

Application Form

Profile

Jan _____ Z _____ Zoochie _____
 First Name Middle Initial Last Name

 Home Address

 City State Postal Code

 Primary Phone Alternate Phone

 Email Address

Retired _____
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Tree Musketeers 2007-2009 Volunteered in Richmond Street office and assisted at El Segundo tree plantings. Special Olympics World Games July, 2015 Volunteered with the El Segundo Special Olympics committee that hosted teams from Barbados and Macedonia

Community Youth 1992-1998 Volunteer mentor at South LA non-profit for at-risk teenagers working to complete their GEDs. New Earth 2016-2017 Volunteer mentor for students coming out of juvenile justice facilities. I visited for 3 hours weekly both at Community Youth and New Earth.

Education

UCLA History BA 1983

UCLA U.S. History MA 1988

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

In addition to concentrating on African American history during my undergraduate and graduate studies at UCLA (and teaching that subject on both the high school and college level), I also participated in a one-year training course in Cross-Cultural Conflict Resolution through the UCLA Ombudsman's Office. When I was community relations director at UCLA's International Student Center from 1989-2005, the LA Times wrote a feature story about "Discover LA", a one-day tour I created and led through LA's African American and Latino neighborhoods for newly arriving international students in order to help counteract negative stereotypes that they arrived to this country with. I have traveled in 60 countries, and have close and enduring friendships with people from all different races, ethnicities, religions, sexual orientations and ages. I have sung in the Agape International Choir for over 20 years, which is incredibly diverse, and I founded "Voices Raised LA Vocal Collective" a year ago, which is also a diverse group. Basically, my entire life's work has been about building bridges between cultures and communities.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To identify specific ways we can make El Segundo a more welcoming place for the people of color who reside here, go to school here, work here or visit here, and to ensure that people of color are adequately represented in the political realm.

How would you help achieve the objectives and goals?

I have good research and writing skills; and my years of academic study on the subject of systemic racism in America, combined with my work experiences and my long-standing personal ties to the black community in South LA position me nicely to help El Segundo become an even greater community than it already is.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I would hope that, during the Covid pandemic, interviews and meetings would be held virtually. Because I am concerned about contracting the virus by interacting with people indoors.

Andrew Kelley [REDACTED] Boy's Soccer Coach and Special Ed. Teacher at ESHS Personal friend for over 20 years

David A. Lehrer [REDACTED] Former west coast head of the Anti-Defamation League My boss from 2002-2017 at Community Advocates, Inc., a human relations non-profit and think tank.

Lynell George [REDACTED] Author and former staff writer for the Los Angeles Times. Lynell wrote a feature article about me and my "Discover LA" program on September 23, 1994 ("Destination: Discovery") and we've been personal friends since.

Application Form

Profile

Barbara

First Name

Henesy

Middle Initial

Yatabe

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

recently retired from
Optum/UnitedHealth Group

Employer

VPSales

Job Title

Sales and Project/client
management

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Have been Class Parent Rep for all three of my children. All grads of ESHS. Padgett Yatabe (2001) Bryan Yatabe (2004) and Kyle (2009). Involvement included extensive sports parental involvement.

2001 -2009

Education

The Wharton School, U of Penn. Strategic Planning and Marketing; Graduated with MBA May of 1980

Davidson College, Davidson, NC. Graduated May 1974. Degree: BA in Economics.

Part II - Questionnaire

Disclaimer

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I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a very open minded individual who grew up in the Washington DC area, I bring a perspective of tolerance and celebration of diversity. I met my husband, Daniel Yatabe (deceased August 2015) who was a Japanese American. He worked hard and went to Harvard. We met at Wharton. His parents were interned during WWII. He followed the American dream of hard work. My father was a decorated Marine in the Pacific in WWII and fought the Japanese. My father was the most humble and philosophical person I have ever met. He was a very poor young man from the poorest Irish neighborhoods of Boston. He hated the atrocity of war and eventually became a physician devoted to treating all people of any background. Forgiveness and finding common humanity is a value I grew up with. Celebrating differences and finding the common humanity between all of us has been my family mantra.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Board(s) you are applying to?

Identifying the uncomfortable realities that people come with biases. Changing generation old beliefs may be challenging and intractablehowever finding a middle ground of becoming familiar and acknowledging we are all human, we are different (thank Goodness we are!!) and that we need to find informed middle ground,.....without compromising on the common ground and objectives and assumptions we all start with.

How would you help achieve the objectives and goals?

I am a good group facilitator /leader who is able to level set expectations, objectives, mission, parameters of behavior/rules of engagement AND making sure we validate the participants are open minded; objective, honest, no personal attacks and a willingness to LISTEN and deal with facts.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

NONE

Other comments:

As a bi-racial family where in the early days here in El Segundo (1986 forward) we encountered a number of instances where either my husband or children were met with some pretty uncomfortable racial slurs. So so much has changed but we need to stay acutely aware of elements in our community who may be still, unfortunately, ignorant as to how we are all human.. Get over skin color or national background or religion....We may look different, but our shared values and goals are to provide a great education, life, social network for our children.

Debbie Bundy [REDACTED]

Kate Krumbach [REDACTED]

Gina Bell [REDACTED]

Application Form

Profile

Erin R Workman
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Los Angeles College of Music Executive VP Music/Higher Education
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

1 Year

If less than 1 year, how many months have you lived in El Segundo

8 Months

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

President of the LACM Foundation, 2015-present

Education

California State University, Chico BA Music Education/Vocal Performance 1997

Part II - Questionnaire**Disclaimer**

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I am a gay woman who has recently moved to El Segundo, but have been a South Bay resident for many years. I am an educator and a member of the music industry in Los Angeles. While I have felt acceptance in the industry, I have concerns that El Segundo could be more inclusive regarding BIPOC and those of the LGBTQ+ community. I would like to assist with adding perspective, with the goal of attracting new visitors and residents, and comforting existing ones with new inclusion policies.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To insure, first and foremost, that all citizens and visitors of color feel completely safe and welcomed in El Segundo. Secondly, to insure that LGBTQ+ families feel that El Segundo is a safe and accepting town to raise their families in and enjoy the community without fear or reservation.

How would you help achieve the objectives and goals?

I would be willing to devote time and effort to presenting and supporting community goals that would further the ability for the community to be fully aware of, and inviting to, the various members of the community. It is my impression that not every diverse resident is represented or seen/heard currently.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None - I would welcome the opportunity to be involved.

Jeanna Hill ([REDACTED])

Tom Aylesbury ([REDACTED])

Tina Manning [REDACTED]

Application Form

Profile

Steven F Wood
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Self Owner Technical Sales, Engrd
 Employer Job Title Laminations & Coatings
 Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

Yes

If YES, name the Committee/Commission/Board and Term Served

Youth Sports Council for El Segundo Youth Lacrosse - 2005 to current - President/Co-Founder

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

AYSO ~2001 to 2018 B/GU6 through 16 Asst and Head Coach jobs including all stars, Linesman and Ref certified Intermediate; usually coaching two of my 4 kids in the program per season; several times coaching Spring soccer while running ES Lacrosse and ESLL. ES LITTLE LEAGUE, (all as Manager): 2003 A Phillies (Playoff champions); 2004 AA Giants (League champs); 2005-6 Farm Rockies; 2007 A A's. ES TRUE GAMERZ PONY LEAGUE TEAM founder, Grady Clark, Manager 2004. ES LACROSSE 2005 to current - President/Founder K-12 boys and girls. 1 Yr REDONDO BASKETBALL LEAGUE Head Coach. 1 Yr ES Girls Softball Asst Coach.

Have coached well over ~75 different Youth sports teams in El Segundo - more than ~750 of our families estimated in primarily from my 4 kids in AYSO, ESLL, ES Lacrosse, ESGS, 1 yr in MB's Pony League; I fell in love with El Segundo as soon as my kids started playing youth sports here, because everyone's always made me feel as welcome as I feel in my own 3,000 people CNY small farm home town.

Education

U.S. Military Academy, West Point NY 1971 BS in General Engineering with Applied Science & Engineering Concentration; Cadet Band (Flute & piccolo); Starting Sophomore 1969 Co-National Champions; 1971 Lacrosse Team Captain (elected) and NCAA All American; 1971 North Senior All Star team co-Captain (elected); 1973 League MVP Player/Head Coach of Navy Postgraduate School Men's club lacrosse NorCal Champions (later earning me a spot on the all time Top 25 best players in the West list); 1974 Team USA Alternate (Field lacrosse); 1980 Team USA Player/Asst Coach (Box lacrosse)

LaFayette Central High School, LaFayette NY Class of '67 - All County and Upstate NY Lacrosse All star 2 yr; All County Football Sr. Yr; Chorus and Band (flute & piccolo) 4 years; 3rd place NY State Barbershop Quartet; All County Chorus 2 yrs; 6 years doing the HS's annual musical - the last two as male lead; worked in my dad's business weekends / every free moment. Inaugural HS Hall of Fame inductee. A key, unique defining diversity qualification helpful to ES: growing up with the Iroquois going to my school; see below*

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

First, I cover a number of groups already: 30 year resident Jan 14, 1990; Sr. Citizen, Disabled Veteran, Coach, Parent. Secondly, I grew up with the neighboring Onondaga Nation, Native American kids going to my small farm town. Together, we learned how to use sports and school to live, love, win and be successful forming life bond. (They are our country's oldest, original war time ally, the people who gave our Founding Fathers, their friend Ben Franklin, our/their 3 branches of gov't, voting, and how to bind the different states together as they'd done their Iroquois Confederacy. That gives the city a unique perspective when it comes to big picture gov't and race issues. Thirdly, the city deserves tremendous credit for bringing diversity to our town, greater Los Angeles and the whole state we've created together over the last 15 years via the city's decision to adopt and support establishing lacrosse in our town. It's time everyone share my dream to make the city of El Segundo the center of lacrosse in the West, because for all practical purposes, we are. I've been told by the top people in the sport lacrosse wouldn't have exploded like it did into hundreds of tourneys and teams in the West almost overnight without our city. I am so proud of what we've built and done serving as an extension of the city, Rec staff and the Youth Sports Council (YSC). El Segundo is directly responsible for the hundreds of Youth now playing lacrosse in inner city LA Rec & Park leagues; we're why there are inner city schools playing CIF lacrosse now. (I and others in our program picked up Suburban loads of inner city MS kids to teach and play with and on our teams for 3 years to get them started. Recall our ESMS boys Herald picture with Gov. Schwarzenegger at CES? Because the city welcomes and allows us to host leagues for our resident boys and girls and families, we have inner city teams like LA Lions and Harlem lacrosse competing here at CES and Rec Park Rink (Box) weekends, sometimes weekdays practicing with us. I'm ready to help the city some more if needed. I delegated boys to my co-Founder to be able to finally spend equal time with our Girls program and am in midst of forming a new 501C Girls lacrosse board. www.esglax.org I want to help the city build on what it's already done enabling diversity, equity and inclusiveness on such a magnificent impactful scale, and doesn't make the mistake of falling head over heels for anything to do with the recent cancel culture. ES lacrosse and our Greater LA and US lacrosse community is ready to help our city more.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Be an ear piece for the city and the council for each/all the different groups of people from both within and outside our community who need and want to be heard, listened to; Be discerning and faithful to the city's and our country's constitution/s and our founding with help from the Iroquois ancestors of my high school teammates, classmates, BFF's, some now top Chiefs and Clan Mothers; Make recommendations when applicable.

How would you help achieve the objectives and goals?

I'm West Point athlete coach organizer not afraid to dream and work hard; I believe people are made to love, nurture, encourage and help each other. We've done this for the YSC/City; I'm willing to help do it for the Commission. I've always put the city 1st in everything, guiding and running our Rec Youth Lacrosse program, including some unpopular rules for Club teams in our league to follow to protect the integrity of our Gundo Rec league, everyone plays principles.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The new brand out of control agitators who've co-opted the sad George Floyd killing - falsely accusing, attacking and unduly influencing the city, the city council, our kids, our city folk, anyone, any commission standing in their way.

Other comments:

* My town's school district's motto: "4 Schools, 3 Buildings, 2 Nations, 1 Goal - Excellence" - my family and I grew up learning how to get along with people of different color, race, creed, religion.. "We play because it's fun; we win because it's tradition". Like my home town, El Segundo has discovered Youth sports is one of the easiest, cheapest and most fun way to bring the most long lasting, rewarding diversity, equity and inclusion to our community and those around us. Thank you and way to go Gundo!.

Organizations named above: AYSO: Jim Stone, [REDACTED]; [REDACTED]; ESLL: Bob Turnbull, 2004 VP AA Div, [REDACTED];

ES Lax: (1) Carol Pirsztuk, (lacrosse parent - 2 players, incl 1 who assist coached youth); [REDACTED] (2) Marisa Hewitt, Regional Director - Harlem Lacrosse - Los Angeles; [REDACTED]; (former PVHS Head Coach); [REDACTED]; (www.harlemlacrosse.org to learn more about Harlem's unique in-school intervention programs in LA where coaches spend all day everyday in school with Middle school city kids); I was her Goalie coach for the LA National Women's U19 team she head coached one year; we're now fellow board members of our www.pacifiedgelacrosse.com Gundo based K-8 girls Rec league we co-founded.

Lars Tiffany, U of VA Head Coach, 2019 NCAA Div 1 National Champs; [REDACTED]; Men's Lacrosse, McCue Center [REDACTED]; (Fellow LCS HS graduate who eloquently voiced in his Nov 2019 HOF acceptance speech how we should and can lead by example - our little 2 Nation, integrated farm town school in Central NY should be /is the model for every town and school across America to follow, including El Segundo.)

Application Form

Profile

Christibelle

First Name

Villena

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Common Pool

Employer

Program Officer

Job Title

Tech & Philanthropy

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Little League From 8/2019 to present - President From 8/2018 to 7/2019 - Auxilliary (Events & Snack Bar) From 8/2017 to 7/2018 - Rookie Division VP From 8/2016 to 7/2017 - Schedule & Umpires

Over the years, I have volunteered for a number of ESUSD school functions and classrooms, youth sports teams and LA-based nonprofit organizations.

Education

University of California, Riverside - Sociology & Business Administrative Studies - BS June 2001

Mt. Carmel High School, San Diego - June 1997

Part II - Questionnaire

Disclaimer

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I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

With my experience and enthusiasm as an engaged community member, mother of two sons, and philanthropy professional committed to social impact, I am excited by the opportunity to serve El Segundo as part of the Diversity, Equity & Inclusion Committee. I am fortunate and humbled by the opportunities I've had throughout my almost 20-year career to build diversity, equity and inclusion in big and small ways. More recently, I've spent the past 2.5 years at Common Pool, developing and managing initiatives for companies, foundations, government entities and wealthy individuals to unlock millions of philanthropic capital to activate bold solutions and accelerate positive change around the world's biggest challenges. I've built and managed programs focused on creating brighter futures for refugees, building faster/cheaper housing for those experiencing homelessness in LA County, expanding economic opportunity for low-income communities in the US and more. Before Common Pool I worked at House of Blues Music Forward Foundation to sustain and grow strong workforce development and career-prep programs for particularly marginalized youth throughout the country. I consulted and provided in-house counsel around strategic planning/fundraising to New Horizon School (Muslim K-8 school in Irvine) and Frederick K.C. Price Schools (Christian pre-12 school in Crenshaw). I oversaw the philanthropic giving of Lynda and Stewart Resnick (Wonderful Company) to support areas including education (school grants, scholarships), workforce development, immigration, health and wellness, the environment and more. I managed fundraising (grant-writing, event-planning) and communications (campaigns) of a national domestic violence nonprofit for more than six years. I implemented LA County's in-school environmental education program, including assemblies and a conference for kids. For four years (first as a volunteer and then as the Director), I coordinated and managed the largest celebration of Philippine arts and culture in Southern CA. For four years, I was also part of an LA-based, Filipino artist collective performing spoken word, dance and poetry focused on social issues, justice and equality. Locally, I serve the community as the President of El Segundo Little League. In this capacity, I am committed to creating a healthy, safe baseball experience for all our families. I am one of the only local leaders to release a statement in support of Black Lives Matter, and like presidents before me, it is a goal of mine to diversify the Board of Directors to include more women and people of color. I have a strong interest and commitment to learning from the past in order to move forward. As a parent, conversations around race, LGBTQ and other social issues have been the norm since my boys were very little. I consider myself an activist and use whatever platform I have to: share data, lessons and history; to speak up for equality and justice; to raise future leaders who will be the difference; and to help activate others to join in the movement. Celebrating diversity, fighting for equity, and collaborating for inclusion has always played - and continues to play - an important part throughout my education, my career, my parenting and many other aspects of my life. I would be honored to have the opportunity to continue this work as part of this Committee. I've been looking for ways to get more involved here in El Segundo and this Committee is a good match and natural next step for me to serve my purpose.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Below are some objectives/activities to help fulfill the City's stated committee purpose and goals to work with the community to gain a deeper understanding of the issues and determine how to move forward to bring positive change so everyone who lives, works and visits El Segundo feels welcome. Please note: These are brainstormed with the understanding that I am still learning about El Segundo's history and the way in which the city currently operates and addresses diversity. I also share the following with the hope that once the committee is formed, it will do its due diligence to examine what is currently in place, survey the community to help prioritize activities, and have opportunity to enlist the services and guidance of experts and organizations (such as the Center for Social Inclusion <https://www.centerforsocialinclusion.org/our-work/services/>) with vast experience in improving infrastructure and systems to more effectively and efficiently increase diversity, equity and inclusion in El Segundo for generations to come. Engage the City and community to:

1. Coordinate a citywide approach to improve infrastructure, systems, policies/procedures and more, particularly as they address racism and hate in our community. This may include, but is not limited to: a City proclamation expressing our commitment to diversity, equity and inclusion; and receiving tools and trainings as a member of GARE (<https://www.racialequityalliance.org/members/join/>).
2. Increase the number of diverse City staff/government officials and require more training around racial equity and inclusion (see <https://www.raceforward.org/trainings> and <https://www.nlc.org/program-initiative/race-equity-and-leadership-real>).
3. Increase the number of businesses owned/led by people of color.
4. Examine the financials and explore ways to grow programs around health and wellness, crime prevention, education, affordable housing, and workforce development.
5. Continue to build a culture of transparency and information-sharing. This may include, but is not limited to: a "hub" featuring infographics, "El Segundo By the Numbers" and other data in a format that is clear and easy to understand; more communication on seat availability for City committees and commissions; and creating a "one-stop shop" to promote civic engagement opportunities.
6. Offer programs and opportunities to teach El Segundo's complete history to help us move forward, to gather feedback, and to celebrate the rich diversity in town. This may include, but is not limited to: community conversation events, guest speakers and teach-ins; collaborating with Recreation & Parks Commission to add an educational walking tour in our parks; partnering with the Arts & Culture Commission on a permanent art installation such as a mural; offering a video or blog series dedicated to diversity, equity and inclusion, such as on the City's website and/or in the El Segundo Herald. Collaborate with ESUSD / School Board to:
7. Increase the number of diverse school staff/faculty and require more training to better educate underserved/marginalized youth (see abolitionistteachingnetwork.org).
8. Examine and improve policies for addressing racism and hate on our campuses.
9. Incorporate a more complete curriculum to include ethnic studies across K-12 and an ethnic studies requirement for high school graduation (see <https://neaedjustice.org/support-ethnic-studies-programs/>).
10. Celebrate diversity throughout the year (and not just during certain months). This may include, but is not limited to: afterschool programs; workshops and assemblies; field trips (such as CAMM, National Museum of African American History & Culture for the 8th grade trip, ESMOA when they host exhibits focused on diversity); school projects and events (for example, replacing the Mission project with something focused on Native people, replacing Colonial Day with the Civil Rights Movement, presentations of a student's culture/country of origin).

