



# City of El Segundo

## Diversity, Equity, and Inclusion

### Meeting Minutes

February 10, 2021 4:00 p.m.

350 Main Street

El Segundo, CA 90245

*This meeting was conducted virtually via Zoom conferencing*

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#### **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

Scott Mitnick, City Manager

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**

Monse Palacios, Senior Administrative Specialist read comments.

#### **D. APPROVAL OF MEETING MINUTES**

Motion: to approve the Wednesday, January 27, 2021 meeting minutes was made by Member Chittick and Seconded by Member Abercrombie. Motion carried 8-0

#### **E. UNFINISHED BUSINESS**

##### **1. Debrief on January 27, 2021 unconscious bias training session**

Consultant Jimmy Pete continued training discussion. Committee commented and gave feedback.

##### **2. ESPD Q&A**

Chief Bill Whalen answered questions provided by the committee.

#### **F. NEW BUSINESS**

##### **1. Discussion of subcommittees strategies and next steps**

Consultant Jimmy Pete provided strategies that aid the subcommittees in their first meetings and initial research.

## **G. REPORTS OF SUBCOMMITTEES**

- a. Public Safety- Began brainstorming. Would like to collect data.
- b. Citywide Organization- Did not meet.
- c. Local Economy- Began brainstorming. Will touch basis with Barbara. Would like to report to City Council local private sector DEI policies and trainings as well as best practices and recommendations.
- d. Community At Large- Will begin gathering information. Will reach out to the school board. Would like to develop a community stream where the community can reach out to the committee.

## **H. MONTHLY RESEARCH RECOMMENDATIONS**

Recreation Superintendent Arecia Hester suggested the committee read the following book.

### **Inclusive Conversations:**

Fostering Equity, Empathy, and Belonging across Differences. By Mary-Frances Winters

## **I. ADJOURNMENT**

Meeting was adjourned at 6:13pm