



# DEI Committee

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DIVERSITY, EQUITY & INCLUSION

CITY COUNCIL MEETING – MAY 2, 2023

# CITY OF EL SEGUNDO'S DEI COMMITTEE

*Building a more representative, inclusive and equitable El Segundo.*



# AGENDA

- I. Overview & Update: DEI Committee
- II. History of El Segundo
- III. Data & Statistics
- IV. Case Studies
- V. Recommendations



# OUR PURPOSE

**The DEI Committee aims to inspire and activate efforts to integrate diversity, equity and inclusion into City of El Segundo decisions, service-delivery and policies to improve the well-being of all our communities.**

**We commit to:**

- Listening and advising with an equity lens as we help foster a healthy, just and inclusive El Segundo, instilling a sense of understanding, healing and belonging for all who live, work and play here.
- Engaging the community and holding ourselves accountable to acknowledge and correct historical inequities and current disparities, and change outdated, harmful narratives.
- Moving forward with urgency and purpose, allyship and collaboration, to support transparent and actionable solutions that will remedy these inequities and serve our diverse community.

# DEI COMMITTEE OVERVIEW

- Since October 2020, the DEI Committee has met monthly (when we have quorum).
- Three members who started October 2020 remain, one member started April 2022, two new members started January 2023, and one new member started February 2023. There are two vacancies on the committee.
- Subcommittees were formed in March 2021 and continue to meet monthly/biweekly as needed. Reported to City Council: May 18, 2021, January 18, 2022, January 24, 2022, August 15, 2022
- With submission of this Community-at-Large report, we'll prioritize all approved recommendations then finalize subcommittees/teams to address them.
- As of May 2023, Chair is Christibelle Villena and Vice Chair is Genesis Jackson.



# DEI COMMITTEE HIGHLIGHTS

- ✓ Developed and offered a *Let Us Know!* online form for community members to contact us directly
- ✓ Designed and offered a community-wide DEI survey
- ✓ Researched and gathered historical and current data, statistics, and narratives



# DEI COMMITTEE HIGHLIGHTS

- ✓ Participated in a community conversation with ESPD and Aerospace, hosted one panel discussion featuring Aerospace and the Space & Missile Systems Center, supported two winter cultural festivals, coordinated two United Against Hate Week events



City of El Segundo DEI Committee in partnership with U.S. Space Force & Aerospace Corp. present:

## Leadership Conversation with Lt. Gen. John Thompson & Steve Isakowitz: Sharing our Diversity, Equity & Inclusion (DEI) Journey

Lt. Gen. John F. Thompson  
Commander, Space & Missile Systems

Shad McFadden  
DEI Chair (Moderator)

Steve Isakowitz  
Aerospace Corp. President & CEO

# DEI COMMITTEE HIGHLIGHTS

- ✓ Building relationships with City staff, ESPD and ESFD, including attending ESPD Community Police Academy, ESFD Girls Fired Up! Camps, meetings and ride-alongs
- ✓ More recently, the Chair of the DEI Committee attends monthly South Bay Community Coalition Against Hate (SBCCAHA) meetings, and member Avery Smith moderated a community conversation event hosted by SBCCAHA in April 2023.





# COMMUNITY-AT-LARGE

## IDENTIFYING DEI PRIORITIES USING HISTORY, DATA & COMMUNITY STORIES



HISTORY



DATA



KEY FINDINGS

# HISTORY

## LEARNING FROM THE PAST TO MOVE FORWARD

1. Redlining
2. Blocking land lease for entrepreneur Titus Alexander
3. Public displays of hate and discrimination
4. Award-winning documentary: *Black in Mayberry*



