



DEI Committee

DIVERSITY, EQUITY & INCLUSION

CITY COUNCIL MEETING – FEBRUARY 17, 2026

EL SEGUNDO DEI PURPOSE

The DEI Committee aims to inspire and activate efforts to integrate diversity, equity and inclusion into City of El Segundo decisions, service-delivery and policies to improve the well-being of all our communities. We commit to:

- Listening and advising with an equity lens as we help foster a healthy, just, and inclusive El Segundo, instilling a sense of understanding, healing, and belonging for all who live, work and play here.
- Engaging the community and holding ourselves accountable to acknowledge and correct historical inequities and current disparities, and change outdated, harmful narratives.
- Moving forward with urgency and purpose, allyship and collaboration, to support transparent and actionable solutions that will remedy these inequities and serve our diverse community.

CITY STRATEGIC PLAN PRIORITIES

The City Council determined its top priorities during the strategic planning session held on April 30th, 2024. The priorities are intended to convey the City Council's collective top areas of focus for Fiscal Year 2024-25.

GOAL 5 STRATEGY C

Implement strategic initiatives to attract new businesses and foster business to business networking and collaboration to retain and grow existing businesses.

GOAL 5 STRATEGY D

Implement community planning, land use, and enforcement policies that encourage growth while preserving El Segundo's quality of life and small-town character.

GOAL 4 STRATEGY A

Enhance staff recruitment, retention, and training to ensure delivery of unparalleled City services and implementation of City Council policies.

GOAL 1 STRATEGY A

Seek opportunities to implement and expedite the projects in the Capital Improvement Program and ensure that City-owned infrastructure is well maintained including streets, entryways, and facilities.

GOAL 1 STRATEGY B

Seek opportunities to implement the use of innovative technology to improve services, efficiency, and transparency.

GOAL 2 STRATEGY A

Comprehensively address the unsheltered homeless population.

ALIGNMENT

The 2026 DEI workplan supports the City's goals by promoting:

- Increased sense of belonging, safety, connection, and quality of life for our residents and businesses
- More understanding of El Segundo's history, its impact today, and its relevance for moving forward
- Greater responsiveness through policies, initiatives, and support that meet diverse needs across the City
- Stronger decision-making, community trust, and diverse leadership
- Improved employee engagement, retention, and productivity

MULTI-YEAR GOALS	
	GOAL 1 Develop and Maintain Quality Infrastructure and Technology
	GOAL 2 Optimize Community Safety and Preparedness
	GOAL 3 Deliver Solution-Oriented Customer Service, Communication, Diversity, Equity, and Inclusion
	GOAL 4 Promote and Celebrate a Quality Workforce Through Teamwork and Organizational Excellence
	GOAL 5 Champion Economic Development and Fiscal Sustainability

The DEI Committee's work aligns with City Strategic Priorities

MEMBERS OF THE DEI COMMITTEE

Of the nine seats on the DEI Committee, seven are currently filled and two are open. Quorum is four at this time, and five when we have 8+ members.

Committee Member	Start	End
Chairperson Christibelle Villena	October 2020	October 2027
Vice-Chair Sean O'Brien	June 2024	October 2026
Kelly Allen	October 2026	October 2028
Emily Atmore	December 2022	October 2027
Valerie Green (pending)	February 2023	October 2025
Demorrio Wright	October 2026	October 2028
La Ruth Wright	August 2025	October 2027

2026 SUBCOMMITTEES



CIVIC OUTREACH

Kelly Allen

Sean O'Brien

Valerie Green (pending)



COMMUNICATIONS

Emily Atmore

Demorrio Wright

La Ruth Wright



EVENTS

La Ruth Wright

Demorrio Wright

Emily Atmore



CIVIC OUTREACH

*LEAD: Kelly Allen
TEAM: Sean O'Brien
and Valerie Green (pending)*

CIVIC OUTREACH



Purpose:

Build an evidence-based understanding of who lives and works in the community, what barriers exist, and where targeted inclusion efforts will have the greatest impact—by combining local history/research with direct resident and business listening.

2026-2027 CIVIC OUTREACH WORK PLAN DELIVERABLES

TIMING	DELIVERABLE
Q1 2026 – Q3 2026	Survey El Segundo-based businesses (small, mid, large) to learn more about ways to increase their sense of belonging in El Segundo
Q2 2026 – Q1 2027	Explore gaps and opportunities to increase inclusivity throughout City events and facilities for residents/visitors with disabilities.
Q4 2026 – Q1 2027	Design and manage an award recognizing a student, adult, and business for achievements in diversity, equity and inclusion.
ONGOING	Review and analysis of City demographics, employee surveys and other data. Liaison to the Vision 2050 Task force and other City committees/groups that benefit from a DEI perspective.



COMMUNICATIONS

*LEAD: Emily Atmore
TEAM: Demorrio Wright,
& La Ruth Wright*

COMMUNICATIONS



Purpose:

Explore community awareness and educational opportunities, and provide clear, consistent, and equitable public-facing DEI guidance to City Council, including proclamations, holidays and other DEI-related recognition that are meaningful, accessible, and aligned with community needs and City priorities.

