



DEI Committee

DIVERSITY, EQUITY & INCLUSION

CITY COUNCIL MEETING – MAY 18, 2021

CITY OF EL SEGUNDO'S DEI COMMITTEE

Building a more representative, inclusive and equitable El Segundo.



AGENDA

- I. Our Purpose and Progress
- II. Our Approach and Focus Areas
- III. Phase I: The Landscape
- IV. Down the Road
- V. Phase I: Recommendations



OUR PURPOSE

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

We commit to:

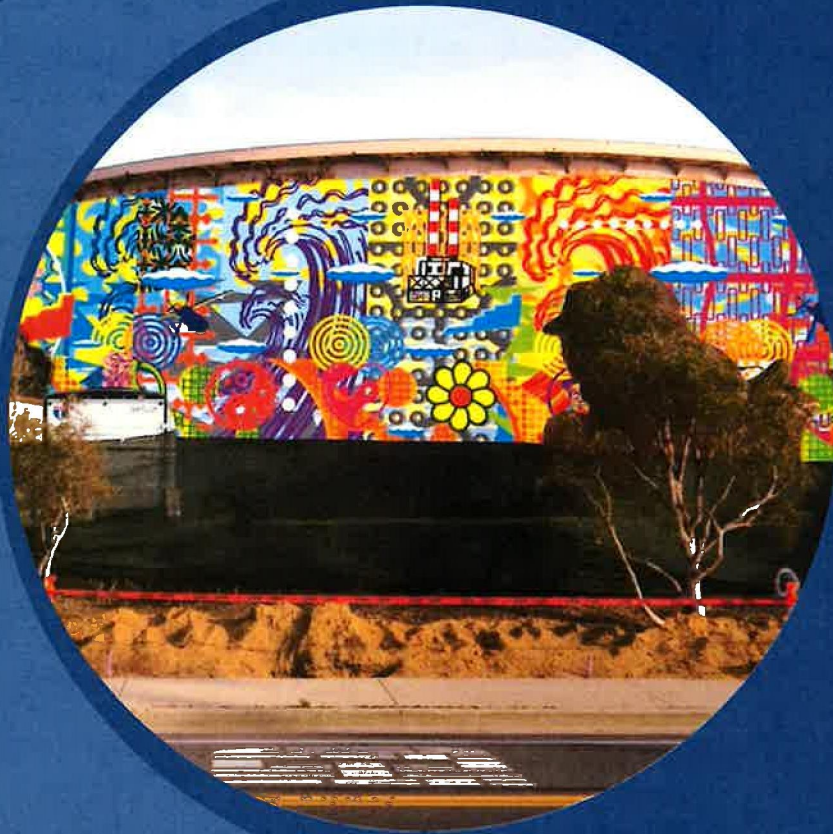
- Listening and advising with an equity lens as we help foster a healthy and inclusive El Segundo, instilling a sense of understanding and belonging for all who live, work, and play here.
- Engaging the community and holding ourselves accountable to acknowledge historical inequities and current disparities.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

PROGRESS TO-DATE

- Meets monthly, first meeting was October 29, 2020.
- Selected and approved a Chair and Vice Chair.
- Set bylaws that were approved by City Council April 20, 2021.
- Formed subcommittees of four members each who meet regularly on a monthly/biweekly basis: Public Safety, Local Economy, Citywide and Community-at-Large.
- Received training sessions on topics including unconscious bias and an overview of ESPD. Public Safety Subcommittee is participating in the ESPD Community Police Academy (started April 7, 2021).
- Approved our first panel discussion in partnership with Aerospace Corporation and first partnership with the City's Arts & Culture Committee on April 14, 2021.



OUR APPROACH



PHASE I: **The Landscape**

June – September 2021. Collecting, analyzing and discussing data, history and community stories/experiences as they relate to DEI in El Segundo.

PHASE II: **Acknowledgement & Education**

September – January 2022. Sharing and discussing data analysis, recommendations and next steps to address, acknowledge and atone for inequities and disparities.

PHASE III: **DEI in Action**

February 2022 – Ongoing. With community and key stakeholder support, moving forward with actionable, responsive solutions to increase diversity, equity and inclusion in El Segundo.

OUR FOCUS AREAS



DATA

Using data and storytelling to identify trends, inequities and disparities, and inform and prioritize DEI efforts and initiatives.