How would you help achieve the objectives and goals?

I am ready to contribute all I can to ensure the success of this Committee. I will tap into my strengths as a resourceful project manager, utility player, problem-solver and effective communicator and storyteller. I enjoy navigating and improving systems for communication, the flow of information, completing a project and getting the job done effectively and efficiently. While the bulk of my experience is in project management, fundraising and communications, social impact has always been the driver, the focus. An important aspect of my work is gathering data and information to better understand the landscape so that our team can enlist good partners, secure support and community buy-in, and deliver evidence-based programs that work and are responsive to particularly underserved communities. I have experience and a skill set that is well-matched for this work, but some valuable ways I can help are through some intangibles I bring. I am an engaged community member on the pulse of current affairs and can offer an important perspective as a woman of color. I am a lifelong learner and critical thinker who firmly believes in contributing to a culture of kindness, accountability and empathy. I'm approachable and have a way of helping people feel comfortable, especially when they're outside of their comfort zone. I am committed to collaboration and building strong relationships with a diverse range of stakeholders and communities. I fell in love with this town and I am excited to do my part to build a stronger, more inclusive El Segundo.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I do not have any reservations at this time.

Other comments:

Thank you for the opportunity to join a committee like this! I am impressed by the City's commitment to doing this difficult and rewarding work, and look forward to helping in whatever way I can to support and uplift all families and community members in El Segundo.

Jessica Aronoff [REDACTED]

Jessica Duffaut [REDACTED]

Cristy De Jesus [REDACTED]

Application Form

Profile

Christina M Vazquez-fajardo
 First Name Middle Initial Last Name

[Redacted] [Redacted]
 Home Address Suite or Apt

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

[Redacted] Project Manager, Operations Project Manager
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

If YES, name the Committee/Commission/Board and Term Served

NA

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

World Vision - 2017 to Present - Fundraiser/Charity Challenge Marathon Runner (LA Marathon). Fund-raised and raised awareness for clean water resources and projects in the Congo; met personal fundraising goals while training/running for the 1/2 Marathon Charity Challenge on behalf of World Vision LAX charity (2018 - \$1500; 2019 - \$1800; 2020 - \$2000).

Young Life - 2018 to Present - Young Life Committee/Board Member for LAX / El Segundo area. ESHS Band - 2019 to Present - Parent Volunteer

Education

Loyola Marymount University, Los Angeles, CA B.A., Communication Studies (2000)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a proud and vibrant first generation Mexican American, I understand firsthand how imperative it is to belong to a diverse and inclusive community. My personal and cultural narrative drives my passion to foster equity, inclusion and diversity, because I understand what it feels like to historically not always feel welcome or included. Our family has resided and thrived as members of El Segundo since 2004, and our children have also attended ESUSD schools. My professional background as Project Manager (Business, Process and Implementation) within the Career and Talent Management industry brings a wealth of experience in reviewing current state processes, providing insight and recommendations for future state improvements to make El Segundo more inclusive, diverse and equitable for all residents, workers, and visitors. In addition, my background in onboarding and training could positively contribute to suggestions on implementing future communication, training, and educational resources for our community.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

It is my understanding that the purpose of this commission is to work with our community to better understand challenges/issues with diversity/inclusion that residents/workers/visitors face with El Segundo. It is also my understanding that the committee will evaluate current state policies in order to bring positive change that embraces a more inclusive, equitable and diverse policies so all those who live, work and visit feel welcome and valued.

How would you help achieve the objectives and goals?

“Seek to understand”, “Listen more, talk less”, “Ask for clarification when needed” are invaluable tools I have utilized when facing a challenge or issue in order to effectively provide recommendations for the future. As a member of this committee I would utilize my project management training in combination with empathy, compassion, positivity and emotional intelligence in order to help El Segundo to identify areas where we as a community can be more inclusive and diverse in our local policies and how we treat and/or welcome visitors, workforce and residents. I would also help be a true champion of change by fostering cohesiveness and inclusion within the committee itself so that other members will feel safe in sharing their own vulnerable experiences in order to move our community forward.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

At this time, I do not have any reservations about this new committee. My sincere hope would be that all recommendations brought forth by this group would affect real change in our beloved city that historically has not always been as welcoming and inclusive as it should be.

Other comments:

Thank you for your consideration and for establishing this much needed committee.

Dawn Curry [REDACTED]

Michele Toti-Leach [REDACTED]

Mike Collins [REDACTED]

Application Form

Profile

Lauren

First Name

Turner

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

El Segundo Unified

Employer

Math Teacher

Job Title

Education/Teaching

Occupation

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

Santa Clara University, Mathematics BS, 2003 Loyola Marymount University, Education MA, 2005 Loyola Marymount University, Social Justice in Education Ed.D, 2010

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have worked in El Segundo as an educator of mathematics at ESHS since 2006. I adore this community but I do see many areas for growth and change. In 2010, I completed my doctoral studies at LMU to earn a degree in social justice in education. My dissertation involved an examination of the racist experiences African-American male students had while they were in high schools and is entitled Portraits by African-American Male University Students: A retrospective study. I do not claim to be an expert on matters of race and equity but I do consider myself an active learner with a growth mindset and a thirst for activism.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

1.) There needs to be more opportunities for inclusion in the community for all stakeholders, both those who live in town and those who do not. 2.) A deep dive into the city codes/ordinances is needed. 3.) There needs to be regular transparent communication between this committee and city council.

How would you help achieve the objectives and goals?

Based on 1 - 3 above, respectively: 1.) There needs to be groups and spaces for all parents to voice concerns and be heard by this newly created committee. Additionally, all community members including those without children need a dedicated space to discuss community relations. We also need input and a space for our young minds (those 18 and under) to be heard and voice their concerns and give input more regularly. Some of these groups exist currently but not all are necessarily welcomed into the conversations. 2.) We need to ask ourselves why each code has been put in place. This needs to be a deliberate step by step approach with a series of questions we ask as we read city code line by line. 3.) Weekly if not daily communication between this newly emerging committee and city council should be formally put into place.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I have none.

Other comments:

I appreciate your consideration. Thank you for this opportunity for community involvement.

Melissa Gooden; [REDACTED]

Sarah Davlantis; [REDACTED]

Robin Espinoza; [REDACTED]

Stanford University, Comparative Studies in Race and Ethnicity and Psychology, BA, 2002 Stanford University, Psychology, MA, 2002 University of Southern California Santa Barbara, Psychology, PhD 2011

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Almost all aspects of my background, education, training, and interests position me as an ideal member of the commission. I will briefly touch on six of these. First, my personal background as someone who is multiracial (Black, White, and Okinawan) has given me a relatively unique perspective on race and racial and cultural diversity. It has also given me experience interacting with people from various backgrounds with divergent views in a respectful (and loving) way. Second, much of my formal education has been focused on better understanding bias, diversity, and inclusion. As an undergraduate, I majored in comparative studies in race and ethnicity, as well as psychology. I went on to obtain an MA and PhD in psychology. My research and coursework focused on social identity and cultural diversity. Third, I am an active behavioral scientist at USC. In this role, I shine an empirical light on cultural divides and have also developed interventions that improve the performance of first-generation college students (a group that is underrepresented on campus). Fourth, I am also a professor. In this role I have developed courses and executive education workshops that teach about the science of bias and how it affects decision-making in organizations. My teaching also provides students with individual and structural strategies for reducing bias and fostering inclusion. Fifth, I am a faculty fellow with the Office of Diversity, Equity, and Inclusion in the USC Marshall School of Business and a faculty affiliate with the USC Race and Equity Center. And, sixth and finally, I am a home owner and parent in El Segundo. I am deeply invested in making our community as vibrant, welcoming, and (frankly) profitable as possible for everyone.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Create culture in El Segundo in which all people feel valued and acknowledged and that seeks to address bias when it occurs. This means BOTH people who have not historically felt included as well as those who have traditionally been the predominant voices in the community. I like this quote by a diversity educator: "Diversity is being invited to the party. Inclusion is being asked to dance." El Segundo, like most of the rest of the United States, is becoming increasingly diverse. In order for our community to continue to thrive, we must create a culture that challenges bias and is inclusive of everyone. I do not supposed I know, a priori, the route to achieving this goal. However, I believe that this commission is an important first step in creating this change.

How would you help achieve the objectives and goals?

As a member of the commission, I would help achieve the objectives in four ways. First, I would draw on my expertise around bias, bias reduction, and routes to fostering inclusion to suggest strategies that have empirical roots. There are many things in the realm of diversity education that "sound good," but not efforts are equally effective. I can help by offering strategies that have some research behind them. Second, as a behavioral scientist, I have expertise in measuring the effectiveness of changes. It will be critical to not only institute changes, but to measure whether those changes are having the impacts we desire. I can assist with this. Third, I can also draw on my general skills in survey methodology. The effectiveness of the commission rests in part on developing an accurate picture of the various stakeholder perspectives, in which everyone is represented. Some of this will rely on qualitative and quantitative research with these individuals. I can help design survey and questionnaire tools and collate and analyze the result data. Fourth, I have taught MBA classes on leading effective teams. The success of the commission, as with any team, will depend in part on the ability of members to work together. I can help the team to create some of the structures and norms that will promote more effective and efficient teamwork.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I think getting a truly diverse cross-section of El Segundo residents/stakeholders is critical and I have some reservation about whether this will be achieved. (I don't know that "reservation" is the right word - I really just think it is important and needs careful attention.) In particular, I am concerned about how answers to following two questions will be used in the selection process: (a) Have you ever served on a City of El Segundo Committee/Commission/Board? and (b) Community Service. I do not think that previous experience in these capacities is important for serving on the commission and, as a result, I do not think that they should be used as qualifications for membership. I'm not trying to presume anything - maybe these questions will not inform decisions as to who to interview for the positions. However, there is good research showing that when companies include these kinds of qualifications, the group of people "hired" for positions is less diverse (intentionally or unintentionally). For example, this would be like requiring a bachelor's degree for a position when it is 100% possible for someone to be excellent in the position with a high school education (or GED) and additional years of job experience.

Other comments:

I have not done service in our community to date and would like to explain my reasoning. As pre-tenure faculty, I felt that I needed to devote my time to service at USC and in my field. I have had several "service" roles in those capacities. These were important for me to do in order to be awarded tenure. So, I spent my time on those activities and opted to donate funds to local groups (instead of time). Now that I have tenure, I am looking for a way to become more involved in the community, while hopefully also capitalizing on my skillset. This seems like the perfect fit.

Ephriam Freed Friend, El Segundo Resident [REDACTED]
[REDACTED]

Sharoni Little Vice Dean for Diversity Equity, and Inclusion Professor of Clinical Business Communication
Marshall School of Business, [REDACTED]
[REDACTED]

Shaun Harper Provost Professor of Business and Education Clifford and Betty Allen Chair in Urban Leadership USC Race and Equity Center Founder and Executive Director University of Southern California Verna and Peter Dauterive Hall, S [REDACTED]
[REDACTED]

Application Form

Profile

Stanley

First Name

W

Middle Initial

Smith

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

Suite or Apt

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Employer

Job Title

Retired from Chevron

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

El Segundo High School. Class of 1966

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have lived here all my life. bought the house in 1971 and I don't like change unless it is a good idea.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To have a diverse look at the way we live here. Are people excluded just because of race, religion, sex, etc.

How would you help achieve the objectives and goals?

I would represent senior citizens to resist changes that would jeopardize our environment and safety

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Dennis Crawford. [REDACTED]

Al Gragg. [REDACTED]

Vickey Myers. [REDACTED]

Application Form

Profile

Avery _____ Smith _____
First Name Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Kelsey National Corporation _____ President _____
Employer Job Title

Insurance Agency _____
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Little League 2/2011 2/2019. Coach/Manager

Young Presidents Organization. 6/2017. Present Member

Education

University of California Irvine History Expected 6/21

Palisades High School N/A. 6/1990

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have a long track record of embracing the ideals of the DEI Committee. The company that I run has benefited greatly from becoming more diverse. Our profits have increased directly due to the ideas generated from a workforce whose employees have different background. In addition, I believe my natural leadership characteristics can be leveraged to drive consensus during a difficult time in our country's history.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe the main goal of the DEI are to promote El Segundo as a city that is welcoming and inclusive to all.

How would you help achieve the objectives and goals?

I would help achieve these goals first by listening. I believe firmly that we must always listen before we act. I would then propose the building of objectives for our committee. I believe objectives need to be measurable and mutually agreed upon to be effective. Once our objectives are solidified we achieve them through the tactics agreed upon by the group. I believe my history in building diverse workplaces along with my leadership can help initiate these tactics for success.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None.

Mark Kelsey 

Michael Alcala [REDACTED]

Maureen Watson Kingsley [REDACTED]

Application Form

Profile

Laura _____ M _____ Simpson _____
First Name Middle Initial Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

The Aerospace Corporation _____

Employer

Senior Business Manager _____

Job Title

Senior Business Manager _____

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

Yes

If YES, name the Committee/Commission/Board and Term Served

El Segundo Public Library Board of Trustees. July 2008 to June 2014

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Friends of the El Segundo Public Library. June 2007 to present. Treasurer and Chief Financial Officer

Education

Chapman University. Organizational Leadership. BS Degree 2003

Part II - Questionnaire**Disclaimer**

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a disabled member of the community, I find that people with disabilities are often left out of conversations regarding diversity. I currently serve on Aerospace's Employee Resource Group for the Disabled and was past-president of TRW's Subcommittee for the Disabled.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To begin a conversation regarding inclusion.

How would you help achieve the objectives and goals?

Bring a different perspective as a disabled member of the community, and life-long El Segundo resident.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None.

Lianne McGinley 

Sari Brann 

Anne Drohan 

Application Form

Profile

Avni _____
First Name

Shah _____
Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

University of Southern California
Employer

Web Content Producer
Job Title

Writer/ Communications Specialist
Occupation

If you are a resident of El Segundo, how many years?

4 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Karama, (2009-2016), Communications Manager Tuesdays Together (2018-2019), Social Media Manager

Karama is a women's rights organization and movement based in Egypt serving human rights organization in 14 countries of the Middle East and North Africa. Tuesdays Together is a freelance community-based organization helping to provide trainings and advice to small business owners and to provide a non-threatening space to foster collaboration, inspiration and networking.

Education

University of Southern California - Professional Writing (MFA) - Master's Degree/ 2008

New York University - Stern School of Business - B.B.A/ Minor in Journalism/ 2004

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My parents came to the United States from India, and my brother and I are first-generation Americans. We both were raised with the confusion and contradictions of what it means to be American while being seen as "other" because of the color of our skin, the accents of our family members and our cultural heritage and traditions. I have faced the pressures on both sides from an early age. Much of this conflict has inspired not only my own creative fiction and non-fiction writing, but also my education and learning. I am deeply drawn to issues related to gender and racial equity. In my own social circles, including family, friends, in-laws and coworkers, I often serve in the role of educator and advocate. From sharing articles, books, podcasts and movie recommendations to engaging difficult discussions on media bias and portrayal of interview subjects, I do not shy away from difficult or painful topics. In fact, my passion for such advocacy makes it impossible for me to not speak up and not do what I can to push the envelope forward. Monthly, I choose a charity in the diversity/ inclusion space (EJI, NAACP, Loveland Foundation, Downtown Women's Center, etc.) and organize a group donation using social media to pull friends and family in. I promote small businesses in line with diversity and inclusion goals and the voices of people who need a platform. As a communications specialist at USC's engineering school (Viterbi), we have had many discussion about how to promote and celebrate diversity in STEM fields, while also ensuring we don't fall into the trappings of "white savior" storytelling or approach stories from a "deficit" angle. Most recently, I have become more involved in shaping our diversity/inclusion resources and revisiting how we think about our academic community and the way we cover news about our students, faculty and alumni. I am a big believer that in addressing issues of diversity, equity and inclusion you have to see issues from many different angles and lenses. Rhetoric, for example, can be really important in determining how included a group feels and goals of diversity can often miss the mark on equity. At the current juncture, in light of the recent police brutality deaths and of the BLM movement, I feel even more incensed and ignited than before to see true change committed to existing frameworks. I believe the momentum is different this time, and I am hopeful that there is a future in which my children do not have to feel less American, despite their being born and raised in America, because of the color of their skin.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Racial injustice is pervasively built into systems and so, it is intrinsically, often unknowingly reinforced by community members and key community leadership. Without the comprehensive understanding of the context of such systems, it is difficult to incite meaningful change. The conversation needs to be reshaped and perspectives need to be opened to the far reaching scope of the problem, as well as the deep growing root. Thus, I see the objectives broadly as creating context for a shift in perspective to create systems and foster communities that reinforce equality and combat negative stereotypes. At the same time, I would like to see diverse members of the El Segundo community feel welcome and heard, which I know has not always been the case. Finally, I would like to continue setting the stage for continued diversification in El Segundo--while ensuring that the diversity goal is also supported by equity initiatives. I believe the way we have a more inclusive government and society and the way we foster more equity across the board is by bringing people from different backgrounds together, rather than keeping them apart. El Segundo was often thought of as a conservative white pocket in the wide diverse scope of Los Angeles, but I'd like to see that change, as diversity strengthens conversations, economies and institutions like El Segundo High School. Particularly, as the parent of two mixed race sons growing up in El Segundo, I am committed to making this community one that is not only welcoming to them, but one that helps to teach them more broadly about core values of equality, humanity, collaboration and consideration. Growing up in New Jersey, I was lucky to attend a very diverse high school. I credit that experience very much for helping me learn about different religions, backgrounds, cultures, and beyond. My husband and I were drawn to El Segundo for its sense of community and for its beauty and neighborhood feel. We want to invest in this community, helping to grow it to a place that truly reflects the best aspects of humanity and serves to continue welcoming people from all walks of life into our business, recreational and residential spaces.

How would you help achieve the objectives and goals?

The process to achieving these objectives would be complex and comprehensive, specific to various agenda items but generally, the approach would be three-fold: education, conversation and action. Changing an idea can happen quickly but changing a belief takes a lot of time, dialogue and information that ultimately can grow or shift a perspective. I hope this commission will be able to identify not only opportunities for such growth within leadership and within community occasions but also work to identify ongoing practices that are in fact harmful in reinforcing negative stereotypes on gender, race, culture, etc. One area I've already seen community groups stepping forward on is bringing anti-racist literature to the El Segundo library. I think pairing such literature with a discussion with an expert in this field or hosting a reading for kids could be one great way to bring community discussion on race to the forefront from a young age. Another idea would be speaking one-on-one with community businesses or community members at different junctures to better understand how different racial groups feel about living in the area, working with police and other community leaders, and what problems, if any, they face. I think bringing ideas and experiences into intimate spaces where we can have dialogues will be key in beginning to first understand what different members of the community are feeling and thinking. I've seen some of it on Facebook, however, that just is not a productive space to address feelings or promote change.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My largest concern is that this committee was proposed in reaction to rising pressure and protests in the city and in areas all across the country and globe and that it was a potentially visible action to take to push pressure/ culpability away from leadership. It is my sincere hope this commission was proposed because those who proposed it felt racial and gender inclusiveness, equity and justice is an important and critical issue to the future of El Segundo and beyond and that we need to start focusing on it more carefully and intentionally.