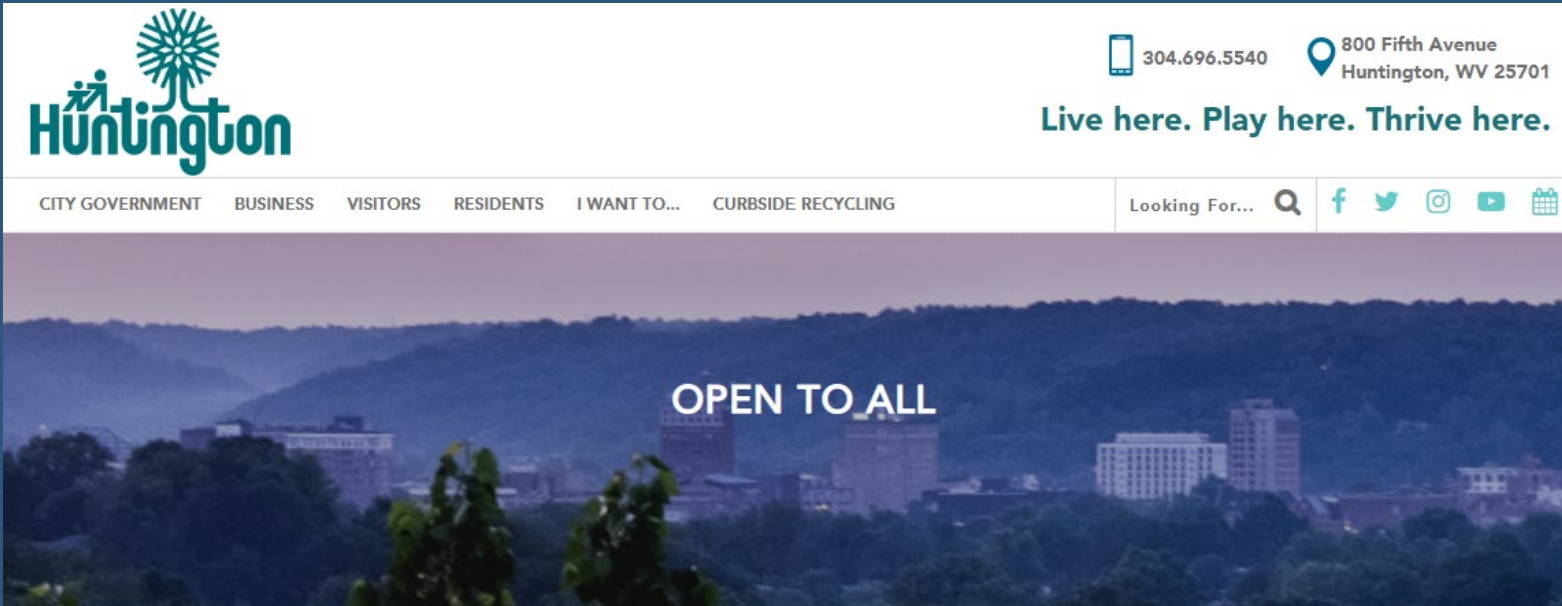
# DATA & STATISTICS

## CENSUS INFO AND SURVEY RESULTS

1. More than 50% of residents are not homeowners
2. Median age for black residents in El Segundo is 16 – we are the only of the six cities in our area that has any race where the median age is that of a minor.
3. Community survey launched in July 2022 and just over 480 surveys have been completed. Anecdotally, findings show:
  - Opportunities for community dialogue and education are sorely needed
  - Community members want to see more City-sanctioned/sponsored activities
  - While there are many under-represented communities who need a voice in El Segundo, the LGBTQIA community in particular stood out from survey results

# EXAMPLE: OPEN TO ALL PLEDGE

CITY OF HUNTINGTON, WEST VIRGINIA



## OPEN TO ALL: REAFFIRMING THE CITY OF HUNTINGTON'S COMMITMENT TO DIVERSITY AND INCLUSION

The "Open to All" campaign actively promotes an inclusive environment for all people in the City of Huntington. It is a product of the Huntington Mayor's Diversity and LGBTQ advisory committees. The Committee's mission is to build community-wide relationships; to be a voice on issues of diversity and inclusion through education, communication and advocacy; and to facilitate positive change.



- ### OPEN TO ALL CAMPAIGN MEMBERSHIP LIST
- ARTS & CULTURE**
    - Alias 14W
    - Arts Night Out
    - 4th Avenue Arts
    - Funktafest
    - Herdcon
    - Honky Tonk Heroes
    - Huntington Area Regional Theatre
    - Huntington Music and Arts Festival
    - Huntington Dance Theatre
    - Huntington Fiction Factory
    - Huntington Museum of Art
    - Marigold (all-ages music venue)
    - The ThunderTones
  - EDUCATION**
    - Huntington Junior College
    - Huntington School of Beauty Culture
    - INTO - Marshall University
    - Marshall University
    - Marshall University Physicians Assistant Program
    - Marshall University Research Corp.
    - Marshall University School of Art and Design
    - Marshall University School of Pharmacy
    - Mountwest Community & Technical College
    - Robert C. Byrd Institute
    - Tri-State Literacy Council
    - WV Autism Training Center at Marshall University

- GOVERNMENTAL**
  - Huntington Area CVB
  - City of Huntington
  - Greater Huntington Park & Recreation District
  - Huntington Police Department
  - Huntington Water Quality Board

- HEALTH & WELLNESS**
  - [ASKDRSKIP.com](http://ASKDRSKIP.com)
  - Brittany Stowasser Yoga & Massage
  - Cabell-Huntington Health Department
  - Cabell Huntington Hospital
  - Ebenezer Medical Outreach
  - First Steps Wellness and Recovery Center
  - Float Effects
  - GNC (Pullman Square and Huntington Mall locations)
  - Heritage Center
  - Huntington Chiropractic
  - Huntington YMCA
  - Jenn Brooks Yoga
  - Jewel City Kickball
  - Limitless Fitness
  - Little Moon Massage & Wellness
  - Madison Park Healthcare
  - Marshall Recreation Center
  - Orangetheory Fitness (Barboursville)
  - OVP Health
  - PeaceTree Center
  - River Valley Associates
  - Studio 8
  - Train With Aim LLC
  - Dr. Thomas F. Wilkinson Family Dentistry
- LEGAL**
  - Campbell Woods
  - Farrell, White & Legg
  - Henderson, Henderson & Staples
  - Jenkins Fenstermaker
  - Legal Aid of WV
  - Nelson Mullins
  - Saad Dixon Law Offices PLLC
  - Steptoe & Johnson
  - Tyson & Tyson
- MEDIA**
  - The Herald-Dispatch
  - Kindred Communications
- NEIGHBORHOOD ASSOCIATIONS**
  - Enslow Park Neighborhood Association

