



# DEI Committee

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DIVERSITY, EQUITY & INCLUSION

CITY COUNCIL MEETING – NOVEMBER 7, 2023

# CITY OF EL SEGUNDO'S DEI COMMITTEE

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



# 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and holding ourselves accountable to acknowledge and correct historical inequities and current disparities, and change outdated, harmful narratives.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 HIGHLIGHTS

- ✓ Participated in a community conversation with ESPD and Aerospace, hosted a 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

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



# 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 (SBCCAH) meetings, and member Avery Smith moderated a community conversation event hosted by SBCCAH in April 2023.





# DEI COMMITTEE OVERVIEW

Since October 2020, the DEI Committee has met monthly (when we have quorum).

Of the nine-member committee: Terms ended for two of members last month for a total of **four vacancies**. Terms end for three members in October 2024 and two members in October 2025.

- ✓ Five reports to City Council: May 18, 2021, January 18, 2022, January 24, 2022, August 15, 2022, May 2, 2023.
- ✓ New teams (subcommittees) were formed in June 2023.



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## DEI COMMITTEE – TEAMS (SUBCOMMITTEES)



**DATA &  
RESOURCES**

Emily & Shad



**COMMUNITY  
RELATIONS**

Valerie & Lewis



**CITY  
ENGAGEMENT**

Valerie & Lewis



# DATA & RESOURCES TEAM

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*EMILY ATMORE*

*SHAD MCFADDEN*



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## DATA & RESOURCES

PUBLIC SAFETY, DATA COLLECTION / ANALYSIS, DEI TRAININGS & RESOURCES



### COMMUNITY BRIEFING

***Q1 2024***

Partner with Chief Bermudez and ESPD on one community briefing



### RESOURCES

***Q4 2023 and ongoing***

Continue to build upon available trainings, books, websites and other helpful educational resources for the City/community to access and use



### DATA

***Q1 2024 and ongoing***

Continue to promote DEI survey and review/analyze data

# COMMUNITY RELATIONSTEAM

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*VALERIE GREEN*

*LEWIS HILL*

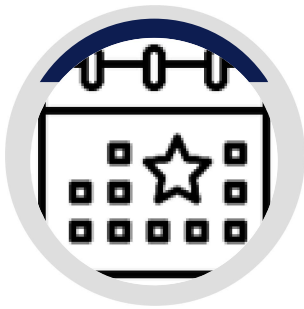




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## COMMUNITY RELATIONS

### COMMUNITY-AT-LARGE



#### PANEL DISCUSSION

***Q2 2024***

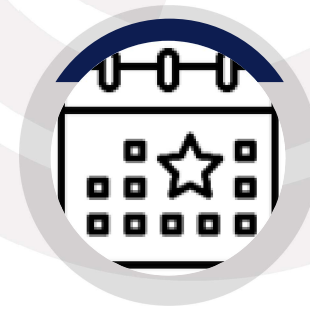
Partner with an El Segundo-based organization (such as EDC) on one panel discussion on a DEI topic



#### COMMUNITY LIAISONS

***Q1 and ongoing***

Build and regularly meet with a group of community liaisons to help inform and partner on any DEI activities, accept proclamations, and promote initiatives.



#### CITY PROCLAMATIONS

***Q1 and ongoing***

Maintain a schedule of priority DEI-related proclamations, identify community members to accept, work with Data & Resources to include relevant materials to share each month.

# CITY ENGAGEMENT TEAM

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*VALERIE GREEN*

*LEWIS HILL*



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## CITY ENGAGEMENT

### CITY AND LOCAL BUSINESSES



#### DEI AWARD

**Q1 / Q2 2024**

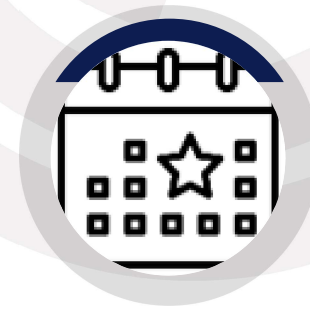
Develop process for a DEI-specific award as part of the ES Community Service Awards. Key audiences: local businesses and community-at-large



#### POLICIES & PRACTICES

**Ongoing**

Continue to be available for discussion of any City policies, practices, and activities as they relate to DEI



#### CITY EVENTS

**Ongoing**

Continue to participate in City events such as United Against Hate Week and Festival of Holidays



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## UNITED AGAINST HATE WEEK (UAHW)

