



**TOWN OF LOS GATOS
DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA
JUNE 18, 2025
110 EAST MAIN STREET
TOWN COUNCIL CHAMBERS
5:00 PM**

*Gordon Yamate, Chair
Diane Fisher, Vice Chair
Carmen Lo, Commissioner
Folake Phillips, Commissioner
D. Michael Kane, Commissioner
Tooba Ahmed, Commissioner
Vacant, Commissioner
Anne Lamborn, Arts and Culture
Commissioner
Gregory Gentile, Community Health and
Senior Services Commissioner
Aanya Singh, Youth Commissioner
Ryan Idemoto, Youth Commissioner*

HOW TO PARTICIPATE

The Town of Los Gatos strongly encourages your active participation in the public process. If you are interested in providing oral comments during the meeting, you must attend in-person, complete a speaker's card, and return it to the staff. If you wish to speak to an item on the agenda, please list the item number on the speaker card. The time allocated to speakers may change to better facilitate the meeting. If you are unable to attend the meeting in-person, you are welcome to submit written comments via email to clerk@losgatosca.gov.

Public Comment During the Meeting:

When called to speak, please limit your comments to three (3) minutes, or such other time as the Chair may decide, consistent with the time limit for speakers at a Town meeting.

Speakers at public meetings may be asked to provide their name and to state whether they are a resident of the Town of Los Gatos. Providing this information is not required.

Deadlines to Submit Written Comments:

If you are unable to participate in person, you may email clerk@losgatosca.gov with the subject line "Public Comment Item #_" (insert the item number relevant to your comment). Persons wishing to submit written comments to be included in the materials provided to the Commission must provide the comments as follows:

For inclusion in the agenda packet: by 11:00 a.m. the Friday before the Commission meeting.
For inclusion in supplemental materials: by 11:00 a.m. the day of the Commission meeting.

CALL MEETING TO ORDER

ROLL CALL

VERBAL COMMUNICATIONS *(Members of the public are welcome to address the Diversity, Equity, and Inclusion Commission on any matter that is not listed on the agenda and is within the subject matter jurisdiction of the Commission. To ensure all agenda items are heard, this portion of the agenda is limited to 30 minutes. In the event additional speakers were not able to be heard during the initial Verbal Communications portion of the agenda, an additional Verbal Communications will be opened prior to adjournment. Each speaker is limited to three minutes or such time as authorized by the Chair.)*

CONSENT ITEMS *(Items appearing on the Consent Calendar are considered routine Town business and may be approved by one motion. Members of the public may provide input on any Consent Item(s) when the Chair asks for public comment on the Consent Items.)*

1. Approve the Draft Minutes of the May 15, 2025 Diversity, Equity, and Inclusion Commission Regular Meeting.

OTHER BUSINESS *(Up to three minutes may be allotted to each speaker on any of the following items.)*

2. Discuss DEI Commission Participation in the Town's 4th of July Symphony in the Park Event (Related to DEI Plan Goal B., Item 1.a.).
3. Discuss Outreach to the Community in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Item 3 Related to DEI Plan Goal C, Item 1.a.i.).
4. Discuss Ways the DEI Commission Can Make Visible the Equity Issues that Matter to the Larger Community, Including Action Items to Promote the Safety and Inclusivity of its Community Members (Work Plan Discussion Item C. Related to DEI Plan Goal A.2.a.).

COMMISSIONER/STAFF LIAISON REPORTS

ADJOURNMENT

ADA NOTICE In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk's Office at (408) 354-6834. Notification at least two (2) business days prior to the meeting date will enable the Town to make reasonable arrangements to ensure accessibility to this meeting [28 CFR §35.102-35.104].

NOTE The ADA access ramp to the Town Council Chambers is under construction and will be inaccessible through June 2025. Persons who require the use of that ramp to attend meetings are requested to contact the Clerk's Office at least two (2) business days prior to the meeting date.



**TOWN OF LOS GATOS
DEIC COMMISSION
AGENDA REPORT**

MEETING DATE: 06/18/2025

ITEM NO: 1

**DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
June 18, 2025**

The Diversity, Equity, and Inclusion (DEI) Commission of the Town of Los Gatos conducted a regular meeting in person in the Town Council Chambers on Thursday, May 15, 2025, at 5:00 p.m.

CALL MEETING TO ORDER

The meeting was called to order at 5:03 p.m.

ROLL CALL

Present: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Folake Phillips, D. Michael Kane, Tooba Ahmed, Anne Lamborn, and Gregory Gentile. Commissioner Carmen Lo arrived at 5:16 p.m.

Absent: Commissioners Aanya Singh and Ryan Idemoto.

Town Staff Present: Senior Management Analyst Holly Young. Assistant Town Manager Katy Nomura arrived at 6:17 p.m.

VERBAL COMMUNICATIONS

Opened public comment.

None.

Closed public comment.

CONSENT ITEMS

1. Approve the Draft Minutes of the April 21, 2025 Diversity, Equity, and Inclusion Commission Special Meeting.

Opened public comment.

No one spoke.

Closed public comment.

MOTION: **Motion by Commissioner Kane** to approve the minutes with minor adjustments to the language used in Commissioners Kane's and Commissioner Lamborn's Commissioner Reports. **Seconded by Commissioner Ahmed.**

VOTE: **Motion passed unanimously.**

OTHER BUSINESS

2. Discuss DEI Commission Participation in the Town's 4th of July Symphony in the Park Event (Related to DEI Plan Goal B., Item 1.a.).

Opened public comment.

No one spoke.

Closed public comment.

