



THE CITY OF SAN DIEGO

CITIZENS' EQUAL OPPORTUNITY COMMISSION

MEETING MINUTES

Wednesday, August 5, 2020

Online Virtual Meeting

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CALL TO ORDER at: 6:02 p.m.

ROLL CALL:

Kristine Custodio, Chair
Beth Kransberger, Vice Chair
Cinnamon Clark
Susan Jester

Dan Ortiz
Rafael Ortiz
Tony Teravainen
Gemma Blain

STAFF:

Christian Silva, Program Manager, Equal Opportunity Contracting
Cheryl Smoot, Supervising Management Analyst, Equal Opportunity Contracting
Damian Singleton, Senior Management Analyst, Equal Opportunity Contracting
Maria Aleman, Associate Management Analyst, Equal Opportunity Contracting

NON-AGENDA PUBLIC COMMENT: None

APPROVAL OF: MEETING MINUTES OF [July 1, 2020](#) : Passed unanimously

Motion made by Commissioner Rafael Perez, seconded by Commissioner Gemma Blain

Commissioner Kransberger – Yay
Commissioner Blain – Yay
Commissioner Clark – Yay
Commissioner Jester – Yay

Commissioner Ortiz – Yay
Commissioner Perez – Yay
Commissioner Teravainen – Yay

Item 4: DISCUSSION ITEMS

A. Introduction: Christina Gauger, Interim Director, Purchasing and Contracting

B. Disparity Study Updates

- BBC Research and Consulting (BBC) is currently analyzing the data and all the contractual requirements over the past five (5) years.

- BBC sent out flyers to various community members announcing that they'll be contacting them.
- The City of San Diego may send out an email blast to notify businesses that in the event they are contacted by BBC/Action Research to not disregard.
- Commissioner Kransberger asked if the commissioners can coordinate with senior staff of Council Member to ensure they have the resource they need to push this information to their constituents.
- Commissioner Custodio asked who Action Research is and how were they selected. Action Research is an SLBE certified firm that was picked by BBC to be a part of their team.

C. Research: Municipalities That Employs a Chief Diversity Officer (CDO)

- Commissioner Kransberger indicated that as of August 2020, 1/4 of the major U.S. cities (25% of the 200 largest cities/municipalities in the U.S.) have CDOs.
- Chicago has hired their first CDO who started last month (July).
- New York is in discussion with their potential CDO hire.
- Boston has such a position.
- Mayor Eric Garcetti appointed Brenda Shockley as Deputy Mayor of Economic Opportunity & Chief Equity Officer.
- Commissioner Blain would like to route information to staff that shows how the purview of each CDO from different municipalities differentiates from one another. Some CDOs have purview of their Supplier Diversity Program and not just talent development and acquisition as it relates to inclusion.
- Commissioner Kransberger asked which departments and divisions was measuring equity and inclusion issues? The Commission may want to work collaboratively with other functioning units.
- Commissioner Teravainen asks what the title of the position the mayor requested? Who will be responsible for creating the job description for this person? Several agencies would like to have input into creating the role for this position.
- Commissioner Jester asked if Philadelphia was included in Commissioner Kransberger's research and if they have a CDO? Commissioner Blain responded, "they do!"

D. Pure Water Program Updates

- Pure Water Program is back up and running.
- 1st Pure Water Project to be advertised is the "North City Pure Water Facilities"

- Project Labor Agreement (PLA) Negotiations complete. A PLA will be included in each of the Pure Water Phase 1 construction contracts.
- Disadvantaged Business Enterprises (DBE) “carve out” for subcontractors. (Inclusive of DBE, MBE, WBE, SLBE, ELBE)
- The City of San Diego seeks the most minimal impact possible to DBEs via PLA.
- \$1.3B Pure Water Program
- Commissioner Kransberger would like to know what the mechanism for monitoring and enforcement of DBEs that were built into the PLA?
- Parsons helped develop the City of San Diego’s PLA. Los Angeles has also just wrapped up their own PLA.
- A few months ago, a report was released by the City Auditors Office. One firm has been suspended, pending debarment. The other firm will have their hearing later.
- Commissioner Tervainen asked if there was concern in Public Works about the inability to get services performed by losing two exclusive enough contractors to the City.
- Where either firm registered as minority-owned or woman-owned businesses?
- Commissioner Perez asked if there was a memo distributed to other contractors, putting them on notice regarding the City’s findings per the report released by the Auditor’s Office?
- Commissioner Blain asked if there was any disciplinary action or repercussion taken with the employee that was accepting gifts from contractors.

STAFF UPDATES

1. Damian Singleton, Equal Opportunity Contracting (EOC), Senior Management Analyst
 - EOC Program Update

CHAIR ANNOUNCEMENTS

1. Current Commission Vacancies – 4
2. Succession Planning

ADJOURNMENT at 6:52 p.m.

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