



**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, April 3, 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**

ITEM 1: CALL TO ORDER – ROLL CALL

ITEM 2: APPROVAL OF THE MEETING MINUTES OF MARCH 6, 2019

ITEM 3: NON-AGENDA PUBLIC COMMENT

ITEM 4: GUEST SPEAKER(S)

ITEM 5: DISCUSSION ITEMS

A. Goal Setting Updates

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

B. Disparity Study

- a. Overview & Planning Stage Support

C. City Hiring & Personnel Practices Inclusion into Disparity Study

D. Council Committee Updates

- a. ED&IR – Commissioner Tony Teravainen
- b. Budget & Government Efficiency – Beth Kransberger

E. Appointments & Vacancies - Status Update

ITEM 6: ACTION ITEMS

- Quorum & Teleconferencing Brown Act Requirements

ITEM 7: STAFF UPDATES

- A. Paola Munoz Equal Opportunity Contracting (EOC), Associate Management Analyst
 - a. EOC Program Update

ITEM 8: CHAIR ANNOUNCEMENTS

ITEM 9: SUBCOMMITTEE REPORTS

ITEM 10: ADJOURNMENT

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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