



CITY OF EL SEGUNDO – DEI COMMITTEE

Team Structure & Priorities

MISSION & VISION

The DEI Committee is committed to listening and advising with an equity lens to help foster a healthy, just and inclusive El Segundo, instilling a sense of understanding, healing and belonging for all who live, work and play here.

The Committee engages the community, identifies inequities and disparities, and addresses outdated, harmful narratives.

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

BACKGROUND

The City of El Segundo's Diversity, Equity & Inclusion (DEI) Committee was established by City Council in October 2020. Its purpose is to inspire and activate efforts to integrate diversity, equity and inclusion into City of El Segundo decisions, service delivery and policies to improve the well-being of the entire El Segundo community.

COMMITTEE STRUCTURE & PRIORITIES 2023-2024

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

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



DATA & RESOURCES TEAM

Lead: [Genesis Jackson](#)

Members: Emily Atmore, Shad McFadden

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

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

CITY ENGAGEMENT TEAM

Lead: [Valerie Green](#)

Members: Lewis Hill

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

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

COMMUNITY RELATIONS TEAM

Lead: [TBD](#)

Members: Genesis Jackson, Lewis Hill, Valerie Green

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

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