



**AGENDA  
CITY OF EL SEGUNDO  
DIVERSITY, EQUITY, AND  
INCLUSION COMMITTEE**

**6:00 PM  
CITY HALL – EXECUTIVE CONFERENCE ROOM  
350 MAIN STREET  
EL SEGUNDO, CA 90245  
NOVEMBER 12, 2025**

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**MEMBERS OF DIVERSITY, EQUITY, AND INCLUSION COMMITTEE**

Christibelle Villena, Chairperson  
Sean O'Brien, Vice Chairperson  
Kelly Allen  
Emily Atmore  
Christina Silva  
Demorrio Wright  
La Ruth Wright  
Vacant (2)

The Diversity, Equity, and Inclusion Committee, with certain statutory exceptions, can only take action upon properly posted and listed agenda items. Any writings or documents given to a majority of the Diversity, Equity, and Inclusion Committee, regarding any matter on this agenda, that the City received after issuing the agenda packet are available for public inspection at the Checkout Building in Recreation Park, during normal business hours. Such documents may be posted on the City's website at <http://www.elsegundo.org/> and additional copies will be available at the meeting.

Unless otherwise noted in the agenda, the public can only comment on city-related business that is within the jurisdiction of the Diversity, Equity, and Inclusion Committee and/or items listed on the agenda during the Public Communications portion of the Meeting. The time limit for comments is five (5) minutes per person. Before speaking to the Diversity, Equity, and Inclusion Committee, please state: your name, residence, and organization/group you represent, if desired. Please respect the time limits.

***REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act and Government Code Section 54953(g), the City Council has adopted a reasonable accommodation policy to swiftly resolve accommodation requests. The policy can also be found on the City's website at <https://www.elsegundo.org/government/departments/city-clerk>. Please contact the City Clerk's Office at (310) 524-2308 to make an accommodation request or to obtain a copy of the policy.***

## CALL TO ORDER/ROLL CALL

**PUBLIC COMMUNICATION - (Related to City Business Only - 5-minute limit per person, 30-minute limit total)** *Individuals who have received value of \$50 or more to communicate to the **Diversity, Equity, and Inclusion Committee** on behalf of another, and employees speaking on behalf of their employer, must so identify themselves prior to addressing the **Diversity, Equity, and Inclusion Committee**. Failure to do so shall be a misdemeanor and punishable by a fine of \$250. While all comments are welcome, the Brown Act does not allow action on any item not on the agenda.*

### A. CONSENT

1. **Diversity, Equity, and Inclusion (DEI) Meeting Minutes – October 8, 2025**

Recommendation -

1. Approve DEI Regular Committee meeting minutes of October 8, 2025.
2. Alternatively, discuss and take other action related to this item.

### B. NEW BUSINESS

2. **Workplan 2026 Discussion**

Recommendation -

1. Discuss Workplan 2026.
2. Alternatively, discuss and take other action related to this item.

3. **DEI Monthly Memo**

Recommendation -

1. Discuss DEI Monthly Memo.
2. Alternatively, discuss and take other action related to this item.

4. **Candlelight Vigil Update**

Recommendation -

1. Receive and file the Candlelight Vigil Update.
2. Alternatively, discuss and take other action related to this item.

### C. UNFINISHED BUSINESS

5. **Joy Around the World Update**

Recommendation –

1. Discuss Joy Around the World Update.
2. Alternatively, discuss and take other action related to this item.

**6. Expectations between DEI and City Council**

Recommendation -

1. Discuss setting clear expectations between DEI and City Council.
2. Alternatively, discuss and take other action related to this item.

**7. Subcommittee Reports**

Recommendation -

1. Discuss subcommittee reports:
  - Community Relations
  - City Engagement
  - Data and Resources
2. Alternatively, discuss and take other action related to this item.

**8. Membership Recruitment Update**

Recommendation -

1. Discuss the Membership Recruitment Update.
2. Alternatively, discuss and take other action related to this item.

**9. EI Segundo Vision 2050 Update**

Recommendation –

1. Receive and file the EI Segundo Vision 2050 Update.
2. Alternatively, discuss and take other action related to this item.

**D. COMMENTS – RECREATION, PARKS, AND LIBRARY DIRECTOR**

**E. COMMENTS – COMMITTEE MEMBERS**

**F. COMMENTS – CITY COUNCIL LIASON**

**ADJOURNMENT**

POSTED

DATE: **11/6/2025**

TIME: **3:00 PM**

BY: **Viviann Gonzalez, Senior Administrative Specialist II**

REGULAR MEETING MINUTES OF THE EL SEGUNDO DIVERSITY, EQUITY, AND  
INCLUSION (DEI) COMMITTEE  
WEDNESDAY, OCTOBER 8, 2025

CALL TO ORDER – Chairperson Villena called the meeting to order at 6:02 pm

ROLL CALL

Chairperson Villena	-	Present
Vice Chairperson O'Brien	-	Present
Member Allen	-	Present
Member Atmore	-	Present
Member Green	-	Absent
Member Mitrovich	-	Present
Member Silva	-	Present
Member D. Wright	-	Absent
Member L. Wright	-	Absent

PUBLIC COMMUNICATIONS – (Related to City Business Only – 5-minute limit per person, 30-minute limit total)

Cristina Vasquez Fajardo, resident of El Segundo, provided public comment regarding the acceptance of the Hispanic Heritage Month Proclamation by Vice Chairperson O'Brien at the September 16 City Council meeting. She expressed concern over the handling of the matter at the City Council meeting and urged members to reflect more thoughtfully before speaking. She also called for a public acknowledgment and apology to Latino community members who felt dismissed as a result and requested that the committee consider implementing policies to prevent similar incidents in the future.

