



THE CITY OF SAN DIEGO

CITIZENS' EQUAL OPPORTUNITY COMMISSION

MEETING MINUTES

In-Person Meeting

Wednesday, April 5, 2023

6:00p.m. to 8:00 p.m.

**Civic Center Plaza– 2nd Floor – Conference Room 1
1200 Third Ave Suite #200, San Diego, CA 92101**

Item 1: CALL TO ORDER at: 6:11 p.m.

Item 2: ROLL CALL

Beth Kransberger, Chair (Absent)
Cinnamon Clark, Vice Chair
Kristine Custodio Suero
Eric Wilson

Susan Jester
Tony Teravainen
John-David Gonzales
Gemma Blain (Absent)

STAFF:

Christian Silva, Program Manager, Equal Opportunity Contracting
Alex Navarro, Supervising Management Analyst, Equal Opportunity Contracting
Desiree Morales, Senior Management Analyst, Equal Opportunity Contracting
Janely Villanueva Benitez, Administrative Aide I, Equal Opportunity Contracting

Item 3: APPROVAL OF THE MEETING MINUTES OF June 1, 2022:

Motion made by Vice Chair Cinnamon Clark.

Motion Seconded by Commissioner Kristine Custodio

Vote:

Chair Cinnamon Clark – Yay	Commissioner Custodio – Suero – Yay
Vice Chair Jester - Yay	Commissioner Teravainen – Yay
Commissioner Wilson – Yay	Commissioner Gonzales - Yay

Absent: Beth Kransberger, Chair and Commissioner Gemma Blain

Minutes for June 1, 2022: Pass unanimously

Item 4: New Commissioner Introductions

Commissioner Clark welcomes new commissioners Eric Wilson and John-David Gonzales

Item 5: Termed Out Commissioner Dan Ortiz

Item 6: Council District 4 & Council District 7 CEOC Meeting Guest Speaker Sanna Loando,
Director of Policy, District 7

Commissioner Wilson inquires about whether trans identification was an available option of self-identification in the Disparity Study.

Commissioner John-David Gonzales asks why Districts 4 & 7 were represented.

Guest speaker Sanna Loando mentions Council Member Monica Montgomery pushed for the Disparity Study to be completed.

Christian Silva steps in and mentions that all council members were all in for the disparity study, however Districts 4 and 7 have been taking the lead in working with EOC and all other Council Districts.

Commissioner Jester states what the overarching goal of the Disparity Study was. In addition, Commissioner Jester mentions that The City of San Diego did not have a study showcasing how the City was doing for over 30 years.

Guest Speaker Sana Loando states she is seeking preliminary feedback now that the disparity study has been conducted. Guest Speaker Loando also highlights that this study was a landmark for The City of San Diego even though the findings showed disparity issues within the city. Guest Speaker Loando mentions the importance of having the truest demographic data available and that the city needs to find ways to improve its data.

Commissioner Teravainen adds that he would be happy to hear if the Disparity Study is a priority.

Commissioner Custodio agrees with Commissioner Teravainen and asks about the intentions of District 4 & 7 for the continuity of the study?

Guest Speaker Sana Loando states that the Disparity Study should be done on a 3-to-5-year basis and that council members have asked for funding for a new disparity study. Additionally, Sana Loando states the importance of rallying troops and getting Council Members and mayor on board for a new disparity study.

Commissioner Clark asks whether we could expect to get the disparity study done this season?

Guest Speaker Sana states that a second disparity study is not a priority for some but is hoping it could be a line item with the commissioner's support.

Item 7: Discussion Items

- A. CEOC Quorum
 - a. Commissioner Clark stated the importance of giving staff a heads-up if unable to attend.
- B. Expiring Commissioner Terms & Vacancies
 - a. Commissioner Clark
- C. Agenda & Goal Setting
 - a. Commissioner Clark mentioned this item will be put on hold for the next meeting.
- D. Annual Retreat
 - a. Commissioner Clark inquires about when the annual retreat will be held.
 - b. Christian informs commissioners that he wants to begin having that conversation.

Item 8: Action Items

Item 9: Staff Updates

- A. Desiree Morales, Contract Compliance Officer, Equal Opportunity Contracting
 - a. EOC Program Update

- i. Christian Silva updates the Commissioners that the City has welcomed a new Chief Operating Officer, Eric Dargan. Additionally, Engineering and Capital Projects has welcomed Rania Amen as the new Director.
- ii. Christian additionally updated Commission that his team currently consist of five staff members and that he has been receiving lots of support from Council Members on the EOC reclassification. Personnel understands the urgency of expediting the reclassification process. Due to the reclassification, Christian mentions he is currently holding off on hiring new staff.
- iii. Commissioner Custodio asks how long the reclassification process is? and what can be done to improve EOC staff retention rates.
- iv. Christian also states that there have been changes to Division 36 and that Division 27 has been the focus of Council.
- v. Christian also shares that the first Procurement Academy was held back in November 2022 and lots of positive feedback was received. A second procurement Academy will be hosted in April 2023
- vi. Christian also provides commissioners with contracting updates. A&E consultant contracts have been updated, there are now mandatory goals for A&E Consultant contracts.
- vii. Christian also informed commission that the Purchasing and Contracting Department is looking to establish a bonding and technical program.

Item 10: Subcommittee Reports

Item 11: Chair Announcements (Chair Kransberger): None

Item 12: Non-Agenda Public Comment: None

Item 13: Adjournment at 8:05 p.m.

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Public Comment on an Agenda Item: If you wish to address the Commission on an item on today's agenda, please complete a speaker form (on the table near the door) and give it to the Commission's staff before the Commission hears the agenda item. You will be called at the time the item is heard.

Public Comment on Matters Not on the Agenda: You may address the Commission on any matter not listed on today's agenda. Complete a speaker form and give it to the Commission's staff. However, California's open meeting laws do not permit the Commission to discuss or take any action on the matter at today's meeting. At its discretion, the Commission may refer the matter to staff or committee.

Individual's comments are limited to three minutes per speaker. At the discretion of the Chair, if many people wish to speak on the same item, comments may be limited to a set period per item.