COMMUNITY

Keeping community at the center of it all - valuing and listening to the experience, wisdom and leadership of diverse communities



POLICY

Bringing together data and engaged community voices to take action and impact decision-making, policy design and systems change



EL SEGUNDO
BEACH

PHASE I: THE LANDSCAPE

***JUNE-SEPTEMBER 2021.** COLLECTING AND ANALYZING DATA, HISTORY AND COMMUNITY STORIES/EXPERIENCES AS THEY RELATE TO DEI IN EL SEGUNDO.*

DATA CENTER

IDENTIFYING AND PRIORITIZING INEQUITIES USING DATA AND STORYTELLING



SURVEYS

1. Community
2. Local businesses
3. City employees and ESPD



STORY COLLECTION

1. *Let us know!* online form
2. Research and gather historical data and information



ANALYSIS

1. Key priorities and next steps
2. Reports to share with community / stakeholders
3. DEI by the numbers, infographics and other communication tools



Resource requirements may include:

IT support, website development, survey platform, survey incentives and data analysis

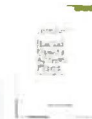
POLICY REVIEW

UNDERSTANDING THE IMPACT OF PAST AND CURRENT POLICY ON DEI

1. Explore and secure a membership to GARE: Government Alliance on Race & Equity to leverage as a resource (reassess membership at the end of the year).
2. Review City, ESPD and local business policies including hiring, retention, training, procedures and protocols as they relate to DEI.
3. Review the Mayor's [Reimagine Policing Pledge](#) and progress to-date.



Resource requirements may include:
Membership fees (GARE \$1,000), trainings



RACIAL EQUITY ACTION PLANS: A HOW-TO MANUAL

While local governments may consider themselves fair and just, people of color experience more disparities than their white counterparts in every area: housing, employment, education, and health. Current day disparities are just as bad and sometimes worse than the disparities of the Civil Rights era. Since then, most governments have not made significant changes to address these disparities.

[READ MORE >](#)



RACIAL EQUITY TOOLKIT: AN OPPORTUNITY TO OPERATIONALIZE

Racial equity tools are designed to integrate explicit consideration of racial equity into decision-making processes, including policies, practices, programs, and budgets. It is both a product and a process. Use of a racial equity tool can help to develop strategies and actions that address racial inequities and improve success for all groups. Too often, policies and practices are developed without explicit consideration of racial equity.

[READ MORE >](#)



ADVANCING RACIAL EQUITY AND TRANSFORMING GOVERNMENT: RESOURCE GUIDE TO PUT IDEAS INTO ACTION

Across the country, more and more cities and counties are making commitments to advance racial equity. The Government Alliance on Race and Equity (GARE) is a national government working to achieve racial equity and advance opportunities for all. This resource guide focuses on the power and influence of their own institutions.

[READ MORE >](#)

COMMUNITY RELATIONS

OPPORTUNITIES TO EXCHANGE INFORMATION AND GIVE COMMUNITY A VOICE



DIALOGUE

1. Focus groups
2. Panel discussions
3. Q&A sessions
4. Teach-ins and trainings



COMMUNICATIONS

1. Contact email, such as DEI@elsegundo.org
2. Community newsletter and announcements
3. Partnerships, proclamations and other community relations activities



ONLINE HUB

1. Diversity calendar
2. Minority-owned business directory
3. Reports, tools and other educational and supportive resources and tools



*Resource requirements may include:
Event space, A/V equipment rental, graphic design, website development*



PHASE II & III: ACKNOWLEDGEMENT & ACTION

INFORMED BY DATA, COMMUNITY ENGAGEMENT & POLICY REVIEW

- *Sharing the data analysis reports with the City, ESPD, local businesses, residents and other stakeholders*
- *Crafting recommendations and taking next steps to acknowledge and atone for disparities and inequities. This may include improvements in policy, protocols, practices and systems, establishing partnerships, issuing proclamations and more.*
- *Expanded and continued community dialogue opportunities such as town hall meetings, Q&A sessions and panel discussions.*
- *Leadership development such as internship/mentor programs, teach-ins, workshops and trainings.*
- *Public awareness and educational projects, such as a mural or historical walking tour, community celebrations, events and more.*

RECOMMENDATION: BEGIN PHASE I

➤ Data

1. Surveys (community, ESPD, City, businesses) and data analysis.
2. DEI email address and *Let Us Know!* contact form.

➤ Policy

3. Review ESPD policies.
4. Review City of ES policies.
5. Research and secure a GARE membership.

➤ Community

6. Online hub with diversity calendar, event info and other community resources.
7. Regular communications including a newsletter.
8. Dialogue opportunities with the City, ESPD, schools, local businesses and others such as focus groups, Q&A sessions and panel discussions.





Thank You

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