



CITY OF EL PASO

# DEIA CFT Update

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# City Council Action to Direct

- Solid ground plan and guidance on how to:
  - Create a City Office & Advisory Board in the area of DEI
  - Work with select community stakeholders on matters of DEI
  - Deprioritize enforcement on gender affirming care and attacks on drag performances and businesses in the city limits

# WHY?

- To ensure persons of all identities, including race, ethnicity, religion, age, class, sexual orientation, gender identity and expression, and physical and mental abilities can fully participate in City services and experience equitable community outcomes.
- To ensure the City of El Paso has an organizational culture that thrives in diversity, equity, inclusion, and accessibility in all of our business activities. This includes understanding and removing identified barriers which may restrict the capability of people and impact the organization's ability to achieve its mission, vision, values, strategies, and priorities.



# DEIA CFT

- Robert Cortinas - Sr. Executive Sponsor
- Capital Improvement (Planning)
- Communication & Public Affairs
- Community & Human Development
- Economic Development
- Human Resources
- Legal
- Public Safety
- Purchasing
- Quality of Life
- Risk & Safety
- Sun Metro
- Transformation Office

# Roadmap Overview

- July-August 2023
  - Initial internal discussion regarding directive and approach
  - Business Case development
  - Identifying DEIA Champions to begin leading the initiative
  - Development of Focus Areas. Performance Domains



# Roadmap Overview

- September 2023
  - Small task group met to develop DEIA Oversight CFT
  - Review of City Council directive
  - Identify department disciplines for CFT
  - Draft DEIA Statements (e.g., Why, Purpose, Commitment)



# Roadmap Overview

- October 2023
  - DEIA Oversight CFT Kickoff Meeting held
  - Reviewed of directive
  - Discussed best approach to achieve the deliverables
  - CFT identified current performance practices
  - Identifying potential local partnerships



# Roadmap Overview

- November/December 2023
  - Equity Officer Position – Review and revision of Social Equity Officer job specifications
  - Created DEIA Key Objective Focus Areas
  - Created DEIA Performance Metric Domains
  - Present an update to internal leadership





# Roadmap Overview

- January 2024
  - Community Outreach
    - 12 organizations identified
    - 6 contacted for initial meetings
  - Present an update to City Council members



# CFT Identified Implications

Funding  
Commitment

Governance &  
Compliance

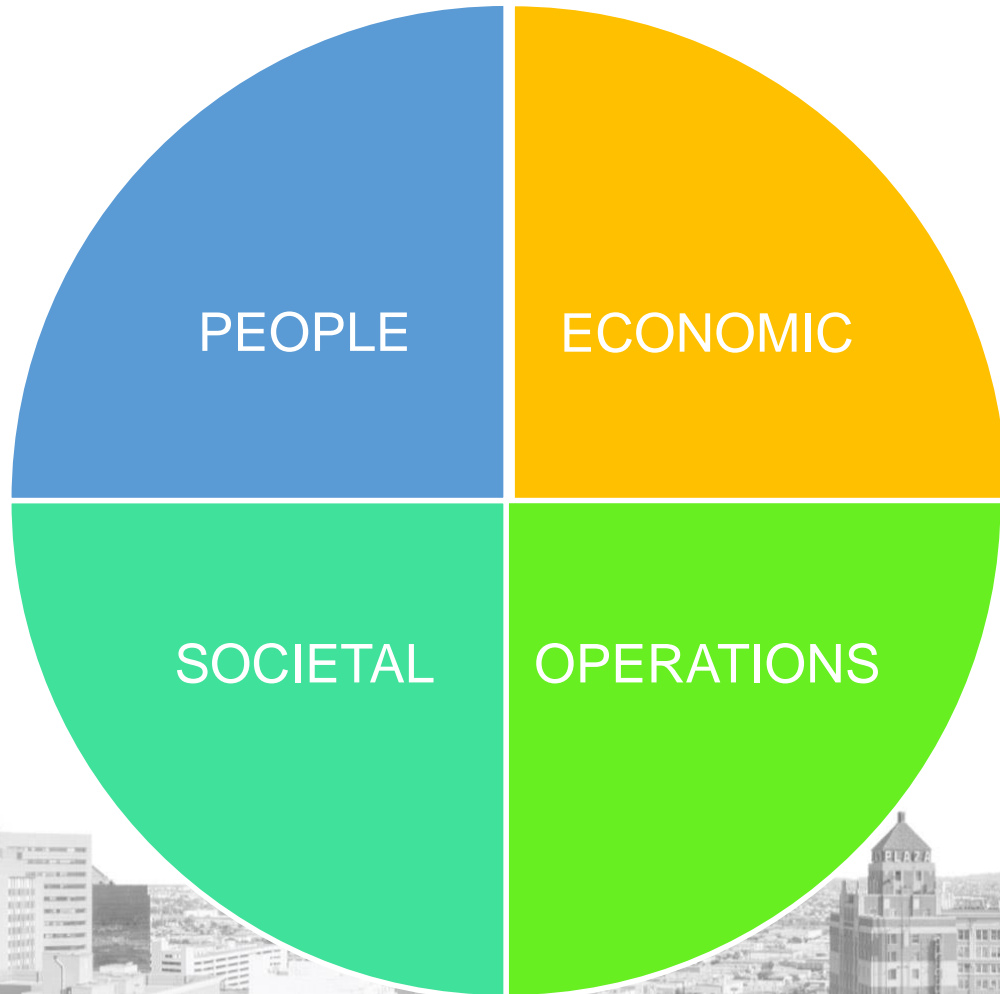
Internal &  
External  
Engagement

# Social Equity Officer Position Details

- Overseeing implementation of DEIA plans
- Provides technical assistance to City department
- Increase the visibility, involvement, and support of community organizations in equity.
- Gathers input from diverse community groups
- Exercises lived and studied experiences



# Centralizing DEIA Performance Metric Domains



# Starting From Experience



## PEOPLE

ADA Initiatives: “Low Sensory Initiative”

Community Initiatives:  
*“Opportunity Youth and Young Adults”*



## ECONOMIC

Inclusive Procurement

Airport – Airport  
Concessions Disadvantage  
Business Enterprises

# Starting From Experience



## SOCIETAL

Title VI & VII Compliance

*Revised Discrimination  
Policy*

*Safe Place Initiatives in  
EPPD*



## OPERATIONS

Employee Pulse Survey

Purchasing Disparity Study

Diverse Advisory Boards

# Short Term Outlook

Social  
Equity  
Officer

Community  
Partnerships  
& Outreach

Identify  
Resources

Next Update  
CY24 Q1

