



# AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

MARCH 30 , 2021



# AD HOC DEI COMMITTEE

- Welcome by Mayor Khan and Vice Mayor Kim
- Overview of Committee's Five Focus Areas by Mayor Khan
  1. City employment
  2. City contracting
  3. Hate crimes / incidents
  4. City's diversity campaign
  5. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

# INTRODUCTIONS & CHAIR/CO-CHAIR

- Committee Introductions
- Committee Chair/Co-Chair

Mayor and Vice Mayor appointees serve as Chair/Co-Chair for first 6 months, then the Committee will re-evaluate the selection





# COMMITTEE OVERVIEW

## Committee Overview

- ✓ Ad Hoc (Temporary) Committee
- ✓ Quarterly Meetings: March, June, September, December
- ✓ Purpose: Committee "will provide input on the needs of the community [in the five focus areas mentioned earlier], and advise the Council in meeting the aforementioned goals." (from resolution)



## CONTEXT: CITY DEMOGRAPHICS

### Ethnicity

- Asian 42.8%
- White/Caucasian 39.3%
- Hispanic 10.4%
- Other 5.3%
- African American 2.2%

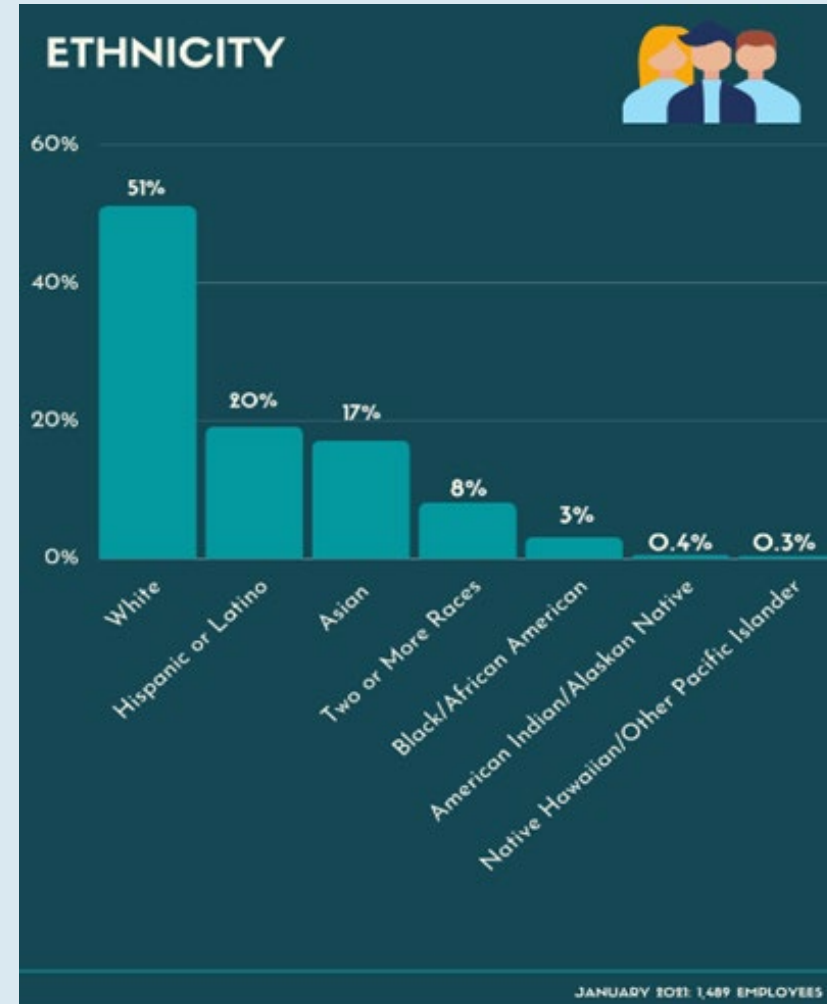
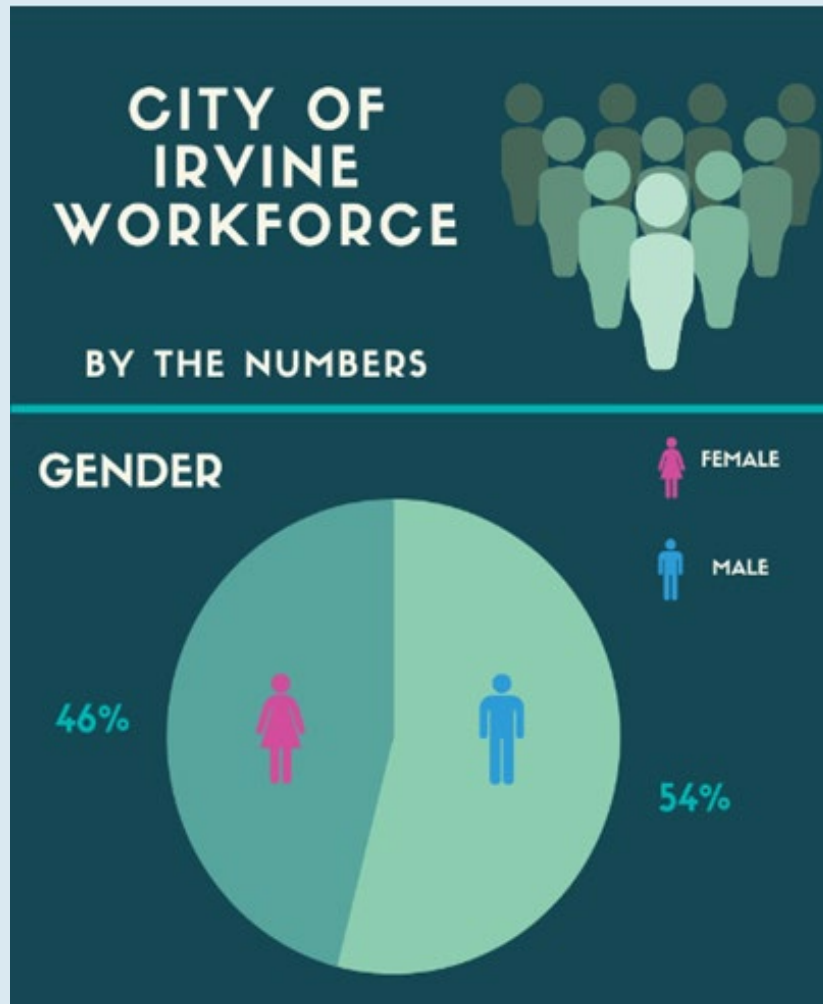
U.S. Census Bureau American Community Survey 2019