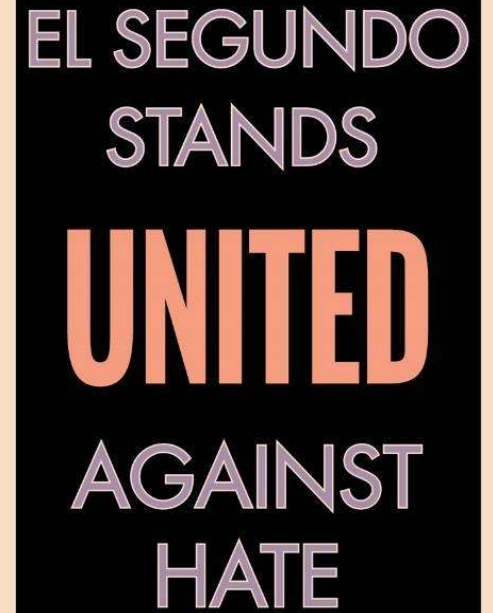
### Candlelight Vigil

Tuesday, November 14 | 4:30 PM – 5:30 PM

City Hall Plaza

Pick up posters, hear from fellow community members and light candles, all to show your commitment to stand united against hate and build a bright El Segundo.

Candles provided or bring your own.



EL SEGUNDO  
STANDS  
**UNITED**  
AGAINST  
HATE

# WORK PLAN

## City Strategic Plan Compliance

**Goal 1: Enhance Customer Service, Engagement, and Communication; Embrace Diversity, Equity, and Inclusion**

**Objective A: Provide unparalleled service to internal and external customers.**



### CITY OF EL SEGUNDO – DEI COMMITTEE Team Structure & Priorities

#### MISSION & VISION

The DEI Committee is committed to listening and advising with an equity lens to 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.

The Committee engages the community, identifies inequities and disparities, and addresses outdated, harmful narratives.

The Committee moves forward with urgency and purpose, allyship and collaboration, to support transparent, deliberate and actionable solutions that will remedy inequities and serve our diverse community.

#### BACKGROUND

The City of El Segundo's Diversity, Equity & Inclusion (DEI) Committee was established by City Council in October 2020. Its purpose is 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 the entire El Segundo community.

#### COMMITTEE STRUCTURE & PRIORITIES 2023-2024

This outlines the proposed DEI committee structure and priorities for **November 2023 to end of September 2024**.

There will be **three teams** (subcommittees). All committee members will be encouraged to participate in ESPD Community Police Academy, ESFD ride-alongs and DEI trainings, and promote and support all DEI events/campaigns.



#### DATA & RESOURCES TEAM

Lead: Genesis Jackson

Members: Emily Atmore, Shad McFadden

Point of contact for public safety, surveys, data collection/analysis and DEI trainings/resources.

1. **Community Briefing – Q1 2024.** Partner with Chief Bermudez/ESPD on **one community briefing**. Brainstormed ideas include ALPRs, RIPA or a general overview on the "state of the ESPD."
2. **Online Resources & Data – Q4 2023 and ongoing.** Continue to promote the DEI survey and build upon the resources offered on the [City website](#) with info on DEI trainings, videos, articles, books, movies, documentaries, websites and other helpful educational resources for the City/community to access and use. This is DEI's online "home" to calls for action and resources to point to when making proclamations, addressing DEI in speaking engagements, etc.

#### CITY ENGAGEMENT TEAM

Lead: Valerie Green

Members: Lewis Hill

Point of contact for City (HR, City Council) and local businesses.

3. **DEI Award – Q1/Q2 2024.** Help to develop process for a **DEI-specific award** as part of the E5 Community Service Awards. Key audiences include local businesses and community-at-large.
4. **City Events – Ongoing.** Continue to build partnerships with City departments and others, such as South Bay Community Coalition Against Hate (SBCCAH), staying available for discussion of any city policies, practices, and activities as they relate to DEI. Continue to participate in current City events such as United Against Hate Week and Festival of Holidays.

#### COMMUNITY RELATIONS TEAM

Lead: TBD

Members: Genesis Jackson, Lewis Hill, Valerie Green

Point of contact for the City proclamations, community-at-large and community engagement activities.

5. **Community Panel Discussion – Q2 2024.** Partner with an El Segundo-based group/company/corporation (such as EDC) on **one panel discussion** on a DEI topic (similar to the Aerospace Corporation panel we hosted a couple years ago).
6. **Community Liaisons – Q1 2024 and ongoing.** Build and maintain **community partnerships and liaisons**, including with ESUSD and other local businesses and organizations. Community liaisons could help inform DEI initiatives and support proclamations and other DEI-related activities.





# Thank You

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