

## DEI Committee Selection Process

### Phase 1

The City received 69 applicants for the Diversity, Equity and Inclusion (DEI) Committee. The applications submitted can be found [here](#).

DEI Consultant, Mr. Jimmy Pete, reviewed the applications based on the following criteria:

1. Level of detail in the responses
2. Education and training related to Diversity, Equity and Inclusion
3. Applicant's perspective on diversity
4. Adherence to the criteria in the [July 21 City Council report](#): Resident of El Segundo, Student of a public or private high school in El Segundo, El Segundo property owner, Employed by a business located in El Segundo.

Mr. Pete selected the top 36 candidates.

The candidates who were selected for an interview were contacted and invited for an interview. Mr. Pete called each candidate who was not selected to let them know and answer any questions they may have.

### Phase 2

Zoom Interviews were conducted on 9/8/20 and 9/9/20. Each candidate was asked the following questions:

1. What brought you to the City of El Segundo?
2. What is your historical / current relationship with the City; and how long have you been here?
3. What is your motivation for being on the DEI Committee?
4. What concerns do you have about the DEI Committee?
5. What concerns do you have about El Segundo's past, present or future?
6. What is your vision for this committee's role in support of the community of El Segundo?
7. Tell us something we should know about you (that could be about your work; your family life; your education, experience or exposure to the issue of Diversity, Equity and Inclusion).

Based on the applicants' responses, Mr. Pete is recommending 20 candidates for an interview with City Council.

### Phase 3

City Council interview questions and selection criteria are being developed. City Council interviews are being scheduled. Dates for City Council interviews will be available on the City's website [here](#). The goal is to schedule two Special City Council Meetings during the weeks of September 21 and September 28. It is anticipated that the nine members of the DEI Committee will be confirmed at the regular City Council Meeting on October 6.