2026-2027 COMMUNICATIONS WORK PLAN DELIVERABLES

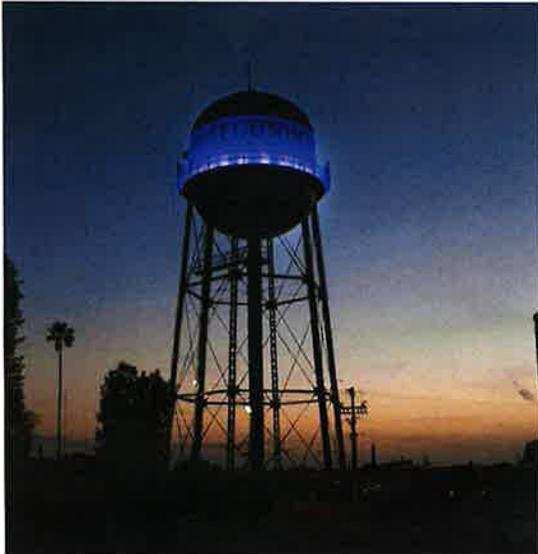
TIMING	DELIVERABLE
Q1 2026	Deliver a full year of proclamation packages by month, including draft proclamation language, recommended groups/residents to accept, and resources (book displays, film/TV, websites, etc.)
Q2 2026 – Q4 2026	Explore ways to increase awareness and education around El Segundo’s history as it relates to DEI
Q2 2026 – ONGOING	Quarterly update memo to City Council (April, July, September, January)
ONGOING	Compilation of resources offered on the City website with DEI trainings, videos, articles, books, movies, documentaries, trainings, workshops, websites and other helpful information for the City/community to access and use.



EVENTS

*LEAD: La Ruth Wright
TEAM: Demorrio Wright
& Emily Atmore*

EVENTS



Purpose:

Strengthen community belonging through well-produced, inclusive events and trusted partnerships—ensuring events are accessible, collaborative, and connected to measurable DEI outcomes, while creating consistent channels for community briefings and recognition.

2026-2027 EVENTS WORK PLAN DELIVERABLES

TIMING	DELIVERABLE
Q2 2026 – Q3 2026 & 2027	Plan United Against Hate Week 10/18-24/2026 and
Q2 2026 – Q4 2026 & 2027	Support other events such as Juneteenth 6/19/2026, Gundo Pride 6/28/2026, and Joy Around the World 12/4/2026
Q4 2026 – Q1 2027	Prepare to host one community event in 2027 in partnership with Chiefs of Police and Fire. Brainstormed topics include how we are addressing bias through public safety or innovative tools for de-escalation.
ONGOING	Liaison to the South Bay Community Coalition Against Hate. Meet with Chiefs of Fire and Police about how we might support past/existing efforts (i.e. Fired UP Girls Camp) and other needs.

2026 WORK PLAN BY QUARTER

SUBCOMMITTEE	DELIVERABLE	Q1	Q2	Q3	Q4
Communications	CITY: Deliver a full year of proclamation packages by month, including draft proclamations, social media posts, email blurbs, recommended groups/residents to accept, and resources.	X			
Communications	COMMUNITY: Increase awareness and education around El Segundo and DEI. Ideas include a presentation on El Segundo's history and its impact/relevance on the City today and tomorrow or on past practices such as redlining and subprime lending in partnership with a local group/resident (such as a realtor).		X	X	
Communications	CITY: Establish a quarterly DEI update memo to City Council (April, July, September, January).		X	X	X
Communications	ONGOING: Compilation of resources for City/community to access and use.	X	X	X	X

SUBCOMMITTEE	DELIVERABLE	Q1	Q2	Q3	Q4
Event Engagement	COMMUNITY: United Against Hate Week 10/18-24/2026.		X	X	
Event Engagement	COMMUNITY: Support other community events such as Juneteenth 6/19/2026, Gundo Pride 6/28/2026, and Joy Around the World 12/4/2026.	X	X	X	X
Event Engagement	PUBLIC SAFETY: Prepare to host one community event in partnership with Chiefs of Police and Fire.				X
Event Engagement	ONGOING: Liaise with South Bay Community Coalition Against Hate. Meet with Chiefs of Fire and Police about how we might support past/existing efforts (i.e. Fired UP Girls Camp) and other needs.	X	X	X	X

SUBCOMMITTEE	DELIVERABLE	Q1	Q2	Q3	Q4
Civic Outreach	DATA: Survey El Segundo-based businesses (small, mid, large) to increase their sense of belonging in El Segundo. Team will share a report on findings/recommendations.	X	X	X	
Civic Outreach	COMMUNITY: Explore gaps and opportunities to increase inclusivity throughout City events and facilities for residents/visitors with disabilities.		X	X	X
Civic Outreach	RECOGNITION: Design and manage an award for achievements in diversity, equity and inclusion.				X
Civic Outreach	ONGOING: Review and analysis of City demographics, employee surveys and other data. Liaison to the Vision 2050 Task force and other City committees/groups that benefit from a DEI perspective.	X	X	X	X



Thank You

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