### Gender

- Female 51%
- Male 49%

U.S. Census Bureau QuickFacts 2019

# I. CITY EMPLOYMENT – DEMOGRAPHIC DATA



# I. CITY EMPLOYMENT – RECRUITMENT EFFORTS

## LinkedIn Groups & Advertisements



### Statewide

- California Hispanic Chambers of Commerce
- Women in Government
- League of Cities African American Caucus
- League of Cities Asian Pacific Islander Caucus
- League of Cities Latino Caucus
- League of Cities LGBTQ Caucus
- League of Cities Women's Caucus
- Stars and Stripes Veteran Job Center
- Women in Transportation Services

### Countywide/Regional/Local

- OC Hispanic Chamber of Commerce
- OC Asian Business Association
- OC Vietnamese Chamber of Commerce
- OC Filipino American Chamber of Commerce
- Young Black Professionals of Orange County
- LGBTQ Center Orange County
- Orange County Asian American Bar Association
- United American Indian Involvement – LA
- Southern California Minority Supplier Development
- Association of Latino Professionals – LA
- Latina Professionals – LA
- Latinx Professionals – LA
- Latino Professionals – LA
- Hispanic Heritage Foundation
- Black Women in Technology – LA
- Los Angeles Urban League
- CASA of LA
- Hispanic Public Relations – LA
- Great LA African American Chamber of Commerce
- Iranian American Woman Association - Irvine