AJ Nseir; [REDACTED]

Mitra Parineh; [REDACTED]

Ginny DeFrank; [REDACTED]

Application Form

Profile

Laurence C Robinson
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Retired Manager of Maintenance and Reliability (Until I retired in 2008) Manager Chevron El Segundo Refinery
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Babe Ruth Baseball Board (1999 - Current) Either Manager's Representative or Vice President (Also a Team Manager for 15+ years)

Habitat for Humanity (Early 2000's until 2013) Volunteer building houses, also Crew Leader

Education

University of Florida Mechanical Engineering Bachelors 1977

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

We've lived in El Segundo for about 28 years with no plans to leave. We want the best for the place we've lived the longest. It is clear that ES needs to continue to make improvements. I participated and led many improvement efforts @ Chevron in the 30+ years I worked for Chevron Refineries. Some were major change efforts that involved the entire facility. We gathered data and information from many employees and, by all accounts, were highly successful. I can lead and I can follow. I tend to listen more than I talk. I don't know all the answers. I don't even know all of the questions. But, I do know that we can gather input from the community, etc. and accurately assess the issues that must be addressed. We can prioritize those issues. Then, gather more input on potential solutions, etc. Finally, we would propose the most effective solutions based on anticipated results and the resources required to implement them. We would then want to shop those solutions with the community and community agencies.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

1) Identify and validate current issues. 2) Prioritize and validate prioritization of those issues. 3) Collect ideas on resolving each of those issues. 4) Propose and quantify solutions and the resources required to implement them. 5) Gain support from community and community agencies on implementation plans.

How would you help achieve the objectives and goals?

I can lead and I can follow. I'm willing to fill any role required. I'm retired so I've got time.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I wouldn't want to presuppose anything at this point. Although, some of the recent decisions that have been made around the country are very difficult to understand without knowing more detailed information. I would hope that any El Segundo committee output would be understood by the community stakeholders.

David Diaz 

Keith Coleman [REDACTED]

Bill Spadafino [REDACTED]

Application Form

Profile

Jenny Rivera
First Name Last Name

[Redacted]
Home Address

[Redacted]
Suite or Apt

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

LAUSD Health Care Advocate
Employer Job Title

Occupation

If you are a resident of El Segundo, how many years?

1 Year

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

How would you help achieve the objectives and goals?

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Application Form

Profile

Jesus

First Name

Rangel

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Retired

Employer

Journalist/Vice President
Corporate Relations/Professor

Job Title

Journalist/educator/corporate
exec

Occupation

If you are a resident of El Segundo, how many years?

4 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Chair Smithsonian Latino Center Board 1995-2008

Chair Hispanic Scholarship Fund 1995-2008 Numerous other boards

Education

University of Maryland journalism May 1978

Stanford U communications/masters program

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have been actively involved in community non profit organizations for almost 2 decades involving education, health and government issues. Positions ranged from board member to chairman.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

As El Segundo grows, it has become more important to get civic involvement among all residents, including new residents. I see myself as helping engage those citizens in getting involved.

How would you help achieve the objectives and goals?

Personal knowledge and involvement of the communities is one way and the other is to ensure that government officials understand the concerns of the community.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Other comments:

My involvement list is longer that stated above and would be glad to discuss.

David Kim [REDACTED]

Steve Moya [REDACTED]

Cheech Marín



Application Form

Profile

Jen J Ralls
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Gray Space, Inc. Social Impact Consulting Founder and Principal Consultant Social Impact Consultant
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Growing Great 2016-present: Board member and advisor; Children's Welfare Coalition 2014-present: member, research, evaluation, legislative tracker, and stakeholder convener; Social Justice Council for the Incarceration of Youth 2017-present: volunteer facilitator; Los Angeles Food Bank 2018-present: volunteer; Koreatown Youth Community Center 2019-present: volunteer for meal deliveries

Education

UCLA - Ph.D. Urban Education and Social Justice Reform 2000

UCLA- Masters in Education and Multiple Subject Teaching Credential 1995

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My life and career has focused on supporting systemic reform toward increased equity and opportunities for all people to reach their fullest potentials. I have a doctorate degree in urban education and social justice reform, have formal training in strategic planning, research and evaluation, meeting facilitation, partnership building, and collective impact decision making. My strengths lie in understanding the complex context of situations, researching and applying best practices from the equity and justice landscape, evaluating and engaging in continuous quality improvement, and creating and facilitating safe and inclusive spaces where diverse perspectives can be voiced and heard. I care deeply about diversity, equity and inclusion and have the passion and experiences to contribute to this commission as a thought partner, listener and advisor.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I see the overall mission of this commission as addressing, exploring, educating, learning about and creating a city culture and systemic practices that are inclusive, equitable, culturally competent, and supportive and enriching for all community members. A few of the objectives could include: To examine systemic practices, including unconscious bias, that have historically and continue to advantage or disadvantage different racial, cultural and sociopolitical groups in El Segundo; To create spaces and opportunities where diverse experiences, thoughts, requests, and voices - many of which have been intentionally or implicitly silenced or dismissed - can be heard; To guide and make recommendations for sustainable and measurable social, cultural and economic practices that can be integrated into city daily workings and that leverage diversity, reflect full inclusion and foster equitable opportunities; To evaluate and recommend solutions where institutional inequities exist; To be a resource for receiving, responding to and analyzing feedback from the community around topics related to diversity, equity and inclusion; To disseminate information and consult with residents, businesses, city agencies, city educational entities, and other stakeholders regarding diversity, equity, and inclusion initiatives; To broker productive conversations and act as a liaison between the city and the community around issues related to diversity, equity and inclusion

How would you help achieve the objectives and goals?

Landscape / strengths-gaps analysis of city practices that foster or inhibit diversity, equity and inclusion; Strategic planning including development of objectives, goals and associated timelines associated with commission projects; Facilitation of commission meetings to establish shared vision, values, outcomes and accountability structures; Facilitation of listening and learning sessions with city constituents to hear from and share information; Evaluation of strategies including continuous quality improvement reflection and action; Creation, customization, and dissemination of information to various audiences (written and public speaking) Development of customized training modules for different groups and audiences around diversity, equity and inclusion

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Other comments:

I have dedicated my life to the purposes around this commission. This opportunity bring to my mind a recent conversation I had with a colleague with whom I have partnered for the past five years around increasing social service dollars for a cooperative of black churches and nonprofits in South Los Angeles. I asked him how he moves forward each day and where to start when so much of the world is on fire and when people who look like him and his sons are dying in front of our eyes. He said, "I start with my own block, Jen. I start with my own block." I would be honored to bring my passion, deep sense of justice, and what I have learned over my career to support my own block ...this city of El Segundo.

Ryan Baldino [REDACTED]

Rob Croxall [REDACTED]

Neil Cadman [REDACTED]

Application Form

Profile

Keith E Puckett
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted]
 City

[Redacted]
 State

[Redacted]
 Postal Code

[Redacted]
 Primary Phone

[Redacted]
 Alternate Phone

[Redacted]
 Email Address

Expeditors International of Washington, Inc.
 Employer

Regional Security, Safety and Service Provider Manager
 Job Title

Regional Manager
 Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Redondo Beach Youth Basketball 2014 - 2019 Director of Girls Division, Director of High School Division, Coach, Assistant Coach

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I would like to use my ability to collaborate in this committee to influence change in El Segundo. I work for a global organization. I'm trained on project management. My team at work is made up of security and safety professionals from all over the world. We embrace one another cultures and appreciate what each of us bring to the table. I love living in El Segundo. I have lived here longer than I have lived any where else. I'd like to contribute to making positive changes here.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Encourage El Segundo residents to embrace diversity and inclusion. Supporting activities for this objective include facilitating and developing multi-level diversity and inclusion programs that reduce the cultural distance found among individuals from different backgrounds. Programs would be designed to increase Awareness, Understanding, Commitment and Action for the purpose of advancing a diverse and inclusive community.


How would you help achieve the objectives and goals?

Collaborate with committee members, outside groups, fundraisers and pull best practices from other cities and DEI groups.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

There is a vocal group here in town who thinks things are fine as is and are not fans of change. I worry this group is not willing to work to a compromise where all parties can walk away feeling satisfied.

Ben Watkins 

Tanya Taylor 

Kenyatta Ingram



Application Form

Profile

John Pickhaver
First Name Last Name

[Redacted]
Home Address

[Redacted]
Suite or Apt

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

Entertainment Partners
Employer

Writers' Assistant
Job Title

Writer
Occupation

If you are a resident of El Segundo, how many years?

2 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Back On My Feet ----- 2011 to 2013-----Volunteer/Mentor Priso
Literacy Program-----2012 to 2013-----Tutor

Loyola Marymount University Track and Field-----2014 to 2016-----Volunteer Coach El Segundo for Black Lives -----May 2020 to Present-----Community Education Co-Chair, Event Coordination Co-Chair

Education

Villanova University, BA in Political Science, Minor in Sociology, Communications, May 2013 Loyola Marymount University, MFA in Writing and Producing for Television, May 2016

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a gay millennial, I believe I bring a perspective that is under-represented in our local government. I am committed to advocating for all marginalized groups, and believe that we can do more not only for our LGBTQ+ neighbors but for all Black, Indigenous, People of Color in our city. In college, I minored in sociology where I studied the issues we've heard discussed and debated so frequently today, like systemic racism, mass incarceration, police reform, and racial discrepancies in our laws and policies. My senior year I volunteered in a maximum security prison where I taught English and Math to inmates in the prison literacy program. Outside of the lessons with my students, I had the opportunity to listen to their stories, and gained new perspectives about our criminal justice system. While my career took me in other directions, these issues have remained important to me. The most recent example of this is my leadership role in El Segundo for Black Lives. Since joining the group, I've learned so much more about our city's history. And I've listened to my Black neighbors who had the courage to share stories they've long kept to themselves. My eyes are open to situations and realities that I as a white person have conveniently been able to overlook here in town. For instance, one Black resident shared how she never runs at night in El Segundo out of fear of being accosted by the police or fellow residents in town. I cannot begin to count the number of times I've run at night in El Segundo after a long day of work. That's white privilege, and honestly, it's a pretty easy privilege to be able to extend to everyone else. I'm an empathetic person who values emotional-intelligence and honest communication. I don't shy away from debate, but I always remain respectful when engaging others. I believe in hearing from all sides and working together to achieve sensible solutions. I care about our city and I'm really happy I moved here. El Segundo is so great, but I want us to be better. I want our city to be an example for the country. An example of how a small town can acknowledge its racist past, confront its lingering racial issues, and craft a brighter future for itself.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I never want us to have a George Floyd, Ahmaud Arberry, Trayvon Martin, Breonna Taylor, Sandra Bland here in El Segundo. That's why it's imperative that we meet this moment by enacting meaningful, measurable, and lasting change. I want us to combat racial profiling in the way we police, I want our LGBTQ+ and BIPOC students to know they are safe at school and that there is someone there who's very job is dedicated to advocating for them. I want our city to acknowledge, to apologize, and to atone for our past transgressions to our Black neighbors. And I want all us to commit to doing and being better.

How would you help achieve the objectives and goals?

By listening and communicating effectively with my fellow committee members. By researching and reviewing policies and changes in towns across Los Angeles County and across the country to see what would and would not work for El Segundo. In addition, I will rely on solid data and prevailing social science theory when preparing recommendations for our city.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My reservations about this committee is that it may be comprised of some residents who fail to see the need for change in our town. This committee must be made up of those committed to Diversity, Inclusion, and Equity. This committee must not tolerate intolerance. I worry that if that happens this committee's existence may only be symbolic in nature. I'm concerned that it will be limited to a bureaucratic checkmark so we as a city can pat ourselves on the back, and create the illusion that we did something. To be clear, I my faith in our city leaders outweighs these concerns. I have faith that we all understand that this committee is for representation of the underrepresented, and that we will not fail to do right by our city.

Ben Davis-----
----- Former student-athlete under me at Loyola Marymount University

Scott Guerrero-----
----- Head Cross Country and Track Coach at Loyola Marymount University

Michael Genovese-----
----- President of World Policy Institute at Loyola Marymount University

Education

UNIVERSITY OF SOUTHERN CALIFORNIA – Marshall School of Business, Los Angeles, CA Master of Business Administration, Management and Organization (May, 2001) Fellow, Consortium for Graduate Study in Management UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA Master of Art, History of Art (December, 1998)

LAFAYETTE COLLEGE, Easton, PA Bachelor of Arts, Art (Minor: Black Studies) (May, 1993)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

If elected to this role, I would bring over 20-years, post-MBA, of industry experience from Fortune 500-1000 companies. In my roles I have been a shepherd of Diversity, Equity & Inclusion from the creation of policy, equity indicators and advocacy. My foundations were developed while at The Walt Disney Company, where I was the only manager reporting into the division head of HR and Diversity. While there, we proactively advocated for gender pay equity, LGTB and underrepresented people of color. During my educational pursuits while at Lafayette College and Penn, my areas of study focused on black studies where I was one the first students to be awarded a minor in Black Studies. Although I did not complete my Ph.D. work at Penn, my dissertation proposal focused on racial identification in the work of African-American, Archibald J. Motley. My Masters was on the work of African-American artist, Faith Ringgold and how her quilts symbolized the African-American experience of womanhood. Currently, I am tasked with helping KARL STORZ Endoscopy define and build their Diversity, Equity and Inclusion go-forward strategy in response to the current civil unrest in the wake of the George Floyd murder. In conjunction with this experience, I have made El Segundo my home and have been part of this community. My family and I have lived here over 10 years, buying in 2015. We have chosen to live here based on the hope of what this community can be. That investment drives my commitment and desire to make El Segundo a place that is embraced by all as an example of where, regardless of your race, creed, sexual orientation, etc. you are accepted.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Specifically, for El Segundo, I think there is a need to continue to foster understanding. Whether it is ensuring our elected officials are cognizant of the changing demographics that are part of the world we live in today and representing all the interest of their constituents to providing direction as we see civil unrest indicating that it is important to provide voice to injustice. This body, for example, could become a sounding board for our police department, which will need support, but will also need to honestly audit themselves to ensure they are protecting and serving equitably. I would envision this group taking time to listen and educate themselves as well as providing direction and the appropriate actions to align with the aspirational goal of becoming an inclusive and equitable community where we embrace perceived difference as an asset and not as a liability.

How would you help achieve the objectives and goals?

The approach I would take in pushing the objectives and goals of the Committee, Commission and Board is to leverage my experiences from Fortune 100 companies and share those learnings to inform tailored action and customized solutions that mirror what our community needs to progress. I would bring a personal perspective of being the “outsider” who has had to adjust to the status quo. This experience does help at moments when perspective is needed to ensure that both sides of an issue are considered and understood. I also would suggest that the use of data and the analysis of that data is something that is critical in defining not just goals and objectives but assessing the appropriate actions that need to be taken. My experiences in data analysis should be of service as this body works to drive towards a D, E & I strategy and action plan.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The strength of El Segundo is also its potential area of opportunity. The community has some long entrenched cultural attributes that may create exclusion. As with any genuine, introspective endeavor the efforts will need to be sincere and their will need to be a willingness to analyze and change things that create division and exclusion. Without knowing the precise direction of these proposed bodies, it would be difficult to suggest more specific reservations. From past experiences, aligning diverse agendas and negotiating the varying levels of risk aversion to change are always challenging. For there to be true and sustained change this is a preliminary assessment that would head my list of reservations.

Other comments:

Adding my LinkedIn profile: <https://www.linkedin.com/in/p-eric-perry/> If you choose to move forward, before contacting my references please let me know so I can let them know. Thank you.

Sheila Andrews [REDACTED]

Kim Graham [REDACTED]

Paul Brubaker [REDACTED]

Application Form

Profile

Casey

First Name

Perkinson

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

El Segundo Police Department

Employer

Police Officer

Job Title

Police Officer

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

National University Criminal Justice May 2020

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a police officer for ESPD and a resident of the community, I believe I can shed light on issues within the community based on direct experience, and help develop the best solutions possible to combat diversity matters within the city.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To create and implement resolutions to create a more inclusive community.

How would you help achieve the objectives and goals?

By directly addressing diversity issues which are experienced by our residents, employees in the city, and consumers, and constituting positive outcomes that are derived from factual data.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Other comments:

I hope to be a part of this committee, and am eagerly looking forward to the vacancies being filled. Thank you in advance.

Quincy Brown [REDACTED]

Tyler Sharp [REDACTED]

Zachary Contreras [REDACTED]

Application Form

Profile

Shannon

First Name

N

Middle Initial

Parks

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Wells Fargo

Employer

Sr. Operational Risk Associate

Job Title

Corporate Risk Management

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

American cetacean society - Los Angeles chapter 2012 - current

Informations Security Systems Association - Los Angeles chapter, treasure/education, 2014-2016

Education

Purdue university

Environmental Health, BS, 1987

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My interest is my driving force. I have learned a great deal in my conversations and there are many people willing share their personal stories as they paint a picture that most of us will never otherwise understand.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Meet with different groups to both educate myself and also develop ideas to bring about meaningful change.

How would you help achieve the objectives and goals?

I've appreciate the emotions, sincerity, stories and ideas that many have shared with me. I want to encourage other's to share their thoughts not with just me but other leaders in our community that can impact action. I would be grateful for everyone's willingness to share their feelings, experiences, and ideas to the committee with in an honest and unfiltered way. Want to be part our community that will change and make El Segundo and our country proud.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

For our community has the best chance to be successful. This community should focus predominantly on actions around race. And that the community understands the urgency about bringing the clarity to the community's actions.

Other comments:

Would be honored to part of the committee for a successful execution plan.

Janet Wilson [REDACTED]

Andrea Hoy



Application Form

Profile

Philip A Oloo
First Name Middle Initial Last Name

[Redacted]
Home Address

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

SPACIALISTS. LLC
Employer

Founder
Job Title

Architectural Designer / CEO
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

New School of Architecture and Design - Construction Management - Masters Degree - 2013 The Art Institute of Los Angeles - Commercial Interior Design - Bachelors of Science - 2011 Technical Institute Nairobi, Nairobi, KE, Architecture - Architecture - 2002

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I believe that I am qualified for this position due to the vast exposure and experience from dealing with people from different nationalities, cultural background and professional experience. My training as an Architect gives me an edge to be able to resolve situations in detail. My experience in entrepreneurship, business management skills, and interest in problem-solving and building and working as a team is a serviceable component.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

My experience and exposure of the American experience from an international perspective and as a citizen gives me a more comprehensive way of understanding vacillation.

How would you help achieve the objectives and goals?

My objective is fairness, equal representation and drives understanding and consideration to steer transformation that serves everyone.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I have never assisted with this organisation; with time, I will encounter differences, once I understand the groups approach to making a difference. I have no reservations at this period.

