



CITIZENS' EQUAL OPPORTUNITY COMMISSION

MEETING MINUTES

Wednesday, August 05, 2026

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

City Administration Building – Committee Room (12th Floor)

202 C Street Suite 1200, San Diego, CA 92101

Item 1: CALL TO ORDER at 6:09 p.m.

Item 2: ROLL CALL

Cinnamon Clark, Chair

Moira Tan, Vice-Chair

Dr. Lola Adeyemo

Joseph Anthony Bustamante

Nicole Howard

Mark Jones

Rafael Evaristo Parra

STAFF:

Christian Silva, Program Manager, Equal Opportunity Contracting

Alex Navarro, Supervising Compliance Officer, Equal Opportunity Contracting

Desiree Morales, Senior Compliance Officer, Equal Opportunity Contracting

Jacqueline Zuno, Compliance Officer Trainee, Equal Opportunity Contracting

Item 3: APPROVAL OF THE MEETING MINUTES OF May 06, 2026:

Motion: Approve Minutes

Moved/Seconded: Bustamante / Jones

Vote: 7-0

Minutes for May 6, 2026, passed unanimously.

Item 4: Guest Speakers, Division of Race & Equity, Office of the Independent Budget Analyst

Kim Desmond, Director, and Helen Weldegheorgis, Program Manager, provided an overview of the Division of Race & Equity, Office of the Independent Budget Analyst, including its role, goals, and scope of work. They discussed their efforts to support City departments in developing Tactical Equity Plans (TEPs) and assessing budget implications. TEPs developed by City departments, including Purchasing & Contracting, are publicly available online.

Commissioners discussed prior contract award data and concerns regarding limited participation by certified contractors of color and women. Staff noted the importance of focusing on incremental progress, and identifying practical steps the Commission can take, including actionable recommendations.

Commissioners also inquired about the feasibility of a race and gender conscious program. City staff noted the legal and policy limitations as well as the need for additional data, including a disparity study or similar analysis, before considering potential changes. Staff noted that existing data does not fully account for all factors that may influence contract award outcomes.

Staff also noted the costs associated with an updated disparity study and the importance of advocacy during budget discussions, including consideration of funding for the Program Coordinator position to see implementation of recommendations.

Public Comment:

- Abdur Hameed, National President of the Black Contractors Association, raised concerns regarding barriers discouraging African American participation in City contracting.
- Jess Hawes, President of Black Contractors Association of San Diego, requested information on tracking contract change orders and noted that certification alone does not ensure access to City contracts.

Item 5: Commissioner Overview

Item tabled to the next meeting.

Item 6: Discussion Items

Item tabled to the next meeting.

Item 7: Staff Updates

- FY27 budget process has concluded; the Program Coordinator was among the positions eliminated.
- FY25 Statistical Fact Sheet
- New Contracting Award Database
- Vacancies are beginning to be approved for recruitment
- Efforts to unbundle contracts continue
- Attachments denote SLBE application figures (approvals, denials, and renewals)

Commissioner Howard provided context regarding an SDPD public survey on potential technology acquisitions and recent public comments at City Council meetings regarding policing technologies.

Motion: Request that City of San Diego Police Department procurement representatives attend a CEOC meeting to discuss some of its technology purchases and sole-source contracts, including the acquisition process and market research strategies.

Motion:	Approve Minutes
Moved/Seconded:	Howard / Tan
Vote:	7-0

Motion passed unanimously.

Item 8: Chair Announcements

Tan requested that Commissioners review the External Affairs Subcommittee document regarding recommendations. The item will be discussed at the next meeting.

Item 9: Non-Agenda Public Comment

N/A

Item 10: Adjournment at 7:59 p.m.

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