# I. CITY EMPLOYMENT – ENHANCEMENTS TO PROGRAMS & POLICIES

## Enhance Application Process

- Review screening process for applicants to ensure underrepresented groups are not overlooked
- Expand number of bilingual employees
  - Currently 82 certified bilingual employees speak the following: Cantonese, Farsi, Italian, Korean, Mandarin, Spanish, and Vietnamese

## Improve Hiring Policies & Benefits

- Provide translation services to applicants
- Ensure interview panels include underrepresented groups
- Expand job fair presence at universities
- Provide parental leave opportunities



## Strengthen Retention Process

- Facilitate diversity and inclusion training throughout the organization
- Engage employees through organizational, professional, and personal development representing all groups
- Develop youth engagement programs to engage civic interest in government careers



## 2. CITY CONTRACTING

### Disadvantaged Business Enterprise (DBE)

- DBEs are for-profit small businesses where socially and economically disadvantaged individuals own at least a 51% interest and also control management and daily business operations.

African Americans

Hispanics

Native Americans

Asian-Pacific and  
Subcontinent Asian Americans

Women

## 2. CITY CONTRACTING

### Data We Don't Have But Are Currently Collecting

- Vendor DBE Profiles
- Broad DBE Vendor Contract Award Data
- City of Irvine (COI) DBE Businesses

### Data Collection Results

- Vendor Data and Reports Anticipated In 30-Days
- COI DBE Business Data Anticipated In 60-Days

## 2. CITY CONTRACTING

### Current Resources and Outreach

- Online Doing Business Guide
- Online DBE Resource Guide
- Notify DBE Good Faith, Inc. of Bidding Opportunities
- Pre-bid Meeting Networking

## 2. CITY CONTRACTING

### Getting the Word Out

- Multilingual Infomercial Videos (currently in process)
- Social Media
- Targeted Associations



## 2. CITY CONTRACTING

### Working Towards More Direct Engagement

- Targeted Outreach and Meetings with Business Associations
- Monthly Online Webinars
- Targeted Vendor Training

## 2. CITY CONTRACTING

### Current Contracting Policies

- Disadvantage Business Enterprise (DBE) and Small Business (SB) Program
- Local Vendor Preference
- Prevailing Wages
- Covenant Against Discrimination

## 2. CITY CONTRACTING

### Current Insurance Resources Available to Certified DBE

- California Unified Certification Program (CUCP)
- Small Business Association (SBA)
- Cornerstone Group
- Limited Coverage Insurance

## 2. CITY CONTRACTING

### Recommended Changes to Contracting Policies

- Modify Local Vendor Preference
- Target DBE for Public Work Projects with Values up to \$60,000
- Expand and Post Covenant Against Discrimination



## 2. CITY CONTRACTING

### Learning, Understanding, and Addressing Possible Barriers

- Complicated and lengthy contracts and bidding templates
- Obtaining Insurance and Bonding
- Networking
  - Role of Local Groups
- Outreach through Business License

### 3. POLICE OFFICER DIVERSITY

Ethnicity	Sworn	Percentage
2 or more	10	4%
Afghanistan	1	<1%
Asian	26	12%
Black	4	2%
Hawaiian/Pacific Islander	1	<1%
Hispanic	33	15%
Iranian	1	<1%
Iranian/Egyptian	1	<1%
Pakistan	1	<1%
White	147	65%
Total	225	

Gender	Sworn	Percentage
Female	36	16%
Male	189	84%
Total	225	

### 3. PROFESSIONAL STAFF DIVERSITY

Ethnicity	Non-Sworn	Percentage
2 or more	10	5%
Asian	19	9%
Black	1	<1%
Hawaiian/Pacific Islander	1	<1%
Hispanic	36	16%
Ind/Alaskan	1	<1%
White	153	69%
Total	221	

