



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

AGENDA

Virtual Meeting

**Wednesday, February 2, 2022
6:00 p.m. to 8:00 p.m.**

The link to join the Meeting Webinar by computer, tablet, or smartphone is:

[https://sandiego.zoomgov.com/s/1607716897](https://sandiego.zoomgov.com/join/1607716897)

Or join by phone:

Dial (for higher quality, dial a number based on your current location):

US: +1 669 254 5252 or +1 669 216 1590 or +1 646 828 7666 or +1 551 285 1373 or 833 568 8864 (Toll Free)
Webinar ID: 160 771 6897

We need a quorum of six (6) to conduct business. If you will not be able to attend this meeting, please contact Damian Singleton at (619) 236-6048 or DSingleton@sandiego.gov by 12:30 p.m., Tuesday, prior to the meeting.

- Item 1: CALL TO ORDER: ROLL CALL**
- Item 2: APPROVAL OF THE MEETING MINUTES OF:** November 3, 2021
- Item 3: NON-AGENDA PUBLIC COMMENT:** ([Here](#))
- Item 4: GUEST SPEAKERS:** Claudia Abarca, Director, Purchasing & Contracting – Disparity Study Considerations to Implement
- Item 5: DISCUSSION ITEMS:**
- A. Disparity Study – Prioritizing Considerations to Implement
 - B. 2020 Civil Service Commission Personnel Department Equal Employment Opportunity Annual Report - <https://www.sandiego.gov/sites/default/files/csceeoreport.pdf>
 - C. March CEOC Meeting Guest Speaker: Kim Desmond, Chief of Race and Equity, Office of Administration
 - 1. Questions: What is the process at the management level for promotions? What are recruitment goals with regard to diversity in light of Prop 209? Have we looked at LAPD's model for equity in hiring and retaining diverse personnel?

2. Purview of CEOC – Possible Amendment to [Municipal Code Section 26.16](#)
 - (a) Purpose and Intent.

It is the purpose and intent of the City Council to establish a Citizens Equal Opportunity Commission to advise on a continuing basis, the Mayor, City Council, Manager, Civil Service Commission and other agencies of City government of the progress being made in the Equal Opportunity Program adopted by the Council.

D. CEOC Chair and Vice-Chair Elections

Item 6: ACTION ITEMS:

A. CEOC Chair and Vice-Chair Elections

Item 7: STAFF UPDATES:

- A. Damian Singleton, Supervising Management Analyst, Equal Opportunity Contracting
 - EOC Program Update

Item 8: CHAIR ANNOUNCEMENTS:

- A. [Budget & Government Efficiency Committee \(B&GEC\)](#)
 - a. February 2, 2022 at 9:00 a.m.
 - b. March 2, 2022 at 9:00 a.m.
- B. [Economic Development & Intergovernmental Relations Committee \(ED&IR\)](#)
 - a. February 9, 2022 at 2:00 p.m.
 - b. March 9, 2022 at 2:00 p.m.

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 Damian Singleton at 619-236-6048. 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.