



City of El Segundo

Diversity, Equity, and Inclusion

Meeting Minutes

March 10, 2021 4:00 p.m.

350 Main Street

El Segundo, CA 90245

This meeting was conducted virtually via Zoom conferencing

A. CALL TO ORDER

The meeting was called to order at 4:02 p.m. and roll call was conducted by Monse Palacios.

B. ROLL CALL

Committee Members Present: Lauren Abercrombie, Natacha Lee, Shad McFadden, Avery Smith, Christina Vazquez-Fajardo, Kelsey Chittick, Christibelle Villena, Steven Wood.

Absent: Kenneth Chancey

City Staff Present:

Jimmy Pete, City of El Segundo DEI Consultant

Barbara Voss, Deputy City Manager

David King, Assistant City Attorney

Arecia Hester, Recreation Superintendent and DEI Committee Liaison

Lauren Daniels, Human Resources Manager

Monse Palacios, Senior Administrative Analyst

C. PUBLIC COMMUNICATIONS

The committee heard from John Pickhaver, Dave Holop and Keith Puckett.

D. APPROVAL OF MEETING MINUTES

Motion: to approve the Wednesday, February 10, 2021 meeting minutes was made by Member Chittick and Seconded by Member Villena. Motion carried 8-0

Chairperson McFadden suggested the committee begin with item F and continue to item E. Committee was in consensus.

F. REPORTS OF SUBCOMMITTEES

a. Public Safety-

- Continue with data collection.
- Subcommittee will attend the Community Academy session scheduled to begin in the month of April for 10 weeks.
- Reach out to other Police Departments to see what is working, what is not and what might apply in ES.
- Review the budget.

b. Citywide Organization-

- Continue with data collection.
- Meet with Human Resources Manager, Lauren Daniels
- Neighboring Communities DEI practices outreach. Future meetings with City of Beverly Hills and Santa Monica.
- Shared the importance of Government Alliance on Race & Equity (GARE)
- Possibly meet with City of Culver City in regard to GARE
- Outline Subcommittee goals

c. Local Economy-

- Continue with data collection.
- Learning what local businesses DEI best practices
- Recreation Superintendent, Arcia Hester and Mayor, Drew Boyles represented El Segundo DEI at the Young Presidents Organization on March 4, 2021.
- Meet with Aerospace Corporation on March 3, 2021. They formed subcommittees lead by different executives. Aerospace has received employee feedback regarding racial profiling by ESPD.

d. Community At Large-

Member Chittick expressed the need to take action. She would like to move forward with a few ideas and show the community the progress the committee has made.

The subcommittee discussed the following.

- Continue with data collection.
- Increase visibility for people to be heard.
- Would like to create a panel of community leaders and experts.
- Communicate with the local high school and have committee members speak to students.
- Implement an anonymous hotline or email box shared by the Police Department and DEI committee.
- Possibly create a form on the city website where people can have an open forum, collect data and communicate with the committee.
- Create a community survey.

Member Chittick asked for clarification on the process to take an item to City Council for approval. Recreation Superintendent, Arcia Hester informed the committee that it must be an actionable item and a staff report needs to be completed. She recommended the committee be detailed in their requests.

Assistant City Attorney, David King explained an actionable item are items which include expenditure of money, staff resources and controversial items. In order to move forward on such specific items, the committee must have City Council approval. Could be done by creating a formal proposal to City Council.

Regarding the anonymous email or hot line, David King stated if the emails are discussed as a committee it will be public record. If it is discussed in a subcommittee it will not be public record.

Deputy City Manager, Barbara Voss informed the committee of the cancelation of the April City Council meeting.

In the effort to move along the committee progress and next steps Deputy City Manager, Barbara Voss suggested City Council be invited to the next DEI meeting in which the committee can present items and possibly have City Council approval. Barbara will try and schedule their attendance for the next DEI meeting.

Committee would like to add to the agenda discussion of the vision mission statement to the next regular scheduled meeting.

Member Christina will email staff examples of vision and mission statements and staff will communicate with the committee.

I. ADJOURNMENT

Meeting was adjourned at 6:35pm