

AGENDA DESCRIPTION:

Diversity, Equity, and Inclusion Committee Implementation Recommendations

RECOMMENDED COUNCIL ACTION:

Authorize establishment of the new Diversity, Equity, and Inclusion Committee, approve implementation recommendations, and add to the City's Local Appointment List pursuant to the California Government Code § 54972.

ATTACHED SUPPORTING DOCUMENT: None.

FISCAL IMPACT:

There will be both direct and indirect fiscal impacts to the General Fund. Direct fiscal impacts will likely be in the \$5,000 to \$10,000 range for cost of outside consultant and related research and materials expenditures. These costs will likely be absorbed via the existing FY 2019-2020 General Fund Budget and future FY 2020-2021 General Fund Budget. If there are greater financial needs, staff will return to City Council for separate budget appropriation authority.

STRATEGIC PLAN COMPLIANCE:

Goal: 1 Enhance Customer Service, Engagement, and Communications

Objectives: A El Segundo provides unparalleled service to internal and external customers.
B El Segundo's engagement with the community ensures excellence.

Goal: 2 Support Community Safety and Preparedness

Objective: A El Segundo is a safe and prepared community.

Goal: 3 Develop as Choice Employer and Workforce

Objectives: A El Segundo is a City employer of choice and consistently hires for the future.
B The El Segundo workforce is inspired, world-class, engaged, with increasing stability and innovation.

Goal: 5 Champion Economic Stability and Fiscal Sustainability

Objective: A El Segundo promotes community engagement and economic vitality.

PREPARED BY: Scott Mitnick, City Manager



BACKGROUND:

In response to the tragic death of George Floyd while in the custody of a Minneapolis police officer on May 25, 2020, thousands of protests took place across the United States, including several protests in El Segundo. El Segundo residents shared their concerns about local racial diversity issues, inclusion, treatment by police, experiences at local schools, and other matters during several community rallies. Residents also spoke on these topics at the June 3, 2020 City Council meeting. City Council then discussed these issues during a June 11, 2020 closed session meeting. At its June 16, 2020 meeting, City Council directed staff to establish a new Diversity, Equity, and Inclusion (“DEI”) Committee in an effort to ensure that these issues are properly identified, discussed, vetted, and ultimately addressed by City Council. Some of the notable comments made by City Council at this meeting included the following:

- Establish DEI Committee as an advisory body to the City Council.
- Form DEI Committee quickly, although recognizing that the work this Committee will study will take time to thoroughly vet.
- Add diversity, equity, and inclusion to City’s Strategic Plan.
- DEI Committee should help City Council shape future metrics for addressing institutional and systematic racism.
- Outcomes must be measurable, accountable, and lasting.
- Review City diversity issues through a DEI lens as part of the multi-tiered process.
- Inform members of the El Segundo community about this opportunity to participate.

DISCUSSION:

Since the June 16th City Council meeting, staff has held several internal meetings to discuss Committee purpose, structure, membership application, interview and selection process, initial study topics, initial deliverables (work product) to City Council, timeline, etc. Staff engaged in extensive outreach with the community (youth and adults) to encourage people to apply for the new DEI Committee. To move the process forward, staff recommends the following next steps:

Application deadline

As of July 15, 2020, over 80 inquiries were made and 41 applications submitted. The DEI Committee application deadline was initially set for July 17, 2020. In response to the high level of interest, and in an effort to ensure that there is a wide net cast to avoid unintentionally excluding anyone from applying, staff extended the deadline to July 31, 2020.

Use of a diversity expert

In an effort to assist with the interview process, Committee member selection, coordination of Committee meetings, and ensure that substantive recommendations are ultimately provided to City Council, staff recommends use of an outside diversity professional (expert in this field) to guide the process.

Committee membership eligibility

To serve on this Committee it is recommended that each applicant meet one or more of the following requirements:

1. Resident of El Segundo.
2. Student of a public or private high school in El Segundo.
3. El Segundo property owner.
4. Employed by a business located in El Segundo.

Committee applicant interviews

Interviews are recommended to take place during the month of August 2020.

Number of Committee members & term lengths

Total Committee membership is recommended to consist of nine (9) members. The term length for each member is recommended to be three years without term limits. In order to ensure continuity and staggered rotation of membership, it is recommended that initial membership include three (3) two-year terms, three (3) three-year terms and three (3) four-year terms.

Appointment date

City Council is recommended to approve Committee appointments at either the September 1 or 15, 2020 regular meeting, after the interviews have been completed.

First Committee meeting date

This will take place as soon as all nine members of the Committee are able to do so (in September or October). A regular meeting schedule will be established at the Committee's first meeting.

Committee support

Staff support will be provided and coordinated by City Manager's Office. Initially, City Manager and key members of the Executive Team (including the Police Chief) will attend Committee meetings. Other staff will be assigned as needed. As mentioned above, it is recommended that an outside diversity professional be engaged to assist and facilitate Committee formation, interviews, membership selection, coordination of Committee meetings, and recommendations to City Council.