



THE CITY OF SAN DIEGO  
CITIZENS' EQUAL OPPORTUNITY COMMISSION

AGENDA

Virtual Meeting

Wednesday, March 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/j/1619611139>

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

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*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](mailto: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 ANNUEAL RETREAT MEETING MINUTES OF:** January 19, 2022
- Item 3:**        **APPROVAL OF THE MEETING MINUTES OF:** February 2, 2022
- Item 4:**        **NON-AGENDA PUBLIC COMMENT:** ([Here](#))
- Item 5:**        **GUEST SPEAKERS:** Kim Desmond, Chief of Race and Equity, Office of Administration
- Item 6:**        **DISCUSSION ITEMS:**
- A. Goal Setting
  - B. 2020 Civil Service Commission Personnel Department Equal Employment Opportunity Annual Report - <https://www.sandiego.gov/sites/default/files/csceoreport.pdf>
  - C. March CEOC Meeting Guest Speaker: Kim Desmond, Chief of Race and Equity, Office of Administration
1. Question: 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.

**Item 7: ACTION ITEMS:**

**Item 8: STAFF UPDATES:**

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

**Item 9: CHAIR ANNOUNCEMENTS:**

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

**Item 10: SUBCOMMITTEE REPORTS:**

**Item 11: 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.