



City of El Segundo
Diversity, Equity, and Inclusion
Meeting Minutes
October 12, 2022 6:00 p.m.
350 Main Street, El Segundo CA 90245

A. CALL TO ORDER

B. ROLL CALL

Committee Members Present: Christina Vazquez-Fajardo, Shad McFadden, Christibelle Villena, Avery Smith, Steven Wood, Genesis Jackson.

City Staff Present:

Barbara Voss, Deputy City Manager
Joaquin Vazquez, Deputy City Attorney (Zoom)
Portland Bates, Management Analyst

C. PUBLIC COMMUNICATIONS

Michelle Keldorf stated that she is in support of DEI and complimented the committee.

Chairperson Smith read an emailed public communication that is posted on the website.

Member Wood stated that his two-year term is ending and played a song for the committee to show his appreciation.

D. APPROVAL OF MEETING MINUTES

Motion made by Member Villena to approve meeting minutes with a second by Member Wood the motion passed 6-0.

E. SPECIAL PRESENTATIONS

Member Villena gave an update on her presentation to City Council on her Anti-Bullying PSA. The committee viewed the PSA and discussed the issue of bullying.

F. UNFINISHED BUSINESS

1. Possible Anti-Bullying Community Forum

Recommendation: Chairperson Smith discussed an incident at Main Street liquor where racial epithets were directed at a store owner and a patron stepped in and was assaulted in their vehicle with an air soft rifle. Chairperson Smith feels like this is an opportunity to have a call to action to educate the community. Member Villena gave a presentation on a potential Town Hall on November 18th during United Against Hate Week (UAHW). This is time sensitive so a decision should be made. Member Jackson asked about the committee's decision to hold a panel with the school district. Member Jackson spoke to the forum losing legitimacy if the school board isn't involved. Member Wood proposed that the committee states we aren't representing the school district but setting an example. Member McFadden agreed with Member Jackson that if there aren't any consequences the people looking for answers won't be satisfied. Member Jackson spoke to an incident where a student threatened to shoot up the school and there was no follow up or consequences for their actions. Member McFadden mentioned a child who stated his support for the KKK and there was not anything done about it. Chairperson Smith reiterated that we are shifting away from the bullying message and focus more on the issues that have been discussed in the city and within DEI. Vice Chair Vazquez-Fajardo stated we can focus on "How to be an Ally", "Bystander intervention", so we can talk about these things in general referring to the youth as a community member and how they can use their voices. This gives people tools and next steps. Member Wood added that he would like to make the Youth Sports Panel a part of the discussion to speak to the youth without the School District's involvement. Member Wood added that sports can be an outlet and should be included in this panel. Chairperson Smith agreed with the idea to bring former students back to speak about their experiences at El Segundo High School. The next step is to find out what the DEI Committee would like to do and how to present that to the City Council. Deputy City Manager Voss mentioned that she is happy to introduce members of the committee to the divisions in City Hall that can be of assistance. Deputy City Manager Voss gave suggestions to the committee on moving forward and possibly presenting this at the November council meeting. The committee discussed some different options to reach the community and City Council. The Community at Large Committee still needs to present their report and the committee discussed the timeline of its completion. Member Jackson asked there can be additional time before the final report to collect additional feedback. The committee members discussed possible forums including, "Coffee With DEI". Deputy City Attorney Vazquez spoke to the legality of an informal meeting that has all the members in attendance. Member McFadden asked what the purpose of this is? What is the committee supposed to do with this information? He has no professional training with bullying and shared his concerns. Motion was changed to a recommendation to conduct a community forum organized by the DEI Committee Member Villena made the recommendation with a second by Vice Chair Vazquez Fajardo the motion passed 5-0 with one abstention. The committee discussed when they want to take this to City Council and the direction they would like to take.

2. **Update on DEI Survey**

Recommendation: Member Jackson gave an update on the DEI Community Survey. Currently the survey has over 300 responses with El Segundo's residential population estimated at 17k and the working daytime population at 70k to 100k. Member Jackson shared the current responses have been in depth but there isn't enough data to get an accurate representation of the community. Member Villena gave some

suggestions from an outreach toolkit to help boost the number of responses. Chairperson Smith how many responses are needed to consider the survey a success?. Currently we are at 1.5%. Chairperson Smith asked if there could be a donation tied to a specific benchmark for the survey. Deputy City Attorney Vazquez stated that it is feasible but needs to be sure of the messaging. The committee discussed having Council Members share the survey also. Committee decided to ask for a marketing budget at the November meeting regarding the survey.

G. REPORT OF SUBCOMMITTEES

- a. Local Economy – Report was approved and will be presented to City Council. After the report is given the Local Economy Committee will likely be disbanded.
- b. Community at Large –
- c. Public Safety – See Attached Recommendations
- d. Citywide Organization – See Attached Recommendations

H. COMMITTEE MEMBER COMMUNICATION – Limited to 5 minutes per member

Vice Chair Vazquez Fajardo wants to connect with Amanda in November to see what was done with their recommendation. She also plans to connect with the ACC to discuss the holiday festivals.

Member Villena thanked Member Wood for his time on the committee.

Member Wood offered words of appreciation for being able to serve on the committee. Member Wood mentioned all of the groups represents.

Chairperson Smith mentioned that he is disappointed with the level of attendance and communication with each other and the city. He asked Member Wood to continue a dialogue with the conservative community to continue to speak about DEI.

I. ADJOURNMENT

Meeting was adjourned by Chairperson Smith at 7:40 p.m. with the next regular meeting set for Wednesday, November 9, 2022.