Gender	Non-Sworn	Percentage
Female	149	67%
Male	72	33%
Total	221	

### 3. FOREIGN LANGUAGES

Language	Non-Sworn	Sworn	Grand Total
Farsi		3	3
Italian	1	1	2
Korean		6	6
Mandarin	2	3	5
Romanian		1	1
Russian	1		1
Spanish	5	13	18
Tagalog		1	1
Vietnamese	1	2	3
<b>Grand Total</b>	<b>10</b>	<b>30</b>	<b>40</b>



# RECRUITING

- New Recruiting Initiative Underway
- Recruiting in Multiple Languages
- Recruitment Video in Production

**IRVINE**  
팀으로 오세요  
IrvinePDRecruitment@cityofirvine.org  
949-724-7142

A photograph of a smiling female Irvine Police Officer in uniform, standing next to a police car. The officer is wearing a dark blue uniform with a patch on the sleeve that reads "POLICE" and "IRVINE".

欢迎加入  
尔湾警队  
IrvinePDRecruitment@cityofirvine.org  
949-724-7142

A photograph of a smiling female Irvine Police Officer in uniform, standing next to a police car. The officer is wearing a dark blue uniform with a patch on the sleeve that reads "POLICE" and "IRVINE".

### 3. HATE CRIMES & HATE INCIDENTS

*“It’s more than a criminal issue. It’s a social or cultural issue that needs to be addressed if you want a cohesive, or at least decent, community.” – Van Tran*



### 3. HATE CRIME VERSUS HATE INCIDENT

- A hate incident is behavior that is motivated by hate or bias towards a person's actual or perceived disability, gender, nationality, race or ethnicity, religion or sexual orientation but is not criminal in nature. Typically, these behaviors are protected by the First Amendment right to freedom of expression.
- In California, a hate crime is defined as a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: disability, gender, nationality, race or ethnicity, religion, sexual orientation, or association with a person or group of persons with one or more of the preceding actual or perceived characteristics.
- IPD policy mandates a report be taken for both hate crimes and hate incidents.

### 3. HATE CRIMES

Hate Crimes by Bias	2016	2017	2018	2019	2020	Total
Anti-African American	1	1	1	1	4	8
Anti-Arab		1		1		2
Anti-Asian		2		1	1	4
Anti-Catholic						0
Anti-Caucasian					1	1
Anti-Gay				2		2
Anti-Hispanic				1		1
Anti-Jewish			1	1		2
Anti-Muslim					1	1
Anti-Native American	1					1
<b>Grand Total</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>7</b>	<b>22</b>
Arrest Made	1	3		1	3	8
Case Cleared through Investigation		1		3		4
Total Clearance Rate						55%



### 3. HATE INCIDENTS

Hate Incidents	2016	2017	2018	2019	2020	Total
Anti-African American			2	2	7	11
Anti-Arab		1	1	2	1	5
Anti-Asian					3	3
Anti-Gay				1		1
Anti-Hispanic		1			1	2
Anti-Jewish	1	2	2	6	6	17
Anti-Muslim		1				1
<b>Grand Total</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>11</b>	<b>18</b>	<b>40</b>

### 3. REPORTING HATE CRIMES & HATE INCIDENTS

#### Contact Irvine Police Directly

- 911 for crimes in progress
- 724-7200 for non-emergencies
- Available to English and non-English speakers

#### Hate Crime Reporting Portal

- Multiple languages
- Option to remain anonymous

증오 범죄 또는 증오 사건을 신고 할 때 무엇을 기대할 수 있습니까?

Irvine 경찰서에 직접보고하는 경우, 전문적이고 인정받은 경찰관이 조사를 수행하기 위해 귀하의 위치로 출동합니다. 경찰관은 귀하의 경험에 대해 질문하고 법적 효력이 있는 증거를 수집하며 앞으로 경찰 보고서에 발생한 일을 문서화합니다.