# EXAMPLE: ONE CITY, OUR CITY, MY CITY

CITY OF JACKSONVILLE, NORTH CAROLINA

## One City, Our City, My City

*"The One City, Our City, My City campaign is something we all can be involved in whether you live in Jacksonville or not. It simply asks you to participate in caring about your neighbor, about open lines of communication, about treating others with respect. It's about listening to different points of view and tolerance. It's a time to apply our convictions and faith to our actions in the community."*

*"We've all seen on the national level how divisive these times can be. For Jacksonville, we want to show how together we can be. How we can care about each other. I'm asking all to join in this campaign for a new civil society. One of tolerance, caring and action. One City, Our City, My City." Jacksonville Mayor, Sammy Phillips*



Jacksonville's One City initiative began in 2017 to further enforce that Jacksonville is a Caring Community and as a result of meetings with members of the City's faith community and Jacksonville Mayor Sammy Phillips. The initial discussions centered around the need for tolerance, understanding and civility was discussed. We hope you will join in this campaign to build Jacksonville as One City, Our City, My City. Identify actions that you, your congregation, group or neighborhood can do to make us One City.



### Mission Statement

The One City Campaign works to promote respect, caring and collaboration between all Citizens for a better Jacksonville.



### Vision Statement

Jacksonville is a unified and Caring Community. We are One City.

*With my name I pledge my commitment to engage in my community and embrace the mission and vision of One City, Our City, My City*

# EXAMPLE: BRUCE'S BEACH

CITY OF MANHATTAN BEACH, CALIFORNIA

## Manhattan Beach City Council Votes for Apology for Bruce's Beach

Apr 05, 2023 09:56AM • By Jeanne Fratello



Historical images of Charles and Willa Bruce, of beachgoers at Bruce's Beach resort, and of the former Bruce's Beach resort site. Photos via Bruce's Beach Task Force subcommittee.

NOW, THEREFORE BE IT RESOLVED THAT THE CITY OF MANHATTAN BEACH FORMALLY APOLOGIZES FOR:

1. The City's racially motivated and discriminatory condemnation action to dispossess Willa and Charles A. Bruce, Major George and Mrs. Ethel Prioleau, Elizabeth Patterson, Mary R. Sanders, Milton and Anna Johnson, and all other property owners of their rightful property. The City directly apologizes to these former property owners for unjustly taking their property under false pretenses.
2. The role that the City played by tolerating racial discrimination and harassment by City residents that went unpunished, causing terror and intimidation among the Black community, including other nearby Black property owners John McCaskill, Elzia Irvin, James and Lula Slaughter, and James and Anna Janet Leggett, as well as the Black visitors who sought beach access here.
3. The role that the City played conspiring to exclude Black Americans from its beach and utilizing its police force to enforce such exclusion by way of unlawful and unconstitutional arrests and prosecutions.
4. The role that the City played enacting facially neutral ordinances with the well-documented intention to discourage the expansion of Black owned commercial hospitality enterprises and to stymie the increasing popularity of the City as a recreation destination for Black Americans in the greater Los Angeles area.
5. The City's overdue recognition of these events to the detriment of generations of Manhattan Beach residents.

# RECOMMENDATIONS

1. City Council actions to promote healing, signal El Segundo's commitment to DEI, and acknowledge and take accountability for historic inequity, exclusion, racism and discrimination.
2. Provide resources (such as online tools and training) and interactive and/or in-person DEI training/education sessions for City Council, City staff, and the larger community, including sessions where participants can ask questions and have a safe space for respectful dialogue.
3. Host City-sponsored, family-friendly events during Pride in June, in addition to a proclamation and lighting of the water tower, and building and strengthening partnerships and collaboration with LGBTQIA organizations and school clubs. Host similar events for Juneteenth, Hispanic & Latinx American History Month, and other celebrations of historically underrepresented communities in El Segundo.



# RECOMMENDATIONS

4. Create a citywide pledge community organizations, businesses and others can show solidarity and their commitment to making El Segundo a more open, welcoming community.
5. Create a network of “Community Liaisons” for the DEI Committee to consult regarding events and communications geared toward a particular demographic.
6. Further promote the survey and gather data through community dialogue, awareness and education efforts, and other opportunities to build bridges and foster a culture of empathy and inclusion.
7. Allocate City resources, such as a dedicated City team member with expertise and experience in DEI to implement DEI initiatives and recommendations approved by City Council and a clear budget for DEI initiatives.







# Thank You

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