Jen Oloo - [REDACTED]

Megan Olson - [REDACTED]

Festus Akida - [REDACTED]

Application Form

Profile

Erin K O'hare
First Name Middle Initial Last Name

[Redacted] [Redacted]
Home Address Suite or Apt

[Redacted] [Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

[Redacted]
Email Address

Los Angeles County Fire Department Ocean Lifeguard Occupational Therapist
Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Jimmy Miller Memorial Foundation 2005- 2015 Ocean Therapy Program Volunteer Swim With Mike Participant, USC Swim-a-Thon 2004-2014 Swimmer in annual fundraiser event to support the Physically Challenged Athletes Scholarship Fund OT/PT Team Co-Coordinator 2011-2014 Mephibosheth in Ghana Training Centre (boarding school for students with disabilities) March 2013 - current Volunteer Occupational Therapist Los Angeles County Lifeguard Association (labor union) Member, Board of Directors (volunteer position- elected) September 2018- current Media and Communications Director September 2018-current Coalition of Occupational Therapy Advocates for Diversity Spring 2019- current Member Hope Together LA Member, Board of Directors (volunteer position) Occupational Therapy Consultant Assist with curriculum development for student enrichment programs in underserved special education populations within in Los Angeles communities

Education

University of Southern California Environmental Studies (major)/ Peace and Conflict Studies (minor) Bachelor of Arts (2009)

University of Southern California Occupational Therapy Masters (2013), Clinical Doctorate (2014)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As an occupational therapist, I have dedicated my career to woking with an advocating for individuals who have a wide variety of ability levels, racial and ethnic backgrounds, and unique goals and interests in communities locally to globally. I am committed to serving my community, not only as a therapist, but as a first responder- an ocean lifeguard with the Los Angeles County Fire Department. In my role as a public servant, I am fortunate to interact with a diverse community of beachgoers on a daily basis. Experiences across all areas of my life- professional and personal- have taught me to have a tremendous respect for all people, and I am eager to lend that experience and perspective to this commission in my own hometown.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

My understanding of the The Diversity, Equity, and Inclusion Commission is that the main goal is to help facilitate progress towards positive changes in El Segundo to ensure that ALL residents, employees, and visitors are able to access all that our wonderful home town has to offer, in a way that allows them to feel safe, respected, and valued. This will be done by engaging with stakeholders and community members, evaluating current policies, and making recommendations to city leadership, such as City Council.

How would you help achieve the objectives and goals?

I would use the unique perspective I have gained through my professional and personal experiences, as well as a strong desire to continue learning about different cultures, lifestyles, and abilities to contribute ideas and suggestions to my co-commission members. One of my greatest strengths is connecting with and interacting with others, so I also plan to use that to my advantage in public outreach and engaging with community members.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Dr. Bonnie Nakasuji, OTD, OTR/L, FAOTA [REDACTED]

Dr. Mariko Yamazaki- Sanchez, OTD, OTR.L [REDACTED]

Paige Parker, L/MFT [REDACTED]

Application Form

Profile

Jeanie M Nishime
First Name Middle Initial Last Name

[Redacted] [Redacted]
Home Address Suite or Apt

[Redacted] [Redacted] [Redacted]
City State Postal Code

[Redacted] [Redacted]
Primary Phone Alternate Phone

[Redacted]
Email Address

Retired from El Camino College VP Student and Community Advancement Retired Administrator
Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Unified School District Board of Education, 12/2011 - present; currently Board President

Bridge Southbay, 7/2018 - present; Church Council member

Education

Pepperdine University; Organizational Development; Ed.D., 1998

CSU, Long Beach, Educational Counseling, MS, 1979

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I was born and raised in Japan and came to California at the age of 18 for college. I spent 40 years as a counselor and administrator in California Community Colleges (CCC). Growing up in another country gave me a unique perspective as a foreigner in America. In addition, my years in CCC allowed me to work with a very diverse student population and to implement programs to support student success. I have spent a career working on issues of equity and diversity which I can bring to this commission.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Goal: Creating a community that is welcoming to all people 1. Examining real or perceived obstacles for people of color to gain acceptance in our community 2. Review current policies and procedure that may create division and equity issues 3. Provide a forum for thoughtful dialogue and self examination 4. Provide recommendations to the City Council for changes to policy and procedures to create greater inclusion and opportunities for people of color.

How would you help achieve the objectives and goals?

I am a good facilitator of dialogue and bring not only an academic but experiential basis to discuss difficult issues.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I would hope that this Commission is open to honest self-reflection about our city and realistic recommendations for change. I am not interested in "virtue signaling" in order to make ourselves feel good about doing something positive to address issues of social justice.

Dr. Melissa Moore, [REDACTED]

Dr. Francisco Arce, [REDACTED]

Rob McKenna, [REDACTED]

Application Form

Profile

Lisa
First Name

M.
Middle Initial

Murphy
Last Name

[Redacted]
Home Address

[Redacted]
Suite or Apt

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

Excel Academy Charter School
Employer

Special Education Case
 Manager
Job Title

Teacher/Case Manager
Occupation

If you are a resident of El Segundo, how many years?

3 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

If YES, name the Committee/Commission/Board and Term Served

N/A

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Instructional Leadership Team Member Roger L. Putnam High School 2013-2015

N/A

Education

Hunter College - CUNY New York, NY 2012 Masters of Science, Education Concentration: Special Education

Boston University Boston, MA 1999 Bachelor of Arts, Political Science Concentration: American History

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Thank you for taking the time to consider my application. I believe that I should be appointed because my background includes a very diverse set of experiences: volunteering, I was an after school tutor in Roxbury, MA; I read bedtime stories at a Women's Shelter in NYC and ultimately decided to become a Special Education Teacher in one of the worst achieving schools in Brooklyn, NY, where I was witness to racism, police brutality and severe poverty. I grew up in a diverse neighborhood in Massachusetts, and I believe that exposure to other races must happen at a very young age in order to cultivate diversity and understanding rather than fear and hate. I have friends of all races and backgrounds, and I think my experiences being educated, working and living in major cities informs my beliefs. Before getting my Masters degree, I interned at the Houses of Parliament in London, as an intern for Sen. Ted Kennedy in Boston and as a small-time reporter in Manhattan, where I also freelanced for the NYC Alliance Against Sexual Assault. I was a Political Science major for my undergrad degree, and have always been intrigued by history and community organization, which I believe informs the present and helps to shape the future. As a Special Education teacher, most of the students I have worked with throughout my 10-year teaching career have not been White. I would love to be a part of positive community change here in El Segundo. I was also a member of the Instructional Leadership Team at one of my teaching positions on the East Coast, and it brings me joy to help educate people in order to hopefully make the world a better place for us all.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Education Outreach Creation of a place where all people feel welcome.

How would you help achieve the objectives and goals?

I'm happy to provide training to adults, other teachers, the community. I'm also happy to perform outreach and help facilitate more educational programs here in El Segundo. Ethnic Studies surrounding different cultures should be introduced at the elementary level. We have the opportunity to be at the forefront of this change, rather than clinging to a 100-year-old legacy of racism.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The name of this committee. I think that the name should be something that speaks more to the experience of everyone, specifically the use of the word "inclusion," which implies that we are bringing people into our world, when they've been living here all along.

Other comments:

I have experienced first-hand racism in El Segundo, where a person who grew up here and is a product of ESUD, repeatedly used multiple, horrific racial slurs in my presence. This person was under the age of 35, and that scares me. When I chose to move to El Segundo 3 years ago from the East Coast, a friend who grew up in Manhattan Beach warned me that El Segundo has a very racist past but I'd be okay there, and the police wouldn't give me any trouble because I am White. We need to be better than this...We owe it to our children to model leadership, kindness and most of all, integrity.

Christine Borges [REDACTED]

Jennifer McQuade [REDACTED]

Leyla Ostin [REDACTED]

Application Form

Profile

Robin L Miskolcze
 First Name Middle Initial Last Name

[Redacted] [Redacted]
 Home Address Suite or Apt

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Loyola Marymount University Professor Professor
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

2 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

School on Wheels 2012 2014 Volunteer tutor-- grade school and high school homeless children
 Dreamcatcher LA Summer 2020 continuing Volunteer--horseriding therapy for children with disabilities and
 armed forces veterans with PTSD

Education

PhD in English awarded in 2000

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

For over twenty years, my profession has required that we excel in three areas (research, teaching and service) in order to earn promotions. My research skills resulted in a book--part history, part literary study--about the cultural practice of prioritizing women and children's safety during tragic accidents in US history (shipwrecks, in particular). I have also published over a dozen peer-reviewed academic essays about American history, literature and culture, and I have been interviewed by BBC radio and *Slate* magazine. Over the years, I have taught and mentored over 3000 young adults from diverse backgrounds, adapting my teaching strategies to different learning styles and skill levels in order to provide students with the capacity to become independent critical thinkers and informed global citizens. My service has included everything from serving on departmental hiring committees to university-wide Student Affairs committees, as well as serving as LMU English department's Graduate Program Director. My day-to-day actions within these roles qualify me as a candidate for the following reasons: I am skillful at doing broad and meaningful research about American culture and how class, race and gender has influenced our country's identity, which may inform how this commission situates itself; I understand how to construct well-researched, rhetorically sound recommendations and ideas and how to communicate these with efficiency and sensitivity to an *El Segundo* audience with a variety of experiences and points of view; I am comfortable doing committee work, often emphasizing both collaboration and efficiency on committees tasked with drawing up solutions to complex problems.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe the Diversity, Equity and Inclusion Commission will establish objectives in response to the recent national and local crises of public trust in many civic, business and educational institutions. The goal of the Commission is, of course, to be determined, but I imagine the Commission will aim to present research and communications about *El Segundo*'s challenges and successes in achieving diversity, equity and inclusion within its educational system, public services, and housing and business opportunities.

How would you help achieve the objectives and goals?

I would work to consult various educators, El Segundo public officials and departments, as well as people of color residents of this city to develop an unbiased and informed report on recent historical and present-day El Segundo approaches to diversity, equity, and inclusion. My personal approach to whatever the Commission articulates as its goal/s will be one of careful listening to the ideas and concerns of all of El Segundo, because I believe that efforts at diversity, equity and inclusion are not only ideals that affect the well-being of a city's minority population; they are also remarkable approaches to unifying communities. A community that fairly and proactively encourages and makes room for one another's successes is often a community that takes pride equally in both personal and community achievements, a bonding experience to be sure. At this time when we are experiencing divisiveness and national and local calls for change, a chance to create opportunities for community-building within a city much touted for its small town, friendly ethos should not be neglected.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Very few reservations. I like working with others toward a shared vision that we all agree is worthy of pursuing. El Segundo is similar to my hometown where I grew up in its racial demographic, population, and even historical origins (though El Segundo is much hipper and beautifully situated alongside the Pacific!). Like in El Segundo, people were born and raised and stayed for life in Ellwood, working at the local steel mills until Pittsburgh transitioned into a white-collar city and Ellwood became more of a bedroom community. Working here with fellow citizens of El Segundo would be such a welcome commitment of my time and energy, because striving to improve our community here strongly resonates with both my past (as a kid from a similar small town), my present (as a citizen of El Segundo) and my future (as a parent of a daughter currently attending El Segundo High School). My only reservation is that as a white woman, I do not have experiences comparable to those visitors and citizens of color in El Segundo whose lived experiences are far superior sources of knowledge than my own when it comes to depicting the challenges encountered while living, working or visiting here. I hope El Segundo people of color and other minorities are awarded many seats on this Commission.

Dr. Alexandra Neel [REDACTED]

Dr. Kelly Younger [REDACTED]

Ruth Younger [REDACTED]

Application Form

Profile

Toni _____ Michaels _____
First Name Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Toni Michaels Law _____
Employer

Solo practitioner _____
Job Title

Estate planning attorney _____
Occupation

If you are a resident of El Segundo, how many years?

1 Year

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

If YES, name the Committee/Commission/Board and Term Served

N/A

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Leo Baeck Temple, 2020, ad hoc planning committee; El Segundo for Black Lives, 2020; Center Street School, 2019-2020, classroom volunteer; Bet Tzedek Legal Services, Self-Help Conservatorship Clinic, 2017; UCLA Lab School, 2017-2019, room parent/classroom volunteer

Education

Harvard University, Sociology, B.A. magna cum laude, 1998 (semester abroad in Ghana); Coro Fellowship Program in Public Affairs, Fellow in New York, NY, 1998-1999 (graduate-level training program in public policy)

Yale Law School, Law, J.D. degree, 2002 (Black Law Students Association, Prison Legal Services Clinic, Housing Authority Clinic); Member of the California Bar (#262956)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My training as an attorney makes me particularly well suited to serve on this Commission. As an attorney, I am practiced at analyzing legislation, regulations, guidance documents, and advisory opinions -- and drafting written recommendations in response. Further, focusing, as I do, on wills and trusts, it is essential that I listen, support, and empower clients dealing with very difficult and emotionally challenging issues. This experience will be especially useful to the Commission as it solicits feedback on El Segundo's current policies and practices from community members, some of whom will be sharing painful or emotional experiences for the first time in a public setting. In addition, as a woman of color, an El Segundo homeowner, small business owner, and parent of three children in ESUSD schools, I am deeply invested in El Segundo's future in every respect, including too often overlooked issues of diversity, equity, and inclusion.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I understand the Commission's ultimate purpose as making recommendations to the City Council and monitoring policies, programs, and other initiatives. It does so to ensure that El Segundo residents of all races, religions, and backgrounds feel welcome and included in our City. Among other things, the Commission will need to understand the breadth and depth of the City's shortcomings and identify policies or programs that need to be revisited or augmented accordingly.

How would you help achieve the objectives and goals?

I would contact the various offices in City government and the City's nonprofit sector to solicit feedback on what policies and practices have received criticism from community members, have disparate impact on vulnerable or minority populations within the City, or need to be supplemented. I would further seek input directly from community members by, for example, listening to community groups, organizing virtual town hall meetings, and setting up a dedicated email address or voicemail account for community members to share concerns in a private and confidential manner. I would then work with the other Commissioners to synthesize the information collected, research current practices or programs under review, and propose recommendations to both address existing concerns and move our community forward.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I do not have any reservations about the Commission at this time, provided it is constituted in good faith and with attention to marginalized segments of our City. Assuming the City Council is committed to making positive changes, I believe the Commission has the potential to help El Segundo become a leader in Los Angeles County with respect to issues of diversity, equity, and inclusion.

Other comments:

My family has a deep and long-standing commitment to racial justice nationwide and in the Los Angeles area. My late grandfather was instrumental in desegregating the Little Rock, Arkansas public schools. Closer to home, my late uncle was a trailblazing civil rights attorney in Los Angeles. I grew up keenly aware of past civil rights struggles and of the need to address ongoing discrimination and disparate treatment. For these reasons, I would relish the opportunity to use my education and training to help our City improve on issues of diversity, equity, and inclusion for the benefit of all community members.

Rabbi Benjamin Ross, Leo Baeck Temple, [REDACTED]
[REDACTED]

Sewell Chan, Editorial Pages Editor, Los Angeles Times, [REDACTED]
[REDACTED]

Cameron Thornton, CTA Wealth Advisors, Inc., [REDACTED]
[REDACTED]

Education

collage/trade school

Part II - Questionnaire**Disclaimer**

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Long time resident / Business owner / Employer / City volunteer. I love E.S.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To make El Segundo the best city possible for all.

How would you help achieve the objectives and goals?

Listen to all committee members and make sure we come up with the best plan for the city

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

In the past the councils mind was made up before we started.

Ron Swanson [REDACTED]

Mike Rotollo [REDACTED]

Loretta Hanten [REDACTED]

Application Form

Profile

Jose _____ A _____ Mendez _____
First Name Middle Initial Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

LAUSD RETIRED _____ Teacher/Athletic Director/Coach _____ TEACHER _____
Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Little League Coach and BABE Ruth Coach and Little League Board and softball - 1980 - 2019 (our kids and grandkids) AYSO from 1980 - 1990 El Segundo High School Baseball Coach - 1992-93

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Because i have been a resident of El Segundo for 45 years and a teacher for 37 years.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

My objective is to understand what decisions are being made on behalf of our City.

How would you help achieve the objectives and goals?

I want to be involved in what changes if any to our great City.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I have no reservations.....because I have no clue to what the end goal of this committee will be.

Steve Mosseman [REDACTED]

Rick Sabosky [REDACTED]

Pat Moore [REDACTED]

Application Form

Profile

Kris _____
First Name Last Name

_____ _____
Home Address

_____ _____
City

_____ _____
Primary Phone

_____ _____
Alternate Phone

_____ _____
Email Address

_____ _____
Suite or Apt

_____ _____
State

_____ _____
Postal Code

ESUSD _____
Employer

High School English Teacher _____
Job Title

Teacher _____
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

National Honor Society Adviser Fall 2019 through current

Teacher representative for the following clubs: Grade Advisor Newspaper Interact Club Former Advisor to:
Cooking Club LGBTQ Club

Education

UNCW, English (Literature) BA, 1998

Hofstra University, Secondary Education, MS 2006 Hofstra University MA Program, English, 30 credits
2001 Brandman University, CTEL Certification Program, 12 credits, completion date is August 2020

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I understand and appreciate the human desire for acceptance and for one's voice to be heard. In my classroom, I promote the beauty of culture and the opportunities that a diversified student body and curriculum provide us as learners. I have endeavored to make my classroom inclusive and a place where our stories and traditions are valued. I often give of my time to counsel the teenagers I teach and have recently joined forces with Students for Change, a sub section of El Segundo for Black Lives, to bring about a rejuvenation to curriculum and social/emotional learning.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

The main objective is to help foster a sense in this town that all voices, cultures and backgrounds are valued, to promote a sense of equity in a world that seems lopsided, and to highlight that our personal stories unify us more than divide us.

How would you help achieve the objectives and goals?

My greatest strength is my passion, so whatever it is I give my time to, I give it my full attention and approach it with gusto. I have an excellent rapport with my students and can serve as a vital liaison between the town and the heart of what matters to these future leaders.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My only reservation would be the hours per week since my job is already demanding, but I am adaptable and can find a way to show my dedication.

Other comments:

Thank you for your consideration.

Mrs. Maribel Pascarelli [REDACTED]

Maura Slavens [REDACTED]

Amy Grant [REDACTED]

Application Form

Profile

Shad

First Name

Mcfadden

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

AT&T

Employer

Associate Director, Product Development

Job Title

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Org: AYSO From: 2015 To: Current Offices: Regional Commissioner, Treasurer, Safety Director, Coach, Referee

Org: The Fulfillment Fund From: 2010 To: 2014 Office: Mentor

Education

University of Maryland, Marketing, 1993

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I was born to a black father born in the '40s on the South Side of Chicago and a white mother born in the '40s in rural Lancaster County, Pennsylvania. They met and started a family in a rural Indiana town where they met in College. While both of my parents left their hometowns to pursue education, most of their 13 siblings did not. Growing up I got to understand how my black, urban relatives and my white, rural relatives were very stereotypical of the places they were from. There are things I did not like in both 'worlds', including how much each side judged the other, but I was also loved and accepted by both. This provided me with a unique perspective on who we are as Americans, from two very different perspectives. I should add that several of my uncles and aunts on both sides pursued and achieved college degrees and traveled more as they got older. The change I saw based on 'knowing more' was exactly what you would expect and their tolerance grew. As we move forward to today, especially in a political year, it's not hard to see how divided we are as a country on several topics. We have entered a time where we are having as much of a racial conversation as I've ever seen on the national scale. I believe that my perspective would be useful as we search for ways to have these hard but necessary conversations.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I feel the objective of this Committee is to ensure that the residents of El Segundo are heard and represented. There have been some heated conversations recently and I feel that we will strengthen our community by taking a few key steps. These are laid out below.