신고하는 사실이 증오 범죄의 법적 정의를 충족하는 경우 범죄 수사가 시작됩니다. 이로 인해 직접 관련된 용의자가 체포되고 오렌지 카운티 지방 검사실에서 기소 될 수 있습니다.

사건이 증오 범죄의 법적 정의를 충족하지 않는 경우에도 증오 사건을 둘러싼 상황을 문서화하기 위해 경찰 보고서가 작성됩니다.

증오 범죄를 막기 위해 무엇을 할 수 있습니까?






법 집행 기관, 지방 정부, 학교, 종교 단체 및 지역 사회 단체를 포함하는 증오 범죄 네트워크를 구축하여 예방 및 시민 인식을 촉진합니다. 증오 범죄, 증오 사건 및 증오 발언의 차이점을 식별하고 각각에 관련된 법률을 알아 봅니다.



증오 범죄 및 증오 사건 피해자가 이용할 수 있는 정보는 (Orange County)?

Orange County Human Relations는 증오 범죄 및 증오 사건의 피해자가 이용할 수 있는 사용 가능한 포괄적인 정보목록을 유지하고 관리합니다. 다음 웹 사이트에서 자세한 정보를 찾을 수 있습니다.


[ochumanrelations.org/hatecrime/hate-crime-resources/](https://ochumanrelations.org/hatecrime/hate-crime-resources/)

소셜 미디어를 통해 우리와 소통하세요

 [facebook.com/irvinepd](https://facebook.com/irvinepd)  [instagram.com/irvinepolice](https://instagram.com/irvinepolice)  [twitter.com/irvinepolice](https://twitter.com/irvinepolice)  [youtube.com/user/irvinepolice](https://youtube.com/user/irvinepolice)  [nextdoor.com/agency-detail/ca/irvine/irvine-pd/](https://nextdoor.com/agency-detail/ca/irvine/irvine-pd/)

 **IRVINE POLICE DEPARTMENT**  
1 Civic Center Plaza • Irvine, CA 92606 • 949-724-7000 • [irvinepd.org](https://irvinepd.org)  
In Partnership with the Community 

증오 범죄 및 증오 사건 신고



### 3. PARTNERSHIPS AND OUTREACH

- Anti-Defamation League
- South Coast Chinese Cultural Center
- Homeowners Associations
- Houses of Worship
- Islamic Center of Irvine
- Jewish Community Center
- Korean American Law Enforcement Association
- Orange County Human Relations
- Stop AAPI Hate
- Schools – UCI, IVC, Concordia, IUSD, TUSD
- Chamber of Commerce
- OCAPICA
- OC Asian Chamber of Commerce
- Abrazar



## 4. CITY'S DIVERSITY CAMPAIGN – WE ARE IRVINE

### Collateral

- We Are Irvine website  
**weareirvine.org**
- Campaign logo
- Video
- Social media graphics in six threshold languages





## 4. CITY'S DIVERSITY CAMPAIGN – WE ARE IRVINE

### Outreach

- Banners
- News articles
- Multilingual Q&A with Councilmembers
- Campaign booklet
- OCGP balloon
- Social media contests



## 4. CITY'S DIVERSITY CAMPAIGN – WE ARE IRVINE

### Community Events

- Irvine Global Village Festival
- National Night Out
- Holidayz at the Park
- Other community events/celebrations



## 4. CITY'S DIVERSITY CAMPAIGN – *WE ARE IRVINE*

### Partnerships with key nonprofits in Irvine and Orange County

- South Coast Chinese Cultural Center
- Korean American Center
- Irvine Public Schools Foundation
- Irvine Unified School District
- University of California, Irvine
- Families Forward
- South County Outreach
- OC Justice Project
- Latino Health Access
- Project Tomorrow
- Irvine Health Foundation
- Orange County United Way
- Irvine Rotary
- Orange County Asian Pacific Islander Community Alliance (OCAPICA)
- Pretend City
- Abrazar
- International Organization for Migration



