



City of El Segundo

Diversity, Equity, and Inclusion

Meeting Minutes

October 29, 2020 4:00 p.m.

350 Main Street

El Segundo, CA 90245

This meeting was conducted virtually via Zoom conferencing

A. ROLL CALL

The meeting was called to order at 4:00 p.m. and roll call was conducted by Jimmy Pete.

Committee Members Present: Lauren Abercrombie, Kenneth Chancey, Kelsey Chittick, Natacha Lee, Shad McFadden, Avery Smith, Christina Vazquez-Fajardo, Christibelle Villena, Steven Wood

Absent: None

City Staff Present:

Jimmy Pete, City of El Segundo DEI Consultant

Scott Mitnick, City Manager

Barbara Voss, Deputy City Manager

David King, Assistant City Attorney

Bill Whalen, El Segundo Chief of Police

Arecia Hester, Recreation Superintendent and DEI Committee Liaison

Jackie Day, Senior Administrative Specialist

B. PUBLIC COMMUNICATIONS

None

C. WELCOME MESSAGE FROM CITY MANAGER

Scott Mitnick welcomed and congratulated the members on their appointments to the committee. He thanked them for serving and let them know city staff is here to help them in any way possible.

D. COMMITTEE MEMBER AND STAFF INTRODUCTIONS

Committee members and staff introduced themselves to the group. Scott Mitnick told the group Lauren Daniels (not present), from the city's HR Department will be assisting Arecia Hester.

E. NEW BUSINESS

1. ADMINISTRATIVE ITEMS RELATED TO ESTABLISHING COMMITTEE

a. Committee Meeting Schedule

Jimmy Pete suggested meeting biweekly in November and December, and monthly starting at the beginning of 2021.

Barbara Voss will establish a calendar and add it to the next agenda for voting.

b. Selection of Chair and Vice Chair

The Committee will select a Chairperson and Vice Chairperson at the next meeting. Barbara Voss will send the Committee a link to bylaws from other Committees, Commissions, and Boards.

c. Initiate Discussion of Bylaws and Other Requirements

Assistant City Attorney David King explained that as members of a City Council appointed Committee, they are considered public officials. He reviewed rules, legal regulations and formalities that pertain to the Committee.

2. REVIEW OF INITIAL STUDY TOPICS AS PRESENTED TO CITY COUNCIL ON JULY 21, 2020 (Staff Report from the July 21, 2020 City Council Meeting is Attached)

- a. Public Safety (Review of Police Department policies, practices, training, diversity, etc.)**
- b. Citywide Organization (Review of City policies, practices, training, diversity, etc.)**
- c. Community At-large (Review of City demographic data, history, trends, etc.)**
- d. Local Economy (Review of private sector diversity policies, practices, training, etc.)**

Jimmy Pete reviewed the list of the initial study topics for which the Committee will be discussing, researching, and providing recommendations.

Avery Smith asked if the El Segundo for Black Lives list of demands presented to City Council are under the purview of the Committee to make recommendations.

Jimmy Pete explained that although some of the work to be done is connected to El Segundo for Black Lives it is not the primary purpose of the DEI Committee.

David King explained that subcommittees within a committee are often used to expedite the process. Subcommittees are created by the committee and a majority of the body has to agree on the members and subject matter.

Steven Wood asked to add an item to the next meeting's agenda for other items that should be addressed immediately, such as getting the kids back on the sports fields. Scott Mitnick said he will address Steven's concerns separate from the committee.

3. DISCUSSION OF THE CONCEPT "STRUCTURAL RACISM"

a. Video clips: Brown University Professor Patricia Rose: "How Structural Racism Works"

The Committee viewed the video clips and shared their perspectives and feedback about them.

4. READING AND DISCUSSION OF "CALL ME BY MY TRUE NAMES" POEM BY TICH NHAT HANH

Jimmy Pete asked the Committee to read the poem by Tich Nhat Hanh related to the Plum Village incident for discussion at the next meeting.

F. QUESTIONS

None

G. ADJOURNMENT

The next meeting is November 12, 2020 at 4:00 p.m. via Zoom Teleconferencing. Meeting was adjourned at 6:10 p.m.