How would you help achieve the objectives and goals?

The ways I would like to meet this objective includes: 1) Strengthening El Segundo resident communication by facilitating conversations around issues of diversity including race relations and political issues. We should provide outlets for residents to have live conversations with residents that agree and disagree with them in a safe environment. 2) Ensure that we treat everyone with respect while engaging in these tough conversations. 3) Determine what the appropriate actions are to move forward, based on feedback from these conversations. 4) Make changes we believe to be positive.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

While this is not a reservation about the Committee, I think we should all begin conversations knowing that we are in a very political time right now. Not only is it an election year, but based on world events, we have seen non-political ideas take on a very political tone. How to best handle a pandemic, the strengths and weaknesses of our policing organizations, and race relations have all been heavily politicized in recent years. This can lead to some very heated discussions which are entirely important to have. However as the 'red' and 'blue' sides of the aisle drift further apart I think we have to be careful of our own conscious and sub-conscious bias.

Maureen Kingsley [REDACTED]

Shannon Humphries [REDACTED]

DeAnne Aussem [REDACTED]

Application Form

Profile

Melissa

First Name

Mccaverty

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Self

Employer

Independent Contractor

Job Title

Attorney

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Richmond Street School PTA, 2014-2020 - Room Parent Richmond Street School PTA, 2015-2016 - Auditor Richmond Street School PTA, 2016-2018 - President El Segundo PTA Council, 2018-2019 - President El Segundo Girls Softball, 2014 - 2019 - Uniform and Trophy Coordinator, Treasurer

Education

William Allen High School, Allentown, PA - Diploma 6/12/93 Virginia Tech, Blacksburg, VA, Double Major - Political Science and Communication Studies - B.A. 5/10/97 California Western School of Law, San Diego, California - Law - Juris Doctor 4/28/00

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I grew up in a diverse city in eastern Pennsylvania called Allentown. My high school had a diverse student population with a significant Black, Puerto Rican and Dominican student population. We were all friends, we all went to each others houses, we all lived in close proximity to each other. My best friends that I am still best friends with to this day are Puerto Rican and Black. My friends moms would make food from their cultures for us and differences were accepted. I could go on and on...However, moving to California, really opened my eyes to segregated neighborhoods - I truly had not seen this in my upbringing. I went on to become a lawyer and a Public Defender in both Orange and Los Angeles County's. My first assignment in the Public Defenders Office was Juvenile Court. It was incredibly infuriating to see children arrested in Orange County and the disparity in treatment between the youth of Laguna Niguel and south Orange County vs. the children from Santa Ana. I was 26-years old and livid. The children in Laguna and Newport were diverted out of the court system at the discretion of the police departments. Our courtrooms were filled with Black and Hispanic children and their parents. Some of these children were being raised by gang members. I remember thinking they didn't stand a chance. After 7 years, I changed career trajectory, and worked for the County of Los Angeles, Office of the County Counsel. Instead of going against the Sheriff's Department in Court, I now represented the Sheriff's Department. I mostly handled car accident cases, where a Sheriff Deputy was involved in a car accident while rolling "Code 3" with lights and sirens on. I also had the privilege of representing various other County Departments, like Fire, Social Services, Public Works and many many others. I believe that my upbringing and my work as both a Public Defender and County Counsel provide me with a unique viewpoint on the Diversity, Equity and Inclusion Commission.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

As this is a new Commission, I would love to see us create something that really opens up the eyes of the community. I think that in recent years, the "I don't see color" narrative has really gone to far. This commission could help educated parents that in fact we do need to teach that having a different color skin is something to be celebrated, but also can put our friends in danger. I would love to see this Commission act as a liaison between the community and City Hall.

How would you help achieve the objectives and goals?

I would love to see this Commission create a BIG presence in this town. I see us holding events, educating on Black History, Native American History, Asian American History, etc... When I first heard of the Japanese Internment Camps in California, I was horrified. I was in my second year of law school. People need to be educated on diverse history and cultures early on. We can hold exhibits at the library, different months can be a different history. We can have booths at the Farmer's Market to help educate. I am fully in support of re-naming a park(s) in honor of people of color. I think the people that are opposed to BLM see things as "all or nothing." For example if you support BLM - you don't support the police. We need to educate or open people's eyes that you can support both. You can support BLM and police, but hold police accountable for outdated, harmful practices.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I really don't have any reservations. This is a wonderful addition to our community and I believe it's very needed. I'd be proud to have my name on this Commission.

Karena Gurr - [REDACTED]

Tiffany Houser - [REDACTED]

Jocelyn Solomon, [REDACTED]

Application Form

Profile

Carol
First Name

J
Middle Initial

Mathews
Last Name

[Redacted]
Home Address

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

Retired from Manhattan Beach
 Unified School District
Employer

Retired High School Drama
 Teacher
Job Title

Retired High School Drama
 Teacher
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Planning Commission: Submitted
 Arts and Culture Advisory Committee: Submitted
 Diversity, Equity, and Inclusion Committee: Submitted

Community Service

NEA(National Education Association) 6/2006-10/2011 CTA/NEA Director MBUTA 8/2006-8/2010
 President of Manhattan Beach Unified Teachers Assoc. Bay Valley/CTA 6/2008-6/2010 CTA Bay Valley
 Service Center Chair Mira Costa 8/2003-8/2013 VAPA(Visual & Performing Arts Dept. Chair

Education

Master of Arts, Theatre, Roosevelt University, Chicago, IL – 1994 Bachelor of Arts, Speech & Theatre, University of Nevada at Reno, Reno, NV – 1982 Graduate Theatre Studies, Integrating Arts into the Classroom, Developing the Directorial Concept, University of California at Los Angeles, Los Angeles, CA – 1988, 1991 Secondary Credentials: English, Drama & Speech Specialty, Loyola Marymount University, Los Angeles, CA – 1988 Teaching Credentials: California, Massachusetts, Illinois and Nevada

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My experience in directing and executive producing over 60 productions has left me with a solid understanding of arts management in community settings, and the challenges and rewards of engaging the local community's support. By its very nature, the arts community is very welcoming and inclusive regardless of the participants socio-economic status, race, ethnicity, gender or sexual orientation. I feel very fortunate to have been exposed to and worked with various talented partners from diversified backgrounds and impacting their lives beyond the professional engagements.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

The goals of the different committee's, I am applying for, would be for the El Segundo Community to feel fully invested in programs that support and help our community move forward and stay relevant to our current challenges. By having caring, experienced and passionate community members representing our community on the Boards, El Segundo residents should feel confident that they have a voice in the decision making process.

How would you help achieve the objectives and goals?

I am a cooperative, organized and resourceful person, with a determination and a capacity to think creatively. My colleagues have perceived me as a strong and trusted team player, who is equally comfortable working under pressure. I am interested in the possibility of putting my skills, and leadership experience to work on the committees.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

If I have any reservations they would be the old saying "too many cooks in the kitchen spoil the stew." Hopefully everyone will want to work together for the betterment of our community.

Joe and Cristian Lococo



John and Meryl Kari



Bill and Christiana Daisy



Application Form

Profile

Jason
First Name

Martin
Last Name

[Redacted]
Home Address

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

Retired
Employer

Retired
Job Title

Retired
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Youth Football and Cheer 1998-2017

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Being a person of color, I believe I would be a great candidate for this commission due to my understanding of city government and my years of experience working with people who have felt they have been discriminated against due to there age, sex, orientation, or who are physically or mentally challenged.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Currently, the objectives and goals of this commission is to engage the community, evaluate current policies, and offer its recommendations to the City Council. I believe it is the responsibility of the commission to evaluate what is happening in the world around us, present our findings and recommendations to the City Council, and then insert these values it into our community so that our city will continue to be a place of peace for our residents.

How would you help achieve the objectives and goals?

We will not know what can be achieved until all are heard and a plan is developed. Once that is accomplished, I will work tirelessly to help the commission achieves its goals.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None.

Other comments:

The form is not saving my contact phone number for some reason. My phone number is 310 722-6226 Based on the sensitivity of the issues that this commission will be addressing and the protesters at the BLM rally a few weeks back, my references do not feel comfortable listing they're full names and home addresses.

M. Osborne 

B. Ramirez



B. Joelson



Application Form

Profile

Tom _____ Marick _____
First Name Last Name

Home Address

City

Primary Phone

Alternate Phone

Email Address

Suite or Apt

State

Postal Code

Peak Productions _____
Employer

Head Of Operations _____
Job Title

Entertainment- Film and Television _____
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo Police Department, June 2017 to Present, Volunteer Westside German Shepherd Rescue, 2017 to Present, Volunteer St. Anthony Catholic Church, 2015 to Present, Eucharistic Minister, Volunteer Western Oregon University, 2010 to Present, Admissions Representative, Alumni Chapter Founder

Education

Western Oregon State College, Major: Business, Minor: Spanish, Graduated 1995

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My background is unique as my grandmother immigrated from Mexico (her grandfather was a Sheriff who fought against Poncho Villa), and I grew up knowing and celebrating my Mexican roots. I was honored to receive an Underrepresented Minority Achievement scholarship to college (Western Oregon University), and served as the President of the college's Multicultural Student Union club where we created events and conferences to celebrate and discuss our racial heritages. As I am 1/4 Mexican, 1/4 Italian and 1/2 German, I have received a lot of racism on all sides because I don't look like a typical Chicano. I've had girls who didn't want to date me after learning I am part Mexican, fellow Hispanic workers in orchards who called me "huero" which is a snide term for a fair-skinned Mexican, diversity conference attendees who didn't want to hear my opinions or perspectives because I wasn't "ethnic" enough to discuss race relations, etc. I even went so far as to minor in Spanish Language and Culture in college to connect me further with my heritage. Adding to my diverse background is that my dad is a retired juvenile parole and probation officer, I was an Oregon State Police Cadet for four seasons, I actively pursued a career in law enforcement with job offers from the Oregon State Police and was in the final round of recruitment for the FBI, and I am an avid law enforcement supporter who graduated from the El Segundo Community Police Academy. I have many friends who are current police officers in Oregon and El Segundo (Lt. Corkins, Ofc. Cameron, Ofc. Lemus) and I am a big proponent of "backing the blue". As a Cadet I experienced many types of disrespect just because I wore a uniform- a six year old kid flipping me off as instructed by his father, people turning up the song, "Who Shot The Sheriff" as I drove by, routinely being called every name in the book after issuing traffic citations, being stared at and talked about negatively as I ordered food in a restaurant while in uniform, and much more. These are low levels of disrespect compared to what current officers face daily, and the average citizen has no idea how this feels.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I feel that the objectives/goals of the Diversity, Equity, and Inclusion Committee are to first and foremost have an open discussion about the City of El Segundo and all of the forms of diversity which exist in our community. This includes racial, religious, professional, non-professional, cultural, gender, age, orientation, and all diversity which comprises our awesome town. Second, I feel that through this open discussion and awareness, the Committee will better understand issues which have arisen, recently and in the past, and be able to formulate constructive action plans for moving forward, with consideration for all. And third, I would want to see an implementation of programs and events to highlight and showcase the great diversity in our community, where the average citizen can be enlightened and engaged in what makes our community so great.

How would you help achieve the objectives and goals?

I would be an active listener and contributor to the Committee with an open mind and a willingness to help create change to benefit our community. I would also help achieve the Committee goals and objectives by implementing action plans within the community. I volunteer in local organizations and could bring the Committee information to those groups. I would be willing to speak to other communities on behalf of El Segundo to discuss our actions and ways those communities can implement their own diversity initiatives.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My only reservation is the composition of the committee... I want to make sure that as much diversity is represented, not just racial diversity which is the hot-button topic right now. For a diverse community to be fruitful we need to have many voices from many areas speaking and listening to each other.

Aaron Corkins, [REDACTED]

Joe Bucci, [REDACTED]

Suzy Sato, [REDACTED]

Application Form

Profile

Tiffany _____ M _____ Maisonet _____
 First Name Middle Initial Last Name

_____ Suite or Apt _____
 Home Address

_____ State _____ Postal Code _____
 City

_____ Alternate Phone _____
 Primary Phone

 Email Address

El Segundo Unified School District _____ Teacher _____ Educator _____
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Camp del Corazon - April 2005 to present - Director

Education

Mount Saint Mary's University - Bachelor of Science: Molecular Biology - 2007

National University - Masters: Education - 2020

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I think I would be great for the commission because I am a long time El Segundo resident that holds a lot of pride for our community. I also see our short-comings and know that we have plenty of room for change and evolution. I am a multi-cultural, multi-ethnic woman. I have pride for the traditions and cultures of both sides of my diverse family. I am a philanthropist, dedicating 16 years and countless hours to charity work for Camp del Corazon, which I now serve as the Director. In addition to a strong homosexual family history, I have spent many years participating in and supporting the efforts of family members and friends in the LGBTQ+ community. As an arts & culture advocate, I have a unique connection to so many people of diverse backgrounds and experiences. I would love to bring my experiences, ideas, and positive communication skills to the discussion.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

The objectives of the Commission should include, but not be limited to, the research, planning, and implementing of community-wide programs, events, and initiatives that promote equity, diversity, and inclusion for all community members and partners.

How would you help achieve the objectives and goals?

I believe I could bring informed ideas, community connections, and active involvement to the commission. I would be happy to attend meetings and discuss ideas with other communities working on their initiatives, but most important, I would stay dedicated to the process of bettering our community... even if things get tough.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I worry that we will not hear all of the important voices in the conversations that need to be had and I worry that our voices and concerns will not be heard by those that need to hear them most.

Other comments:

Thank you for building this commission and dedicating time and resources to making our community better. I realize my application is late (definitely thought I had submitted it last week), but regardless of whether I am included on the commission, I hope that the commission will work hard to make us all feel more included in the future of our community.

Kasey Rodgers, [REDACTED]

Robin Espinoza, [REDACTED]

Marsha Hansen, [REDACTED]

Education

Undergraduate: University of Norte Dame Engineering 1959 Graduate studies; UCLA MBA 1966 UCI Managerial Effectiveness 1981 U of Tennessee Senior Executive Program 1985 The Brookings Institution Federal government Operations 1986 U of Pennsylvania Managerial Statistics 1984 McDonnell Douglas Corp Diversity training 1966, 1977, 1982

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

My Mother is Cuban and was often considered Black while I was growing up in the mixed neighborhoods of Detroit Michigan. Many times we were not served or asked to leave establishments, During High School worked 3 years in the kitchens of a Black-only private Dinner club.. The only non-Black employee . Helped established Douglas Aircraft Corp. manufacturing facilities in Watts, California to create local employment after the riots. Managed manufacturing operations at facilities\s where the worker population was 20% White, 40% Black and 40% Hispanic One of our major goals was respecting diversity and worker recognition. The McDonnell Douglas Foundation appointed me to head efforts on improving K thru 12 education and diversity, working with the major other foundations, My life partner is a Japanese American woman. Her Mother's family were incarcerated in 1942, Two if her Uncles were killed fighting with the 442 Battalion in WW2. The LA Japanese-American Museum has a special tribute to her families experiences.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Establish a deeper understanding of the historical and current cultural, financial and political reasons driving the need for TRUE diversity. "Throwing Money" at the situation and "quotas" have had some effect but didn't really change the root causes. Hopefully, this committee will see deeper than "posters and parades" and present effective recommendations on policy and plans for true diversification in our community.

How would you help achieve the objectives and goals?

I think the majority of the citizens of our Beach Communities will all agree "Black Lives Matter". March with a banner and occupy the grounds of City Hall. It's popular right now. But most of our populace may not have the "gut-level" understanding of reasons and cultural diterpenes. If things do not change, in 6 months my Black friends will still be being stopped for the "El Segundo DWB". (Driving while Black). Our local "neighborhood networks will still have the alarmed posts: "Black man walking on Virginia, I've alerted the police" I think my upbringing, education, life experiences and age will help create a fuller understanding of some of the cause and effect, cultural, economic and societal.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Too early to comment, Need to see a charter. Need to interface with members.

Other comments:

I would be very proud to be a part of this effort.

Marcus Escovedo [REDACTED]

Jen Wood [REDACTED]

Brian Simon [REDACTED]

Application Form

Profile

Joseph M Lipsey
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Cisco Systems Systems Architect Engineer
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

Yes

If YES, name the Committee/Commission/Board and Term Served

Technology, 1 year

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El segundo scout house association, 2016 to present

Boy Scouts of America's, 2009 to present

Education

Chapman University, BS, computer information systems

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Being from a minority group (Jewish) but also white I have a unique perspective I feel I can bring to this committee.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To help our community be more inclusive.

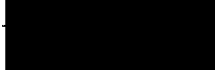
How would you help achieve the objectives and goals?

Help foster dialogue and understanding.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Eric Kari, 

Avery Smith, 

Allen Semerdjian + 

Application Form

Profile

Jessica

First Name

Leigh

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Northrop Grumman

Employer

Environmental Compliance Analyst

Job Title

Environmental Compliance Analyst

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Angel City Pit Bulls (2018-2020) - volunteer and foster

Adopt & Shop Culver City (2017 -2018) - kitten foster program volunteer

Education

University of California, Los Angeles - Environmental Science BS with minors in Spanish and Environmental Systems & Society 2014

El Segundo High School Class of 2010

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

The curriculum for my college degree included classes on subjects such as environmental justice, inequity, Latin American culture and history, and many other topics that sparked my interest in equity work. Since ending my formal studies, I've made conscious efforts to expand my knowledge on these topics by researching, reading literature, and participating in regional organizations focused on diversity and equity initiatives. Also, as a lifelong El Segundo resident, I am very familiar with the local community and culture and think I would be well suited to integrate these concepts for the benefit of our community.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?


To ensure El Segundo is a safe and welcoming place for everyone outside of the white heterosexual cisgender abled majority

How would you help achieve the objectives and goals?

I would create a line of communication with local organizations that are invested in increasing equity and inclusion as well as members of the BIPOC and LGBTQIA+ communities in El Segundo to address their concerns and make sure that they are being represented in the decisions and policies enacted by the City Council.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My primary concern is that the committee must have BIPOC representation. If the consideration were between me and someone who is part of the BIPOC community, I would insist that person be slated before me.

Amanda Gragg - 

Daniela Rubalcava -



Andrea Dalisay -



Education

El Segundo High School (going to be a senior)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I should be appointed so I could voice the concerns of El Segundo's minority youth since I am of mixed race and attend ESHS. Additionally, I finished my junior year with a 4.8 and intend to major in Human Resources in college.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe the objectives of this commission board should be to listen to the concerns of the POC in El Segundo and work to raise awareness about racial inequality and foster an inclusive environment for our community.

How would you help achieve the objectives and goals?