## 4.ADDITIONAL OUTREACH EFFORTS

### BILINGUAL TRANSLATION & OUTREACH

- External and internal translation outreach
- Written translation, website, and ads
- External publications will include a language phone line

### COMMUNITY ORGANIZATION OUTREACH

- Adding criteria for outreach to diverse communities
- Engaging community organizations in relevant outreach

### Emergency Rental Assistance Program

*Applications will be accepted beginning March 8 at 8 a.m. through March 19 at 5 p.m.*

爾灣市政府決定撥款 1770 萬美金援助受 COVID-19 疫情影響付不出租金的爾灣租客  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

The **City of Irvine** has allocated \$17.7 million to help with unpaid rent due to the impact of COVID-19.  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

شهرداری ارواین برای کمک به اجاره های عقب مانده شهروندان عزیزناشی از این اپیدمی (کوید-19) مبلغ 1707 میلیون دلار در نظر گرفته است.  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

어바인시는 Covid-19의 여파로 인해 미납된 렌트비를 돕기 위해 약 1천7백70 만 달러를 (\$17.7 million) 할당했습니다.  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

La ciudad de Irvine ha asignado 17,7 millones de dólares para ayudar con el alquiler impago debido al impacto del COVID-19.  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

Thành phố Irvine đã chỉ định \$17.7 triệu để giúp trả tiền thuê nhà chưa thanh toán do ảnh hưởng của COVID-19.  
[cityofirvine.org/erap](http://cityofirvine.org/erap)

## 5. CEDAW

**CEDAW:** Convention on the Elimination of All Forms of Discrimination Against Women, an international human rights treaty, provides a universal definition of discrimination against women and brings attention to a whole range of issues concerning women's human rights.

**Council resolution adopted March 9:**

“the Diversity, Equity and Inclusion Committee shall be designated as the implementing and monitoring agency of CEDAW in the City of Irvine.”

## 5. CEDAW IMPLEMENTATION

### Implementation of the Principles of CEDAW in Irvine

#### **A. Citywide integration of human rights principles**

The City shall work towards integrating gender equity and human rights principles into all of its operations, including policy, program, and budgetary decision-making. The Diversity, Equity and Inclusion Committee shall work with selected departments with integration of human rights with a gender perspective.

## 5. CEDAW IMPLEMENTATION

### B. Gender Analysis and Action Plan

As a tool for determining whether the City is implementing the local principles of CEDAW and/or discriminating against women and girls, selected City departments, programs, policies, and private entities to the extent permitted by law, shall undergo a **gender analysis** and develop an Action Plan. The gender analysis shall be conducted according to guidelines developed by the Diversity, Equity and Inclusion Committee.

The gender analysis shall include:

- (i) the collection of disaggregated **data**;
- (ii) an evaluation of gender equity in the entity's **operations**, including its **budget** allocations, delivery of direct and indirect **services** and **employment practices** and
- (iii) the entity's integration of human rights **principles** and the local principles of CEDAW.

**This gender analysis has been provided for employment and Public Safety. Contracting gender breakdown will be available in the coming months.**

# CEDAW IMPLEMENTATION

## B. Gender Analysis and Action Plan (cont.)

Upon completion of the gender analysis, the entity shall develop an **Action Plan** that contains specific recommendations on how it will correct any identified deficiencies and integrate human rights principles and the local principles of CEDAW into its operations.

- (1) The Diversity, Equity and Inclusion Committee shall identify the City departments, programs, policies, and entities, to undergo the **gender analysis** and shall develop timelines for completion of the analyses and *Action Plans*.
- (2) The Diversity, Equity and Inclusion Committee shall work with the selected department, entity, policy, or program staff to conduct its gender analysis and shall provide technical assistance to the entity throughout the gender analysis process and development of the *Action Plan*.

**Staff recommends the Action Plan include all five focus areas.**

# ROUNDTABLE DISCUSSION

- Questions to staff
- Requests to staff for next meeting
- Timing of initial report to the City Council
- Next meeting in June 2021







# AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

MARCH 30, 2021

