



**THE CITY OF
SAN DIEGO
CITIZENS' EQUAL OPPORTUNITY COMMISSION**

"IT IS THE PURPOSE AND INTENT OF THE CITY COUNCIL TO ESTABLISH A CITIZENS EQUAL OPPORTUNITY COMMISSION TO ADVISE AND INFORM ON A CONTINUING BASIS, THE MAYOR, CITY COUNCIL, MANAGER, CIVIL SERVICE COMMISSION AND OTHER AGENCIES OF THE CITY GOVERNMENT OF THE PROGRESS BEING MADE IN THE EQUAL OPPORTUNITY PROGRAM ADOPTED BY THE COUNCIL."

AGENDA

**Wednesday May 29, 2019
6:00 p.m. – 8:00 p.m.
City Administration Building
Committee/Closed Session Room
202 "C" Street, Suite 1200
San Diego, CA 92101**

Commissioner Jefferson will be participating remotely in the meeting by teleconference from Holiday Inn Laval – Montreal, 2900 Boulevard le Carrefour, Laval, QC H7T 2K9, Canada (EDT) in the Board Room Suite 535 in Opal Hall. This location will be available for any member of the public who wishes to participate in the meeting. Please note this location is in the Eastern Time Zone, so she will be participating at 6 p.m. or later, local time.

ITEM 1: CALL TO ORDER – ROLL CALL

ITEM 2: APPROVAL OF THE MEETING MINUTES OF April 3, 2019

ITEM 3: NON-AGENDA PUBLIC COMMENT

ITEM 4: GUEST SPEAKER(S)

ITEM 5: DISCUSSION ITEMS

A. Goal Setting Updates

1. Goal 1: Support Diversity Study Process
2. Goal 2: Develop a clear understanding of key stakeholders and process of inclusive hiring, purchasing and contracting toward better outcomes
3. Goal 3: Develop recommendations to improve processes for inclusive hiring, purchasing and contracting to reflect the demography of our community

B. Disparity Study

1. Overview & Planning Stage Support
2. Documents Discussion
3. FY20 Proposed Budget Review

- C. Inclusive Hiring & City Personnel Practices
 - 1. City of San Diego Wage Equity Study to Expand Diversity
- D. Council Committee Updates
 - 1. ED&IR – Commissioner Tony Teravainen
 - 2. Budget & Government Efficiency – Beth Kransberger
- E. Appointments & Vacancies – Status Update

ITEM 6: ACTION ITEMS

ITEM 7: STAFF UPDATES

- A. Paola Munoz Equal Opportunity Contracting (EOC), Associate Management Analyst
 - 1. EOC Program Update
- B. Cheryl Smoot, Equal Opportunity Contracting (EOC), Supervising Management Analyst
 - 2. Disparity Study Update

ITEM 8: CHAIR ANNOUNCEMENTS

ITEM 9: SUBCOMMITTEE REPORTS

ITEM 10: ADJOURNMENT

Accessibility: This information will be made available in alternative formats upon request as required by the Americans with Disabilities Act (ADA) by contacting Victoria Carrillo at 619-236-6108. Requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for auxiliary aids, services or interpreters, require different lead times, ranging from five business days to two weeks. Please provide as much advance notice as possible in order to ensure availability. Assistive Listening Devices are available upon request.

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 a large number of people wish to speak on the same item, comments may be limited to a set period of time per item