community Lead Officers to explore opportunities for collaboration. For example, together ESPD and DEI could host a community version of the briefings ESPD officers receive to discuss high-profile incidents.

E. ESFD STATUS UPDATE

A Subcommittee representative, Fire Chief Deena Lee, and her team have had a few preliminary conversations and meetings, and a couple Subcommittee members attended Chief Lee's pinning ceremony.

ESFD is in the process of gathering and sharing statistical and demographic data, as well as any DEI-related policies. This information is not currently available on their website. The Subcommittee and ESFD are in the process of scheduling ride-alongs and other learning opportunities similar to the Community Police Academy. The Subcommittee looks forward to sharing its analysis, findings and next steps in the next Public Safety status report to City Council.

RECOMMENDATIONS & NEXT STEPS

1. Collect ESFD data on policies, procedures, training, protocols, demographics, etc. for review and analysis.
2. Schedule ESFD ride-alongs and other opportunities (similar to the Community Police Academy) for the Public Safety Subcommittee to attend.
3. Continue to build relationships with ESFD, specifically with Fire Chief Deena Lee.

Conclusion & Next Steps

DEI's Public Safety Subcommittee looks forward to continuing to partner with ESPD to further analyze and determine action items to improve DEI in the City of El Segundo. The Subcommittee is excited to engage with ESFD and move forward with the City's new and first-ever female Fire Chief. Below is a summary of action items outlined above:

RECOMMENDATIONS & NEXT STEPS

1. Evaluate the diversity of those in management/leadership positions within ESPD and ESFD to ensure different perspectives are considered in top down decision-making.
2. Work with Citywide Organization Subcommittee to explore and recommend DEI competencies for leadership and other roles.
3. Evaluate the diversity of those in management/leadership positions within ESPD and ESFD to ensure different perspectives are considered in top down decision-making.
4. Work with Citywide Organization Subcommittee to explore and recommend DEI competencies for leadership and other roles.
5. Review industry best practices for equitable hiring, such as blinding personally identifiable information on job applications, and using standardized interview rubric and scoring.
6. ESPD has committed to work with the Subcommittee to further monitor and evaluate practices, demographics and data around use of force, stats on stops and arrests as they relate to DEI.
7. Evaluate further the demographics of use of force and arrests, especially as compared to the greater LA County population.
8. Work with Community-at-Large Subcommittee to host regularly scheduled opportunities for dialogue and information-sharing between ESPD and the community, such as a "Chief's Corner" in the El Segundo Herald.
9. Select 2-3 areas, such as ALPRs, Use of Force and RIPA, to dive deeper into a report and presentation to the City/community. This can be through town hall meetings, panel discussions, Q&A with the Chief and so forth.
10. Once 2021 metrics are available, review with ESPD and analyze, as needed for further recommendations.
11. Promote participation in ESPD and ESFD community outreach event and activities.

12. Continue to build relationships with ESPD, specifically with Police Chief Jaime Bermudez.
13. Partner with the other subcommittees to survey the community for their perspective on ESPD and DEI public safety-related priorities. Schedule a meeting with the City's survey contractor to launch the first survey in 2022.
14. Work with the City, schools and other community partners to promote the [Let Us Know! online form](#), launched on the website in August 2021 and this has been used by one community member.
15. As pandemic restrictions loosen, sit down with the Community Lead Officers to explore opportunities for collaboration. For example, together ESPD and DEI could host a community version of the briefings ESPD officers receive to discuss high-profile incidents.
16. Collect ESFD data on policies, procedures, training, protocols, demographics, etc. for review and analysis.
17. Schedule ESFD ride-alongs and other opportunities (similar to the Community Police Academy) for the Public Safety Subcommittee to attend.
18. Continue to build relationships with ESFD, specifically with Fire Chief Deena Lee.