A. CONSENT CALENDAR:

1. MOTION by Vice Chairperson O'Brien, SECONDED by Member Atmore, approving Regular Committee meeting minutes of September 10, 2025, MOTION PASSED. 3/0. *Members Allen and Member Silva abstained as they were not yet members of the committee at the time of the meeting. Member Mitrovich abstained as she was not in attendance at that meeting.*

B. NEW BUSINESS

C. UNFINISHED BUSINESS

2. Joy Around the World

Chairperson Villena led the discussion on the upcoming Joy Around the World event by providing background information to the new members. She invited them to volunteer for the event's working group. Member Silva expressed interest in participating. Vice Chairperson O'Brien emphasized that the committee's role in this event is well established and included in the annual work plan.

### 3. Expectations between DEI and City Council

Chairperson Villena and Vice Chairperson O'Brien provided background information on the item to the new committee members. Chairperson Villena noted that she is scheduled to meet with Council members and asked the committee if there were any questions or suggestions they would like her to raise during those conversations. Vice Chairperson O'Brien suggested inquiring about the Council's expectations for proclamations, as there is no formal policy regarding how recipients should engage with them. He referenced his recent experience at a Council meeting, expressing that he felt he was unfairly cut off while speaking and did not feel supported by the Council. He also questioned why the DEI Committee is the only committee that has a City Attorney present at every meeting. Member Mitrovich proposed developing a guide, rather than a formal policy, for handling proclamations. She also suggested that City Council members rotate attendance at DEI Committee meetings to reduce the disconnect between Council and the committee. She encouraged Council members to attend DEI-sponsored events and volunteer at booths as part of community engagement. Member Atmore asked for clarification on whether proclamations are accepted on behalf of the city or as an individual. She also shared concerns about continuing to create proclamations, noting the negative experience of Vice Chairperson O'Brien and expressing that she does not want others to be put in a similar position. Deputy City Attorney Nvair Deukmejian and Chairperson Villena provided additional information.

Several committee members expressed disappointment in the city's decision to lower the flag to half-staff following the death of Charlie Kirk without consulting the committee, given the DEI-related nature of the incident. Chairperson Villena informed the committee that the city is in the process of developing a formal policy and procedure to ensure proper handling of similar situations in the future. Member Mitrovich asked whether the DEI Committee would have a role in shaping that policy. Member Allen followed up by asking whether there is an expectation for the Council to seek input from the committee before making such decisions. Chairperson Villena and Vice Chairperson O'Brien provided additional information.

Vice Chairperson O'Brien proposed the creation of a DEI memo to offer formal recommendations and guidance to the City Council. Deputy City Attorney Deukmejian provided additional information.

### 4. Subcommittee Reports (*Moved after Item C6*)

Chairperson Villena and Vice Chairperson O'Brien provided background and shared updates on the City Engagement Subcommittee. Vice Chairperson O'Brien discussed ongoing challenges in conducting outreach and research with large corporations. Member Mitrovich noted that these difficulties may be influenced by the current political climate and position of the current administration. Member Allen expressed interest in joining the subcommittee.

Chairperson Villena and Member Atmore provided background and shared updates on the Data and Resources Subcommittee. Member Atmore noted that

she has drafted new proclamations in recognition of Disabilities Awareness Month and American Indian Heritage Month.

Chairperson Villena provided background and an update on behalf of Member Green regarding the Community Relations Subcommittee. She announced that the United Against Hate Week event will take place on Wednesday, October 22<sup>nd</sup>, from 5:30 PM to 6:30 PM at the City Hall Courtyard and shared further details about the event.

5. Membership Recruitment Update (*Moved before Item C2*)

New and current members took a moment to introduce themselves to one another.

Chairperson Villena announced that Member Green's term will be concluding at the end of the month but intends to reapply. Member Mitrovich shared that she may need to step down from the committee, as her employer has issued an ultimatum regarding participation in external boards and committees.

6. El Segundo Vision 2050 (*Moved before Item C4*)

Chairperson Villena provided an update on the General Land Use Element Update Technical Advisory Committee (TAC) meeting focusing on the El Segundo Vision 2050 initiative. Member Mitrovich shared a brief overview of a recent event hosted by TAC at the library which was designed for children and aimed at engaging the community in the visioning process.

D. REPORTS – RECREATION, PARKS, AND LIBRARY DIRECTOR

Senior Administrative Analyst Khan Watson announced that this would be her final meeting as the Director of Recreation, Parks, and Library Aly Mancini will be resuming responsibility for leading the meetings moving forward.

E. REPORTS – COMMITTEE MEMBERS

Vice Chairperson O'Brien welcomed and thanked new members for joining the committee, expressing his enthusiasm to work together.

Member Silva inquired about the time commitment expected of active DEI Committee members, the typical meeting schedules for subcommittees, and how the recent federal actions regarding DEI programs might impact the City of El Segundo's DEI Committee.

Chairperson Villena announced that October is Filipino American History Month and shared her appreciation for the thoughtful brainstorming and collaboration demonstrated during the meeting.

F. REPORTS – CITY COUNCIL LIASON

None

Adjourned at 7:59 PM

*Viviann Gonzalez*

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Viviann Gonzalez, Senior Administrative Specialist II