As a student at the high school and a minority, I have a direct connection to the youth of El Segundo and have firsthand experience on the racial hostilities in our community. Using my experiences and my connections to my classmates, I could provide a crucial perspective.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I worry that this committee may not include young people and students. If this comes to fruition, than the whole goal of the committee would be lost as my generation and the generations after mine are the people who can truly change the future.

Application Form

Profile

Kimberlee

First Name

Kelly

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Employer

Job Title

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

El Segundo for Black Lives 3 weeks (Member) Greendot Public Schools Disciplinary Review Panel (Panel Member) Greendot Public Schools Campus Culture Representative (Union-Elected Representative) Simon Tech High School District School Board (School Board Member) Leadership for Educational Equity Apr 2014 – 6 yrs 4 mos. (Member) Teach for America 2011-2014

Education

Loyola Marymount University M.Ed Digital Learning & Social Justice in Urban Education 2014 American University in Cairo Arabic Language and Culture 2009-2010 University of California B.A, Political Science; Magna Cum Laude 2007-2010 Minors: Middle East North African Studies & Applied Developmental Psych; Gender & Healthy Relationships

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have been a secondary teacher for nearly a decade. I am credentialed to teach Social Studies and English. Over the past few years, I have focused specifically on embedding D&I into standards based curriculum, spearheading and developing an inclusive pedagogical practice, designing student outcomes that explicitly teach social justice through the historical and present realities of minorities and disenfranchised groups and the power of the written word. I have also lead professional development workshops and public presentations to stakeholders on these topics. Last year, I was asked to speak at Comic Con on how I use Comics and Nerd Culture to create a more inclusive culture and teach issue of gender and race.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe the objective of this committee should be threefold: 1. to assist the school district in developing a more diverse and inclusive curriculum that presents the narratives of our indigenous and neoindigenous populations; 2. Recommendations/assist with professional development and cross-cultural training of stakeholders); 3. Assist in developing accountability measures for implementation of training and curriculum execution that adheres to committee standards. I am open to hearing what other members see the goals of the committee as.

How would you help achieve the objectives and goals?

I am able advise on/assist with curriculum development, recommend/lead professional development workshops around internal bias, diversity and inclusion, how to ground any subject in social justice while still adhering to state and national standards, as well as others. I bring a Ma.Ed and a decade of experience working in Communities of Color where I created my own curriculum from voices of the oppressed. I am also a User Experience Designer, so beyond teaching, I have the ability to weigh in on topics of intuitive design and support with creating human-centered applications for students and stakeholders,

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The only reservation is the weekly/hourly time commitment.

Other comments:

I have lived in El Segundo for 9 years. I have worked within El Segundo School District at each of our schools as a substitute during the years I have pursued personal goals outside of teaching. I am familiar with our schools, I am a member of El Segundo Parent's Network, and I fostered a child of Color who went to El Segundo High School and spoke often of feeling unwelcome and out of place. I am deeply passionate about the topics of diversity and inclusion, particularly in education and believe I bring a wealth of hands on knowledge as well as personal experience in our community as a caregiver and a teacher.

Alana Myles [REDACTED] (Former student taught in 2011--
Now graduated from college and working for a law firm)

Stacy Calvin [REDACTED] (Neighbor and Parent of students in ESUD)

Sarah Lamp [REDACTED] (Neighbor and Parent of students in ESUD)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I understand somewhat, the issues of being different. My parents are English and I spoke with an accent, I was teased and made fun of.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I see the Inclusive Board as a way to engage the public in a positive fashion to be friendly to all.

How would you help achieve the objectives and goals?

I already have a number of friends who are not white, and I would like them to feel more comfortable in El Segundo.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My big reservation about being on the committee is that I won't be heard. I have a soft voice and it is sometimes hard to be heard.

Richard Ewell 

Karen Whitney 

Sharon Felker 

Application Form

Profile

La Toya

First Name

James

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

LADWP

Employer

Sri. Admin Clerk

Job Title

Admin

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

If YES, name the Committee/Commission/Board and Term Served

I did participate in a community inclusive meeting with the school board. Meeting was lead by Mr. Ferris.

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

ESMS PTSA President 2017-2018 ESHS Parliamentarian 2017-2018 ESHS Principal's Parent Teacher Committee 2016-2018

Education

MBA w/Finance concentration from National University 2021

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I would like to be a part of the committee because I believe I share the vision of an inclusive El Segundo inspite of all the differences that we may have.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Goals and objective are to hear the concerns of all El Segundo residents and the collaboratively develop resolutions that would promote equity and inclusivity.

How would you help achieve the objectives and goals?

Being available, open, open minded, and participating in forward moving discussions to obtain the goals of our city's resident.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My reservations are that some people may have alternate agendas and will use this committe to accomplish that.

Other comments:

The goal should be inclusivity of all residents.

Jake Adam's LAMP Executive Director [REDACTED]
[REDACTED]

Matthew Gil Asst. Director Customer Contact Center- LADWP [REDACTED]

David Miranda Supervisor-LADWP



Application Form

Profile

Genesis

First Name

Jackson

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Herbalife Nutrition

Employer

Executive Assistant to Chief
Human Resources Officer

Job Title

Executive Assistant

Occupation

If you are a resident of El Segundo, how many years?

1 Year

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

Ball State University B.A. Architecture June 2006

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

After several years of practicing architecture, I changed fields to allow more time to dedicate to my family. Since then, I have served as an Executive Assistant to Chief level executives primarily in Human Resources with a focus on Diversity and Inclusion. I started under an executive consultant specializing in D&I and went on to help design and implement the D&I strategies at Capital Group and now Herbalife Nutrition. I am a biracial army brat who was born on an army base and was raised to love my country. I am also a mother to a child with special needs and I helped raise a transgender nephew. My life has always been colored with and enriched by diversity. I believe I bring a unique perspective and a love for diversity that will make me an asset to this committee.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I see the goal of this committee to be serving as an advisory panel to provide options, resources and best practices to those making decisions about the future of El Segundo.

How would you help achieve the objectives and goals?

Through my experience at Capital Group and Herbalife Nutrition I have been involved in the initial stages of designing and implementing D&I strategies. I would start with researching the current demographics, programs, resources and initiatives as well as best practices to provide a comprehensive look at El Segundo to better understand how the current situation came to be and what are realistic goals moving forward.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I don't currently have reservations regarding this committee.

Dave Williamson [REDACTED]

Christian Hawthorne [REDACTED]

Chieko Woods [REDACTED]

Eagles of 82 -- Memorial Scholarship Scholarship Interview & Selection Committee 2016 to Present Hope Chapel, Hermosa Beach Various Volunteer Positions 2001-Present

Education

College of the Redwoods General Education Degree not acquired

In the course of my career at AIG, I have completed coursework in finance, executive leadership, distribution of securities, project management, insurance and have been a leader in our D&I initiative. I was FINRA licensed (securities) as part of my work at AIG, but no longer hold that designation.

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As noted above, I have been engaged in AIG's D&I initiative for the past 5 years. I was instrumental in launching our Los Angeles based Women & Allies Employee Resource Group (ERG) and am a member of all of our active ERGs in Los Angeles (includes Pride, Black Professionals, Asian Leadership and Latino network. I am often the only female in a predominately male dominated industry--once being told that I would never achieve my career aspirations because I was both female and didn't have an advanced degree.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To evaluate the city's current policies and offer recommendations to the City Council relating to Diversity, Equity and Inclusion. Specifically seeking to understand and gain a deeper perspective of today's issues and determine how we can promote positive change in our community. Specifically, that means that El Segundo is a great place to visit, work and live and that we all feel welcome and valued.

How would you help achieve the objectives and goals?

With a background in project management and a long held commitment of loving my neighbors, I offer an organized mind and a compassionate heart. I am often the calming factor in the room and go out of my way to understand others, their opinions and how they view the world.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I would approach with position with a realistic optimism. While in positions of leadership in for-profit and non-profits, I have not prior been involved in City Commission. So, there is an unknown factor, which I welcome as an opportunity for learning.

Other comments:

I appreciate the opportunity to volunteer for this commission. I am proud that I live in a community that is willing to pursue this type of endeavor. My husband was raised here and we raised our children in El Segundo. I look forward to playing a role in how El Segundo looks for the next generation.

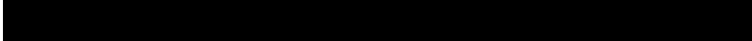
Manda Ghaferi



Rob Scheinerman



James McGruder



Application Form

Profile

Valerie

First Name

Green

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

VFG Consulting

Employer

Founder

Job Title

Education Consultant

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Posse Foundation 826 LA

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a former educator, I have worked in a variety of communities and worked across lines of difference. In my classroom, I taught an academic leadership class which focused on various issues of social justice. Ultimately, my goal was to create the next generation of leaders. I believe there is so much hope and optimism in El Segundo - especially with our youth. In my career, I have also led teams to recruit teachers, school leaders, and students, and led expansion and operation efforts. My experience spans sectors - from private/corporate to K-12 education to start ups. I can work with a variety of people in all contexts - I am people forward and people oriented. Ultimately, I believe I can support the community in growing and evolving to be its very best.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

We need to fully understand the DEI context in El Segundo. The committee must get out and talk to community members to learn about their experiences, and also use city data to drive initiatives. We need to assess our current policies, practices, and analyze unintentional bias that may lie within our city's procedures. The goal of the DEI committee is within the name. We need to move towards a more equitable and inclusive community - something that is absolutely possible and necessary. I believe the city officials need to receive explicit DEI training including unconscious bias training. Additionally, the community should be involved in driving forward the committee's initiatives, but I have brainstormed a few initial ideas below. Some possible initiatives include: - Diversifying the teacher and student bodies within our schools - Ensuring curriculum reflects our society - Increase transparency within police department - Continue to build trust between police department and people of color within El Segundo - Develop a DEI statement for the city of El Segundo - what do we believe? what type of community do we want to live in?

How would you help achieve the objectives and goals?

I love research and data. I love interviewing people and understanding their perspectives. This is where it all starts. From here, I will branch out to take action. I am a self starter and action oriented, which is what it will take to ensure the committee is effective.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

We have a tremendous opportunity in front of us. I want to ensure the city and committee are geared towards action and improvement.

Shelley Radford, [REDACTED]

Letty Perez, [REDACTED]

Maya Tobias, [REDACTED]

Application Form

Profile

Darlene _____ I _____ Gaston _____
 First Name Middle Initial Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Spectrum _____ Retired _____ Sales Executive _____
 Employer Job Title Occupation

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Emerson Ave Community Garden 1/2020 Now Board Member at Large Westchester UMC Outreach 2012
2013 Chair

Education

UCLA, Finance/Accounting, 1982 MBA

USC, Political Science, 1974, BA

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a friend of El Segundo, having worked, attended church and participated in community events, I have a vested interest in seeing that El Segundo be all that it can be. That the community continues to thrive, develop and grow is of tremendous concern to me. This can best be accomplished when all voices are heard and are included in the planning process to ensure diversity in thoughts. Now that I am retired, I have time to give back to the community. I have degrees in both Business and Political Science. I worked in Business Sales at Spectrum and I have worked with businesses in various industries and sizes, working with C-suite and lower executives, so I feel comfortable in working with people at all levels. I feel that with my experience, my love for El Segundo, my communication skills and my writing skills, I could be a valuable asset to the commission.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?


The goals/objectives are to create a lasting change where diversity and inclusiveness are one and there is trust and involvement at all levels in the community and among allies of the community. Additionally, the goal of the commission should be to see diversity and inclusion so ingrained in the landscape and fabric of El Segundo, that the commission renders itself obsolete.

How would you help achieve the objectives and goals?

To accomplish the goals of diversity and inclusion, it is important to develop not only specific goals, but timetables and accountability measurements. I would participate in driving the development of each important step.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Being a member of a pioneering commission is both thrilling as you visualize the possibilities and reimagine the future, but it can also be a little intimidating. I look forward to the challenge of seeing El Segundo realize its best self.

Betsy Wilson 

Maureen Kingsley



Carrie Glicksteen



Application Form

Profile

Rusty _____
First Name

Frank _____
Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Self _____
Employer

Owner _____
Job Title

Dance Business _____
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

If YES, name the Committee/Commission/Board and Term Served

NA

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

I worked professionally in the non profit field for 10 years: The Bay Area Council for Soviet Jews, social action chair (1982-1984) Greenpeace, events chair (1977-1981) North American Federation of Temple Youth, adult supervisor (1981-1982, if memory serves)

You can see my bio here: <http://rustyfrank.com/rusty.asp>

Education

UCSC - Environmental Planning and Public Policy - BA, double honors, 1978

University of San Francisco - Masters In Non-Profit Administration - Graduate Degree, 1987

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I am Jewish, a woman, and a local small business owner.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To create a wonderfully inclusive and welcoming city

How would you help achieve the objectives and goals?

Working together with the commission and El Segundo residents to investigate this.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

NA

Other comments:

I'm very excited that the city is moving forward in such a positive way, and I have always said, "Be the change you want to see."

Ron Campbell, [REDACTED]

Tara Hitzig, Automobile Driving Museum, [REDACTED]

Dennis McNeil, [REDACTED]

Application Form

Profile

Sue _____ Fisher _____
First Name Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Covenant Presbyterian Church
of Los Angeles
Employer

Interim Pastor
Job Title

Presbyterian Minister
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Neighborhood Council of Westchester Playa Nov. 2018 present as an elected board member holding the Faith Community Seat; Community Services Committee of NCWP 2019 to present as an appointed committee member; Presbytery of the Pacific Nicaragua Partnership Feb. 2006 to Jan 2020 Team Leader for engagement and mission trips; Spiritual Care Council - UCLA Medical Center July 2002 to 2010 Community Clergy Member

Westchester Pacific Villages April 2020 present. Volunteer driver delivering care packages to seniors during Covid isolation.

Education

San Francisco Theological Seminary Ordained Minister 2002 Masters of Divinity; California State U. Northridge Theater Arts 1978 BA in Theater Arts

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I think I should be appointed to the Diversity, Equality and Inclusion (DEI) committee because I have worked closely with people from different cultures, religions, and world views. My call as a Presbyterian minister, demands that I fully accept and value people in all places, settings and circumstances. In addition to serving as interim pastor for 4 very different churches, I have received training in Spiritual Care, Anti-Racism, Team-building and volunteer organizing.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Board(s) you are applying to?

When the City of El Segundo faces program and policy decisions, I hope the DEI committee can review the proposal in light of how well it meets the needs of all members in the community. This committee may review current policies and programs and discern whether or not it is truly inclusive. Diversity has many definitions. I hope the DEI committee will study how El Segundo is diverse and where we fall short of truly being a welcoming place for all. I also hope this committee will receive training appropriate to our mission. I suggest that as this committee learns and develops its mission and goals its members can speak to groups in our community about our work.

How would you help achieve the objectives and goals?

My gifts are writing, speaking, teamwork, and noticing how others are gifted, and inviting them to use their gifts.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Getting a new effort off the ground can be very messy! It is important to have a strong leader/facilitator. My concerns are: 1. this becomes political; 2. the ability to make decisions for the greater good and not placate particular constituents

Other comments:

My family has lived in El Segundo since 1988. We owned a business here from 1981 to 1990. Our sons went to scouts, and the schools here, and now our granddaughters are in El Segundo schools. El Segundo is a special place, and I want to contribute my time and talents.

Rev. Heidi Worthen Gamble

Allen Bakalyar

Georgie Curcio

Application Form

Profile

Dina Ferguson
First Name Last Name

[Redacted]
Home Address

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

St. Michael's Episcopal Church Rector (head pastor)
Employer Job Title

clergy
Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

no

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Rotary 2017-present no offices Family Promise 2015-present no offices Previous PTA - secretary (years ago) Schools - Meadows Elementary, MBMS, Mira Costa St. Cross Episcopal Church, Hermosa Beach (all kinds of outreach programs)

Education

USC - English BA 1973 USC - Teaching credential 1974 USC - Education MS 1977 United Theological Seminary - Doctor of Ministry 2007 Church Divinity School of the Pacific - Certificate in Anglican Studies 2008

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have 25+ years experience as a business consultant, developing training in a variety of fields, including management skills and negotiations. This experience required listening and learning from people in a wide variety of business and industry - from high tech to aerospace to public utilities to medicine and many others. This has given me an ability to hear others, recognize their concerns and develop solutions to their problems. My husband is a retired police officer from Manhattan Beach. I spent 30 years as a police spouse. I grew up in Inglewood and lived through the changes of the 1960s. I am currently the pastor at St. Michael's and I believe that the work of the church and the community compliment and support one another as we seek to become a more fair and equitable society (we in the church call it "the beloved community"). I think the perspective is especially important for this commission.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Solicit and listen to the experiences and concerns and hopes for our common future of people in the community and in our city government. Identify obstacles to reaching our common goals Identify means, methods and opportunities for reaching our common goals Share the work of the commission broadly within our community To meet these objectives, I believe the members of the commission must first share our own experiences. concerns and vision for the future.

How would you help achieve the objectives and goals?

My experience as a consultant and as a clergy person provide a solid foundation for helping develop the process and methods for achieving our goals and objectives. I am willing to work with others to define and refine our goals and then determine how they can be met and to implement our strategy. I would help by being an active member of the commission.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

That it may be perceived as anti-police. That it may be one-sided. That it may not have the courage of its convictions. That it may fade away without producing substantive results.

Bill Watkins

[REDACTED]

Alexei Smith

[REDACTED]

Chris Powell

[REDACTED]

-Coordinated El Segundo High School graduation and various other senior events for the Class of 2013 - Awarded the El Segundo PTA Golden Award for service in 2012 for efficiently managing and organizing the class' fundraising efforts -Volunteered one-on-one with a non-verbal individual with Autism with functional use of assistive technology -Awarded the El Segundo PTA Golden Award in 2006 for marketing efforts for a district wide Reflections art program for ESUSD -Held the district chair position for the Reflection Art program for 2 years -Managed Center Street Elementary School Reflections submissions for 3 years -Voted Most Caring Employee at Carousel School in 2011 and Therapist of the Year in 2012, 2013 -Taught religious educational class at American Martyrs education program for 10 years -Awarded Membership into Phi Theta Epsilon at the University of Southern California -Trained for and completed a 60-mile walk for Breast Cancer in November 2009

Education

Bachelor of Science in Occupational Therapy, University of Southern California, Los Angeles, California; December 1995

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

86% of the students at the school that I serve are Latinx, African American, Asian/Island Pacific and/or LGTBQ+, as well as differently abled students. Being an Occupational Therapist in an under-resourced community has heightened my awareness for my own racial biases. It has given me a opportunity to see how people struggle with the basic necessities in their quest for education, work and leisure within their communities. For example, as an OT, I would recommend a student play at a local park. Often times, the local parks are not safe space for our families. Even though El Segundo does not have overt safety issues at our local parks, there are barriers within our community for people of color.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

- To foster a safe environment for all residents of the city of El Segundo including marginalized identities namely people of color, women of color, the LGBTQ+ community, differently abled individuals, and unhoused residents to feel supported and valued. - To create partnerships and allies with local ESPD and local El Segundo government to become an actively anti-racist community that serves all our residents, including our most vulnerable residents. - To build the capacity of a diverse committee to foster more inclusive decision making and to create a social just environment where all the residents of El Segundo can be served equally.

How would you help achieve the objectives and goals?

- Gain new insights into our own beliefs as well as those of others. - Gain support and practice talking about difficult issues such as the deconstruction of internalized oppression and unlearning of white supremacist culture and values. - Build bridges between the different views in the city of El Segundo.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I am cautiously optimistic about this committee's ability to make the much needed change toward social justice in El Segundo, as well as being an anti-racist community.

Other comments:

If you need local El Segundo references, please let me know.

Sarah Yim, Speech and Language Pathologist / [REDACTED]
[REDACTED]

Lizette Olmos, School Psychologist / [REDACTED]
[REDACTED]

Stephanie Martinez , Speech and Language Pathologist Assistant / [REDACTED]
[REDACTED]

Education

Loyola Marymount University Bachelors of Arts - 1987 Masters of Ed. Leadership - 2003

Part II - Questionnaire**Disclaimer**

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I am very concerned with racial equity in El Segundo. My years of experience administering students at Hawthorne High make me uniquely qualified in shaping and implementing programs and processes to promote diversity and inclusion.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?


The goal is to listen, and empathize, with minority community members to develop programs, within the confines of local government, to promote diversity and create a broader understanding of how people of color are impacted by our existing policies.

How would you help achieve the objectives and goals?

I would promote forums where commission members can listen to the concerns of those who feel they have been impacted by city actions. I would hope much of the work of this commission will focus on creating, and promoting, activities to promote inclusion and diversity.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I am involved with El Segundo for Black Lives for El Segundo, which I view as a positive force in our community. I feel the challenge of this venture will be to keep members from pursuing personal agendas. The group's leadership needs to keep members focused in working on mutually agreed upon common goals.

Dawn Sohigian 

Michael Meza 

Dr. Andrew Streiber



Bachelor's degree. 2004

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have been a resident in El Segundo since 1980. I have purchased homes in El Segundo and have experienced bias from several Real estate agency's. I have a young son who has experienced racial bias from the El Segundo Police, biased on his appearance and age.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To eliminate racial bias by educating against it. Define it and work to eliminate it. Open the hearts and minds of police to not see age and skin color as a definition of perceived behavior.

How would you help achieve the objectives and goals?

Work with the committee to define measures and actions to get the community together with police to be more open minded when it comes to race, color of skin, age or the vehicle in with they drive.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Their open mindedness. Their true desire to reduce racial profiling. I want them to admit mistakes have been made in the past and have a willingness to effect change.

Other comments:

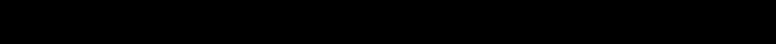
Hopefully the city will benefit and become more welcoming of people of other beliefs, country of origin, other ethnic backgrounds, of living in other cities and visiting, shopping or taking advantage of the many programs offered in El Segundo. Several years ago, It was Halloween, kids were running around collecting candy on Pine Ave., across from Rec Park. A group of kids, Trick or Treating together all went to the front door of the home and knocked then they said, "Trick or Treat" the man answered the door and immediately said, " where do you kids live?" "What school do you go to?" "Why aren't you Trick or treating in your neighborhood?" Those kids come to El Segundo because it is safe here. The children or parents do not, necessarily have to worry about dangerous things in the candy. It is safe here. What is wrong with well behaved children coming to El Segundo to enjoy Halloween, once a year? It is wrong for a resident to be rude to them and tell them they are NOT welcomed here!

Lt. Aaron Corkins, El Segundo Police Department [REDACTED]

Sue Poulter



Beth Muraida



Application Form

Profile

Melissa

First Name

Cueto

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Self-Employed

Employer

HR Consultant

Job Title

HR Consultant for local cities,
school districts and private
companies

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

California State University - Fullerton Psychology Bachelor's Degree

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

With my background in working directly with full-service Southern California cities in both an employee and consultant capacity, I have an in-depth understanding of the mechanics of working to get new policy, regulations and budgetary matters through both city management approval and council approval. My career has been spent working directly with public safety agencies in the capacity of Human Resources, giving me great insight into the personal and professional aspects of the departments, as well as the relationships between those departments and city management and the public. As an independent business owner living in El Segundo for over 12 years, I make efforts to work directly with non-profit, governmental and minority-owned businesses. I hold deep conviction that people of all races, gender identity, sexual orientation, and backgrounds deserve to feel safe and valued within their communities. I accept and acknowledge that there is work to be done to ensure the well-being of El Segundo residents, and the equity of services and experiences provided by those who serve its public.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

At this time, the objectives/goals of the committee are a bit nebulous as it is in its infancy, with no bylaws or standing orders from either residents, management or council. However, my hope is that the Diversity, Equality and Inclusion Committee may work with both residents and City leadership to formulate actionable items to bring forth greater diversity within City leadership, employment, business ownership and constituents. I also hope that the Committee may be able to assist the City to drive initiatives that will result in real and meaningful change for the residents and visitors of El Segundo - for all residents to feel heard, served, and protected by City programs and leadership.

How would you help achieve the objectives and goals?

I would work to bring real, honest communication between City leadership and the residents of El Segundo. I would work to create and promote programs, policies and guidelines that are created in partnership with City leadership, citizens and local interest groups. I believe that El Segundo is a wonderful city, with the vast majority of City leadership and residents wanting what is best for the City, residents and visitors. I believe most residents in El Segundo find value in many City services and the community that we've built. But I also believe that there is more that can be done to ensure that all residents feel welcome, accepted and equal in our community.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

My hope is that the City will allow the Committee to have real power to address issues brought up by City employees, leadership and residents. My hope is that the Council and City leadership will give weight to the recommendations, policies and programs that the Committee presents and works hard to craft. My fear is that the City will use the Committee as a facade for change rather than an ally and agent in the process. I sincerely hope that I am proven wrong.

Other comments:

I have spent almost the entirety of my professional career working with local municipalities. I value the hard work that is done by the employees for the residents of a community, and I have always loved the ability to be of service to a higher cause. I also recognize the need for change within policy structure and bloated bureaucratic procedure to allow for necessary and positive change to address the very real issues that all cities face regarding diversity, equality and inclusion for both employees and residents. I understand how to get things done successfully in a City. I also understand how to work for radical change. I hope to bring the two together to benefit the employees and residents of El Segundo.

Tessa Drysdale [REDACTED]

Anne Sandberg [REDACTED]

Amy Quinones [REDACTED]

Application Form

Profile

Keith _____ **Covington** _____
First Name Last Name

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

Email Address

Self _____ **Manager** _____
Employer Job Title

Real Estate Management/Investment _____
Occupation

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

Yes

If YES, name the Committee/Commission/Board and Term Served

Park Vista Senior Housing (1996-98?)

Which Boards would you like to apply for?

Investment Advisory Committee: Submitted
Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I have lived in the community for several decades and have an avid interest in the current events as I have experience with the ESPD through ride alongs and the community police academy as well as being bi-racial so understanding the present conflicts since my dad is black and mom is white. I tend use common sense and listen :)

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To show that El Segundo is a progressive community as well as communicate what issues should be addressed in terms of bias, both conscious and unconscious. To have more unified conversations so folks don't talk over each other but could sit down and truly listen, unlike a recent El Segundo rally where counter protestors come to 'shout down'....there should be a meaningful path if people really want to make the community better.

How would you help achieve the objectives and goals?


Listening, understanding what the biggest 'hot buttons' are from each side and trying to reach common ground.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

That people will have their own agenda and want to have their 'position' advanced rather than understand truth or facts

Other comments:

My background for the investment advisory commission is corporate real estate and investment management for nearly 20 years. My Stanford MBA and real world experience gives me comfort in equity and debt markets and knowledge of the various instruments in each. I tend to enjoy being current on 'all things' economic and have a passion for the sector.

Bill Smith 

Kris Van Hueven



Patrick Petifils



none

Education

Bryan College of Court Reporting, Court Technology, (State Certified)

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I would like to see more children outside playing softball, baseball and soccer and other sports who are not part of a club team with ulterior motives for playing, but because they really just like it. I would like to make that connection between earnest teachers and eager students who may never otherwise have a chance to meet. I would like to offer peace and safety to new families.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Through my job, I have been the silent observer to 100's of success stories, and many more of failure. Most people can remember exactly when life started to go bad for them. There was usually nothing for them to do, nowhere for them to hang out and no interesting alternatives to keep them out of trouble. But El Segundo is different, and I would like this board to help share our positive and productive environment with a new generation of citizens who may normally find the price of a home or apartment here to be more than they can afford.

How would you help achieve the objectives and goals?

Work with property professionals to find a way for the city to offer more homes or apartments at reduced prices to a families with a positive attitude who are in financial need.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

That our motives may be misunderstood.

Other comments:

None.

(Mrs.) Chris Baiz, [REDACTED]

Rob McCarthy, [REDACTED]

Mina Woodman, [REDACTED]

All-Hazards Incident Management Teams Association 2010 to Present President Tribe Lacrosse 2014 - 2014 Coach Emergency Management Alliance of Indiana 2010 to 2012 Board Member U.S. Marine Scout-Sniper Association 2000 to Present Member Marine Corps Association 2000 to Present Member

Education

University of Southern California Organizational Change and Leadership Doctor of Education University of Southern California Executive Master of Leadership Master of Leadership University of Indianapolis Law Enforcement Bachelor of Science

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a Doctor of Education in Organizational Change and Leadership and a Master of Leadership, I believe I can use that education to help guide the establishment, development, and maintenance of the Diversity, Equity, and Inclusion Committee. Being a newly established committee created under such a socio-dynamic situation will require astute, educated, and discretionary leaders for change. Both programs at USC (the Doctorate Program and the Executive Leadership program) had a great emphasis and courses on diversity, equity, and inclusion. The courses focused on leadership and change in diversity, social justice, equality, and inclusion. This committee will certainly have strong implications for our public safety organizations. In my emergency management career, I have worked for and with police and fire organizations and have a strong knowledge of those operations and cultures which will be key to identifying opportunities for change. As a disabled veteran, I believe that social justice is important for all protected classes.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Ultimately, I believe this committee has been developed to advise the City of El Segundo to seek social justice for all protected classes. I define social justice as the act of fixing the system to offer equal access to both tools and opportunities to all demographics. This would also include treatment of persons by the system. In El Segundo, I believe the system is considered the city government and the services and opportunities it provides. I believe the specific goals and objectives of the committee are to advise the city council and develop plans and programs for implementation by the council regarding equity in hiring, equity in promotions, equity in organizational policies and procedures, and equity in city service provisions in ultimate pursuit of social justice.

How would you help achieve the objectives and goals?

I would identify the problem(s), then I would focus on identifying the knowledge, motivation, and organizational barriers contributing to the problems. I would then develop specific implementation goals to rectify those problems through a strategic planning process.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

No reservations. I believe there are some "watch-out" issues that need to be considered and handled delicately regarding discretion, politics, and perception. I also believe that as a new committee, there will likely be some growing pains establishing governance and fit into the city.

Other comments:

FYI, I am not a resident (I Live as close as I can though, just on the other side of Aviation). I am an employee of the City. The required question above required me to submit an answer so I put one year. I have been an employee for three years.

Greg Carpenter. [REDACTED]

Charles Meister. [REDACTED]

Mark Livingston. [REDACTED]

University of Virginia, Curry School of Education Education Leadership PHD May 1998 Pepperdine University, Graduate School of Education and Psychology MA July 1993 Cal State, Northridge, Multiple Subject, Teaching Credential June 1989 University of California, Los Angeles, BA Psychology & Diversified Liberal Arts June 1985

William Howard Taft High School, Graduated 1981

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I would like to share my knowledge and experience as a Jewish woman in education leadership in diverse communities. I have worked for LAUSD in South Central LA during the Rodney King Riots. My experience there was the basis for my doctoral dissertation: Principals and School Crises: What do leaders do in times of crisis? I have lived and worked in Cali, Colombia, South America where diversity takes on an entirely new definition. I bring an educational perspective to this work and am currently leading much of this at our Independent School in Los Angeles. I believe this is a great opportunity for me to share my experiences, maintain a lens on the youth of our city, and volunteer in a productive way in our city.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

First, I think that the Commission needs to create an overall mission and vision statement that clearly defines the purpose of their work. I believe that needs to be shared community wide along with a variety of programs, educational learning opportunities, and ways for community members to engage in the discussion. Education is the key to change and I'd like to help create solid educational programs that lend themselves to learning, focusing on the diversity of El Segundo and Los Angeles. I'd like to create open and safe forums for discussions and learning opportunities that build our community up and leverage us as leaders in this work.

How would you help achieve the objectives and goals?

First I would spend a lot of time listening to people in our community. I think understanding people's experiences are critical to this work. I would explore success stories within the community and areas where problems may be ongoing. With this information I would ask members of our community, through surveys or focus group work, to share their visions for a diverse and inclusive El Segundo. With this information, I would help match leaders in this work with quality educational programs for youth and adults, businesses, and leaders in our community. Training through workshops, seminars, webinars, etc could easily be created and shared with the community to engage with both live and at home.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Finding a group of people who are diverse, inclusive, and committed to collaboration are key. I have no doubt this can happen and would love to be part of the leadership for our community.

Other comments:

This is my first experience into local civic action and I believe my leadership, organization and experiences may lend me to a unique perspective. I would very much like to be considered a part of this commission.

Steve Glovsky, [REDACTED]

Mark A Brooks [REDACTED]

Ellen Veselack, [REDACTED]

Education

University of North Carolina at Chapel Hill - Communications and Psychology - BA 2000

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I believe I should be appointed because I am very qualified for this role and I have been waiting for this opportunity since we moved here in 2004. This community is one of the most impressive and special places to live. And, there is still a lot of work to be done to make it diverse, safe, and inclusive for people of all races and backgrounds. My hope is that this committee is the start of a honest conversation, one that leads to positive and practical changes that allows our town to be a place where everyone feels supported and valued. This town is unique, and the support my family received after losing my husband changed our life. Nate spent his 15 years working hard to bring different views and sides together to find solutions that worked. He was passionate about continuous improvement and was committed to the people in this town, regardless of what side they stood on. I hope to carry on with what he started. I began my career in NYC working for Easter Seals and helping fundraise for children with disabilities. After that I spent 6 years at Johnson & Johnson in Sales and then moved into the Management Training program. There we taught teams and individuals how to work together, not in spite of their differences, but because of them. Studies have showed different points of views and different skills sets are what make the best teams, and that is true for a town also. I went on to work in Clinical research heading up Outreach and recently spent the last 7 years as Director of Program Management at a global Recruitment Firm. My job was to help multi-million dollar companies recruit, hire and build teams that were diverse and extremely effective. I owe so much to this town. It would be an honor to give back and hopefully help El Segundo become a shining example of humanity in the great city of LA.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe the goal is to start an open dialogue where everyone is heard and respected. Each committee member needs to become excellent in listening and trying to understand where and why the other person feels they way they do. Once we learn from each other, and empathize with their position, then we can began to work together to find solutions that are a beneficial to this town and create a community where kindness, inclusion and dignity is offered to each individual. I am certain with the people in this town, with our wonderful Police Chief, and so many people committed to having the hard conversations, we can do hard (and great) things.

How would you help achieve the objectives and goals?

I will listen, I will come in with an open mind and an intention to understand each issue and situation without any preconceived notion that I have it "all figured out." I will offer solutions that I have read about that have worked in other towns/countries/neighborhoods, I will bring opposite sides together and help mediate those discussion in a kind and intelligent way. And once we understand each other, I will help develop next steps and tangible ideas that can move us in the right direction. Finally I will help drive the changes forward through outreach, information and forums where we can hear what is working and what still needs attention.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I don't have any outright reservations as long as we create a safe place, with varied opinions and respectful individuals that all have a common goal in mind. Our North Star need to be clear and agreed upon. How we get there can be up for debate, but we must agree on why and what we want to do and have clear markers on what a success looks like months and years from now.

Other comments:

Although these are crazy and uneasy times, I believe that these are the moments that move us forward. El Segundo is unique and everyone who lives here is lucky to call this place home. To much is given, much is expected...and I know we can do better and hopefully we can become an example of how growth and change can create a win-win for all sides.

Michelle Keldorf - [REDACTED]

Michelle Baker - [REDACTED]

Dr. Ron Heredia - [REDACTED]

Application Form

Profile

Kenneth

First Name

Chancey

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

National Foster Youth Institute

Employer

Policy and Organizing Manager

Job Title

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Inner City Arts June 2010 Ongoing Programs Associate Union Rescue Mission Sep. 2010 Ongoing Speaker/ Volunteer ACTS April 2011 Ongoing Speaker/ Volunteer

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

There are a number of qualifications that would qualify me for the newly established Diversity, Equity and Inclusion Commission. The characteristics I will bring to the Commission are well rounded, and offer a depth of understanding given my background, training, education and interests. Background In brief, I was formerly homeless, and an alum of the child welfare system. I lived in a van at the age of 11 for a year, and resided at the Union Rescue Mission between the ages of 16-18. Despite the odds, I managed to graduate from LMU in 4 years, and went on to work for Cerrell Associates and serve the City of Los Angeles as a Legislative Deputy to Councilman Marqueece Harris-Dawson. I now serve National Foster Youth Institute, as a Policy and Organizing Manager where I am responsible for mobilizing regional constituents of the child welfare system to advance solutions surrounding housing, mental health, education, childcare and homelessness in Los Angeles County, and Nationally. Training I am well versed in the protocol and responsibilities of a municipal Commission. I served on the Community Advisory Board for the City of Los Angeles under HCID, serving as an appointee of Councilman Harris Dawson. Further, I have served formal committees as a staff subject to Brown Act regulations, responsible for and to the community at large during public hearings. Education I received my bachelors degree in Political Science from Loyola Marymount University. Since then, I have developed well-rounded experience working for the private, public and non profit sectors. I understand and can listen to multiple perspectives, while proceeding towards an ultimate objective or goal. I understand the value of collaboration, a key to a productive and functioning government body like this commission I am applying to. And most importantly, my education taught me that education of the whole person is a virtue, and leaning on others for perspective is a prominent part of success.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

This Commission has three primary objectives: Diversity, Equity and Inclusion. Audit This commission should examine the make up of the City's total workforce, with a breakdown by Department. This should include other City Commissions, and the upcoming Census results to better understand the current composition of the community, and offer suggestions for more diversity and inclusion. Additionally, pay between groups should be analyzed to ensure equity between populations are not based on discriminatory practices. Recommend It is not this body's job to take action. It is this body's job to make recommendations for actions. As recommendations are made to the City Council and Mayor, it is important to remember that this commission is one of many, and the lens we are examining a problem or issue through may be different then that of another political body within the City. Collaborate Commissioners should work with community stakeholders to build bridges wherever possible. We are a strong community when we can come together, so the healthy cultural exchanges that this commission can foster should be a primary focus and objective for this commission. Ultimately, this is a Commission to build community, exchange ideals, consider perspective and lift the voices of residents who may feel marginalized within the City of El Segundo. Our primary function is to serve as a shoulder to lean on for both City government and City residents, and to serve as a bridge between every member of our beautiful community.

How would you help achieve the objectives and goals?

I would help the Commission achieve its collective goals. As a Commissioner, I may have my own definition of what needs to be completed, but when serving on a collective body, it is about advancing the collective mission. One of the first duties would be to work closely with the City Council and Mayor to outline a vision in the short term, and in the long term for the board. Once that has been established, I will listen and be flexible, and responsive to the needs of the City and the community.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I do not have any reservations for this commission. I do hope that the collective knowledge derived from the addition of this commission to the City's total Commission list benefits the City socially, and politically. Listening to the experiences and beliefs of others leads to an engaging and often, passionate exchange of ideals which are premised upon a love for the City. Understanding that the community often speaks with passion because of that love will help to better understand the multitude of perspectives this City's community possesses.

Other comments:

Thank you for the creation of this Commission. Whether or not I am selected as a candidate, the thoughtful consideration of and ultimate additional of this commission is a clear demonstration that we care about this issue, and we can lean on each other as neighbors.

Josephanie Franco [REDACTED]

Solomon Rivera [REDACTED]

Beth Tishler [REDACTED]

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

As a pastor in this community, I am aware of the need for such a commission. While El Segundo is a lovely city, it has a long-standing reputation for being an unsafe community for people of color. We need to stop pretending that this reputation doesn't exist and address the issue of systemic racism. As far as my background goes, I have little to offer other than a passion for caring, the ability to write well and speak publicly, and a desire to serve to make this community a better place in which to live.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

1) To become informed (a) about the demographics of our community, (b) about the facts about past and present treatment of people of color in this community, and (c) about racism in general so that we can clearly discern the way in which racism is part of our community structures. 2) To become aware of the needs of our community and the ways in which those needs are, or are not, being addressed by government entities, the school system, or other community organizations, and why this is, or is not, so. 3) To offer recommendations to the city council that will promote great diversity, equality, and inclusion the processes of government. 4) To find ways to help our community become more informed, more open, and more inclusive.

How would you help achieve the objectives and goals?

I think we should begin by getting to know each other and hearing each other's stories. There is a reason that people are applying to this commission. We need to dig into the history of the city, exploring changes that have come over the years. We also need to look at the demographics of our city. We need to have conversations with people of color who are residents, city employees, and business owners, mostly to listen and learn their stories and their experiences. We also need to take a close look at the city policies and the school system, in conjunction with the appropriate agencies, boards, and commissions. In other words, we need to do our homework before we can make any recommendations to the city itself, and we need to do that homework with open minds and with sensitivity.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I would be concerned if there are no people of color in leadership roles on this committee.

Other comments:

Thank you for considering me.

Rev. Dina Ferguson, St. Michael's Episcopal Church, [REDACTED]
[REDACTED]

Rev. Alexei Smith, St. Andrew Church, [REDACTED]

Ken Schofield, [REDACTED]

Education

UCLA School of Anderson, General Management (Executive Education) - June 2020 Florida A&M / Florida State College of Engineering, B.S. Biological Engineering - December 2000

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I am a black (female) American who has lived in Manhattan Beach with my two children and husband for the last two years. I relocated here to join Boston Consulting Group's senior leadership team responsible for making technology investments that grow our business and support our clients. Most recently, I have been appointed to lead the definition, implementation, execution, and operationalization of Diversity - Equity - and Inclusion business strategy for all employees based in North America. I strongly believe this unique and highly relevant experience qualifies me as a top candidate for consideration into this committee.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Similar to the above, I am working with Boston Consulting Group to implement the following recommendations which I believe are the same for this committee: 1. Public acknowledgement of the issue / problem 2. Public apology 3. Provide opportunities / training / learning and development opportunities for community members to educate and learn 4. Leverage data (qualitative / quantitative) to unpack the problem, identify trends and insights 5. Publicly disclose data along with key recommendations / plans to action with defined owners and timelines 6. Monitor and track action plan via scorecard or other tracking mechanism to ensure goals are being met, share with community in the spirit of transparency 7. Repeat process as needed.

How would you help achieve the objectives and goals?

I am comfortable leading and/or supporting the implementation of the objectives and goals. My achievement lies in seeking change that benefits our entire community.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None.

Other comments:

None.

Dylan Matteson Director, UCLA Lake Arrowhead Conference Center & Bruin Woods Family Resort [REDACTED]

Sree Vijayalakshmi General Manager, [REDACTED]

Zumbi Fagundes Ferreira Chief Financial Officer, Impossible Labs [REDACTED]

Application Form

Profile

Leslie Campbell
First Name Last Name

[Redacted]
Home Address

[Redacted]
Suite or Apt

[Redacted]
City

[Redacted]
State

[Redacted]
Postal Code

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

[Redacted]
Email Address

City of El Segundo Human Resources Analyst
Employer Job Title

Human Resources - City Government
Occupation

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Alpha Kappa Alpha Sorority, Inc. 1994-Present Secretary, Sergeant at Arms and Newsletter Chair

Education

San Diego State University Speech Communication B.A. 1992

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I offer a unique perspective as a City of El Segundo employee. I am also a former member of L Brands' (my former employer) Diversity and Inclusion Team. My team and I worked to increase identifying and hiring diverse candidates in retail management and corporate positions.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I view the Diversity and Inclusion Commission as an opportunity to share ideas and collaborate with others to identify the issues and needs of El Segundo's diverse residential community and employee workforce.

How would you help achieve the objectives and goals?

By sharing my ideas and perspective as a City of El Segundo employee and using resources to assist the team with its action items.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

Lack of support and action to implement plans.

Kimberley Davenport [REDACTED]

Stephanie Dixon-Killum [REDACTED]

Jeff Leyman [REDACTED]

Application Form

Profile

Jigisha

First Name

Bouverat

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

JIGISHA BOUVERAT
COLLECTIVE LLC

Employer

Owner

Job Title

Agent for commercial
photographers and directors

Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Richmond Street Parent Volunteer Art Program and Richmond Street Art Fair Fundraiser: Led the parent managed art program and founded the art show fundraiser. 2009-2012. Parent Volunteer.

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I feel am an qualified as a woman of color, mother of 2 daughters who attended school in El Segundo, and a business owner. I believe I can bring a tremendous amount of perspective, experience and knowledge to the commission. I was the Director of Production for TBWA CHIAT DAY for 20 years, managing a wide level of producers handling high profile advertising campaigns through political and social situations not only in the company but in the country. Since then I have founded and manage 2 companies. Jigisha Bouverat Collective, an artist management company with a mission to represent a diverse group of artists in an industry that is primarily white. KOMYOON INC, is a tech driven marketing business developed for commercial artists. I've been on numerous panels and groups to address diversity and equality in the art and commerce industry. Through out my career I have always personally strived to ensure there is inclusion and diversity within my departments, my productions, and now my own businesses. I bring that spirit to El Segundo as a resident and through my daughters who both attended school in town from K to 12th grade. I am one of the founders of the El Segundo Parent's Network. We created this group to help parents in the community feel included and informed. We now have over 4000 members and it is a community resource. We try to be fair and inclusive. I'm proud of the balance we strike and the support we can show, our city representatives, the ESPD, Fire Department and other city groups. I love this city but am not blind to the areas we need to improve especially for BIPOC. I have a great deal of hope for the change we can create when it comes to diversity, equality and inclusion.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

I believe in a measured approach and teamwork. I want to see more awareness and transparency about the needs of our BIPOC community. I want to ensure that all BIPOC feel safe in our city. I want to ensure that we maintain a high level of trust, respect and partnership with our city leaders and the ESPD. I want to include our children and young adults in the conversation and education about anti-racism. And I would love to find ways to make sure the arts are part of how we reach our community to create change. Artwork, music, and poetry are important factors in creating dramatic change.

How would you help achieve the objectives and goals?

Achieving change will take measured consideration and teamwork. I'm a producer and team leader who knows how to accomplish goals on schedules and within budgets. I'm also a believer. It takes optimism and courage to effect change.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

I am concerned that the board will not have enough diversity and representation from BIPOC, LGBTQ+ and women. I am encouraged that the city has taken steps to create this commission and am hopeful that it will have the best representation possible. My greatest concern is that these efforts not be only about one movement or a short term goal. These efforts need to be for all underrepresented community members and changes that can be for the long term greater good.

Neil Cadman, [REDACTED]

Laura Nilsson, [REDACTED]

Alex Abad, [REDACTED]

Shannon Kahn-Magid, [REDACTED]

Education

Monroe Community College. AA. 1977

University of Rochester Physics 1980

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I love all people, traveled all over the world and I don't see color, race or gender, I see people. I also see the discrimination in our world and want to help educate those that are fearful of others because they look different. My son is multiracial but that is not why I want to participate.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To educate others and help stop racial discrimination forever

How would you help achieve the objectives and goals?

Participate in meetings, public service and education materials. I owned an advertising agency from 2000 until 2013 in El Segundo.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

At first, I thought of time commitments, but I need and want to invest the time to make positive changes. So, I have no reservations.

Other comments:

Please consider me for this important position

Ed Helmer MD 

Jill Sattinger 

Alice Slack. [REDACTED]

Application Form

Profile

David R Atkinson
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

Retired
 Employer Job Title Occupation

If you are a resident of El Segundo, how many years?

More Than 5 Years

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

Yes

If YES, name the Committee/Commission/Board and Term Served

City Council 4 yrs Capital improvements board 4 yrs Senior citizens housing board 4yrs

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

Lived in El Segundo for 43+ years Served on several boards and City Council. I've seen and been involved with many changes to our city over the years, I still continue to involve myself and other community members in the different topics facing us today. I feel I will definitely bring experience, knowledge and diversity to this board.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

To listen, learn and add to the problems that the city faces today and tomorrow. Over the years our city has changed in many ways not always popular or maybe not always correct. However being able to change and adapt is crucial as we move forward.

How would you help achieve the objectives and goals?

As stated above, listen, learn add to the various suggestions that will be brought forward. Function as a team for the continued betterment of El Segundo

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

None

Other comments:

Thanks

Alex Abad 

Rob Croxall 

Bill Fisher 

Application Form

Profile

Nancy V Antoniou
 First Name Middle Initial Last Name

[Redacted]
 Home Address

[Redacted] [Redacted] [Redacted]
 City State Postal Code

[Redacted] [Redacted]
 Primary Phone Alternate Phone

[Redacted]
 Email Address

NantWorks LLC SVP Strategic Operations & CHRO Professional
 Employer Job Title Occupation

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Mount St. Mary's University 2009 to Present. Held various roles including but not limited to; President, MBA Alumni Association, Member of the Board of Alumnae, Member of the Board of Regents.

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

The time to be neutral is behind us, we must acknowledge that disparities within our communities exist and are multifaceted. There is no blueprint on how one must proceed yet, we are required to adopt new strategies which create equitable environments and promote diversity, equity, and inclusion. What we do know is that silence is a stance and the perception of inaction, is a position. I'm committed to fostering a culture of awareness, mutual respect, and creating a sense of belonging in partnership with internal and external stakeholders. As leaders we must model the behaviors we want the city to adopt. Once appointed I would use my voice and platform to amplify across boundaries the change we need to become. First and foremost I am a mother, wife, and lifelong learner. I'm thoughtful in my approach to solving complex problems and bring a respectful approach to conflict resolution and employee relations. I take pride in the quality of my work to deliver the right level of results while juggling competing priorities. Much of my experience focuses on strategy development, human resources and corporate operations in the biotech, pharmaceutical, health care and technology sectors. In those capacities, I have successfully overseen the integration of employee and organizational goals, implementation of enterprise solutions while maximizing the engagement and effectiveness of leadership and the workforce. Currently I am responsible for the administrative operations, environmental health & safety, optimization of resources, the learning and career development of the human capital across a portfolio of companies including the Los Angeles Times and the San Diego Union Tribune. Our corporate headquarters is located in El Segundo with office locations across the United States and a collective workforce of 3,000 employees. I received a Bachelor of Arts and Master's in Business Administration with a concentration in Organizational Leadership from Mount St Mary's University in Los Angeles, CA and completed a field of study in China in Energy and Utility Management. I'm a certified notary and the Society for Human Resource Management Senior Certified Professional (SHRM-SCP). As a native Angelino my work interests focuses on driving the type of change that enables and empowers people through collaboration, the development of programs and partnerships, strategy design, and implementation to deliver with positive impact.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

The DEI Committee will serve to advise the City Council on best practices for creating opportunities where people can feel a sense of belonging and thrive economically. The Committee should focus its work on three primary key goals which are fully integrated into the core values of the city; research, advocacy, and the development of people. Together we can commit to building a community of civility that is inclusive of all people, driven by collaboration and a desire to enrich the level of service it provides to its constituents meaning its residents, business owners, and patrons of the city in order to prepare the next generation of leaders.

How would you help achieve the objectives and goals?

Through practice, policy, and accountability we can address institutional racism and disparities. Initially by conducting a self-assessment of the local government agencies we can gauge the temperature for change, acknowledge the gaps and publicly recognize that we are committed to dismantling them. Using these findings will help initiate programs to rebuild the areas of focus to reflect the directives of success for the future. The Committee can achieve its objectives and goals by adopting a learning mindset. Conducting research and data driven analysis will help us to better understand the current state of the issues that exist. Instituting annual policy and practice reviews to address the operational needs of the city will be key to taking a proactive stance and pivoting to create balance and achieve greater outcomes. We can then develop community wide programming to amplify advocacy and create a system of transparency and accountability. Ultimately I'm proving access to multimodal learning through training and development of people and their competencies, which will serve to inform and upgrade our thinking and resolve to doing better. It will involve engaging and entrusting the implementation liaisons who in turn will become the advocates for change.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The important work required to be successful is a long-term commitment to a journey of change. The beginning stages of this work involves performing a self-examination of the city that may create a level of reservation for the government agencies which need to be involved. Oftentimes these type of surveys reveal information that may be difficult to assimilate. The initial results tend to highlight the gaps and shortcomings at every level. My reservation is based on a fundamental question of readiness. Is the city and its constituents open to the prospect of identifying gaps, receiving negative feedback, and information about its current state of DEI? Will the City Council and the DEI committee be ready to accept prospective findings that its constituents may experience unequal and unfair access to the various offerings the city provides? My reservation is tied to the potential myopia and lack of readiness for change.

Chris Argentieri, President & COO [REDACTED] Los Angeles Times [REDACTED]
[REDACTED]

An Ruda, co-chair of the Labor and Employment practice group [REDACTED] BZBM
San Francisco [REDACTED]

Darcy Stoltz-Burke, Founder & CEO [REDACTED] Watermark
Associates [REDACTED]

Application Form

Profile

Dennis

First Name

Allen

Last Name

[Redacted]

Home Address

[Redacted]

City

[Redacted]

State

[Redacted]

Postal Code

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

[Redacted]

Email Address

Allen Cleaning Services/Just Hoods

Employer

President

Job Title

Business Owner

Occupation

If you are a resident of El Segundo, how many years?

1 Year

Please Agree with the Following Statement

You agree that all information provided in the Application are true and valid

I Agree

Have you ever served on a City of El Segundo Committee/Commission/Board?

No

Which Boards would you like to apply for?

Diversity, Equity, and Inclusion Committee: Submitted

Community Service

Shadow Buddies (Kansas City). 2010-2014 Board Member New Horizons Group Homes 1999-2008
Founder/Board President Alzheimer's Association 2015-present Volunteer

Education

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I was born and raised in East Texas seeing and experiencing first hand what racism was and how it felt. My father was at the forefront of the local civil rights movement throughout East Texas so I also saw what it was like to be a part of something bigger and to bring a community together during extremely hard times and circumstances. My father also served in local city boards which gave me exposure at an early age of the impact you can make among your community and specifically in working with disadvantaged people (both economically and racially). For a large portion of my career, I was involved at many levels, including owning and managing, group homes for troubled teens from a variety of backgrounds and ethnicities who had to live and learn together. Not only did these group home residents come from different socioeconomic backgrounds but they came from different regions of California all living together in the same facility, learning together in the same schools, and working their programs together. As owner and president, it was my job to create a program structure of inclusivity, safety, and learning to allow individual growth and achievement. It is these areas of training and personal interests that I feel would be an asset to this Committee. My entire life and lifes work has been dedicated directly or indirectly to serving the community around me and vulnerable people who lack the same opportunities as many others.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

The objective of this Committee should be to bridge the gaps within our community through acknowledgement of the growing intolerance and inequity amongst our friends and families in this city. This Committee should be used to embrace and celebrate our commonalities . We should create the opportunity for deeper thinking and understanding of one another. This can be achieved through providing ideas, skills and talents from a broad and diverse range of leadership who have different life experiences and cultural backgrounds.

How would you help achieve the objectives and goals?

I would help achieve the objectives by providing my perspective on the experiences I've had and been a part of. My leadership would help the Committee align on goals of prioritizing resources and strategies based on the realistic needs of this community. I would ensure that as a Committee, we are addressing the systemic inequities that directly affect our society and community and would hold this Committee accountable to creating powerful opportunities that will strengthen the cities impact and relevance for the public good.

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

1. Clarity of the goals and purpose. 2. Relevance of this Committee to this community. 3. Strength of the Committees voice.

Chris Keldorf



Michelle Keldorf



Kelsey Hobgood-Chittick.



Education

New York University, Stern School of Business September 2015 - May 2018 Master of Business Administration Specializations: Finance; Media, Entertainment & Technology University of California, Berkeley August 2005 - May 2009 Bachelor of Arts Major: Media Studies

Part II - Questionnaire

Disclaimer

You agree that this information would be public record...

I Agree

Why do you think you should be appointed? What is there specifically in your background, training, education and interests which qualifies you as a candidate?

I am passionate and dedicated to social justice and promoting diversity, equity and inclusion in my community. In business school we learned how diversity of people and backgrounds in corporations leads to greater diversity in viewpoints and ultimately greater company success and shareholder value. The same principles can be applied to local government. In macroeconomics we learned that greater socioeconomic inequality in a society leads to economic decline and social breakdown. We have seen this play out in the US over the past few decades as inequality has grown significantly while GDP growth has significantly slowed. I work in Marketing & Sales at Google, which in my opinion, has been a true leader in promoting DEI initiatives internally and externally. I am actively involved in promoting DEI within my organization at Google and there is a lot I've learned there that I can apply to the city of El Segundo. I have 7 years of experience within my core role at Google in crafting effective communications strategies. Finally, I am a collaborative team player. I value listening more than talking and am the kind of person who brings a team together despite differing viewpoints.

What do you see as the objectives/goals of the Committee(s)/Commission(s)/Boards(s) you are applying to?

Fostering and reinforcing equity, diversity and inclusion in El Segundo through community education, coordination with the city council and ESUSD school board and reviewing and advising on city policies that impact local housing, education and overall well-being.

How would you help achieve the objectives and goals?

- Educate myself on our local policies and government structure - Network with members of our local community and government to form relationships and understand disparate viewpoints - Help craft recommendations and feedback on various policies and legislation - Help develop a communications strategy between the DEI commission and the town to promote DEI initiatives and positive growth within the community

What reservations, if any, do you have about the Committee(s)/Commission(s)/Board(s)?

The DEI committee is new and I have never been on a local committee before so I don't know exactly what to expect. However, I have been on my fair share of committees and task forces in my day job so I am confident that I would be an effective member of the DEI committee.

Molly Campbell



Alisa Sommer



Sarah Miscowicz