MOTION: **Motion by Vice Chair Fisher** for the Commission to approve the project of ordering the four books on the list [books 1, 2, 3 and 5 in Attachment 1] in the number of 20 copies per book and the world map from the company listed [in Attachment 1] that is framed and mounted with 100 push pins included and that additional budget up to and including the total amount of our current budget [of \$1,906.56] be available to also include film for the cameras to be used at the event and to accommodate the bookmark activity and colored pencils. **Seconded by Commissioner Kane.**

VOTE: **Motion passed unanimously.**

3. Discuss Outreach to the Community in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Item 3 Related to DEI Plan Goal C, Item 1.a.i.).

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

4. Discuss Ways the DEI Commission Can make Visible the Equity Issues that Matter to the Larger Community, Including Action Items to Promote the Safety and Inclusivity of its Community Members (Work Plan Discussion Item C. Related to DEI Plan Goal A.2.a.).

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

COMMISSIONER/STAFF LIAISON REPORTS

The staff liaison reported that Commissioner Isaacs stepped down from her position on the DEI Commission, thanked her for her service, and shared that recruitment will happen during the Town's annual fall recruitment, with the seat to be filled starting in January 2026.

Commissioner Kane reported that he attended the inter-faith clergy meeting, a going away party for Fr. Riccardo, and passed out business cards at a Kentucky Derby party and a pig roast.

Commissioner Phillips reported that she was informed by Reilly Mendez, the current Los Gatos High School Black Student Union President, of the death of Jasmine Tarbet, a former Los Gatos High School student and Black Student Union President. She also reported that she presented a two-part art exhibition, that Africa Day Los Gatos is on May 24, and that Africa Day San Jose is on May 25.

Chair Yamate reported that he reached out to the Library and NUMU regarding the Constitution transcription project, attended the inter-faith clergy group, returned a call from Annalise Friemarck from San Jose Spotlight, and attended the May 6 Town Council meeting to express concerns about the proposed Commission Code of Conduct Policy.

Vice Chair Fisher reported that she attended the interfaith clergy outreach discussion, that May is both Jewish American Heritage and Asian American Pacific Islander Heritage Month, she attended a Jewish book festival, and she will attend the May 27 AAPI Heroes luncheon honoring Chair Yamate.

Commissioner Lamborn reported that she hosted a very diverse neighborhood birthday luncheon and went to a symposium on future-proofing museums in the world.

Commissioner Lo reported that she expressed concerns with the proposed Commission Code of Conduct at the Town Council meeting and she also discussed it with Jeff Suzuki. She also

reported that she personally met with Los Gatos residents who are aware of immigration officials making arrests and requesting immigration status information in Santa Clara County.

Commissioner Gentile reported that he attended the interfaith meeting on April 30, went on a Rotary fishing expedition, judged a Fisher Middle School track event, attended a meeting regarding West Valley senior citizen transportation issues, and met with the 4th of July event ad hoc subcommittee.

Commissioner Ahmed reported that she attended the interfaith meeting and spoke to people about the purpose of the DEI Commission.

ADJOURNMENT:

The meeting adjourned at 7:02 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the May 15, 2025, meeting as approved by the Diversity, Equity, and Inclusion Commission.

Holly Young, Senior Management Analyst



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 06/18/2025

ITEM NO: 2

DATE: June 8, 2025
TO: Diversity, Equity, and Inclusion (DEI) Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss DEI Commission Participation in the Town's 4th of July Symphony in the Park Event (Related to DEI Plan Goal B., Item 1.a.).

RECOMMENDATION:

Discuss DEI Commission participation in the Town's 4th of July Symphony in the Park event (related to DEI Plan Goal B., Item 1.a.).

BACKGROUND:

Symphony in the Park is a free, family-friendly event hosted on July 4 at Oak Meadow Park and features a traditional San Jose Wind Symphony concert with flag raising and Yellow Ribbon ceremonies, food trucks, a beer and wine garden hosted by community service organizations, children's activities (past examples have included crafts, bounce houses, magicians, face painting, etc.), a bike valet, and a partnership with Billy Jones Wildcat Railroad for train/carousel rides and snack bar treats.

The Town's Boards, Commissions, and Committees are invited to participate in the Town's annual 4th of July Symphony in the Park 2025 event.

On April 21, 2025, the DEI Commission unanimously voted to participate in the Town's 4th of July event and created an ad hoc subcommittee to plan for the event. The ad hoc subcommittee consisted of Vice Chair Fisher and Commissioners Kane, Gentile, and Lamborn.

On May 15, 2025, the DEI Commission unanimously voted for the Commission's participation in the event to consist of a children's book giveaway, children's bookmark coloring activity, world map activity where attendees place a pin on the map showing where they were born, and a banner where attendees can take a photo of themselves and attach it to the banner resulting in a visual representation of the community. The Commission authorized spending the remaining FY 24/25 budget amount of \$1,906.56 on the supplies including the purchase of the books, map, camera film, bookmarks, and colored pencils.

PREPARED BY: Holly Young
Senior Management Analyst

DISCUSSION:

Vice Chair Fisher and Commissioners Kane, Gentile, and Lamborn volunteered to manage the Commission's booth at the event. The event will occur between approximately 10:00 a.m. and 1:00 p.m. The Vice Chair and Commissioners should plan to arrive between 8:30 and 9:00 a.m. to set up and stay until the event concludes at 1:00 p.m.

The Commission volunteers will provide all of the booth activities, including setup, display, distribution, and cleanup.

Staff has ordered the following supplies:

- World map with pushpins
- 100 additional bookmarks
- One additional package of 50 colored pencils
- 20 copies of each of the four books selected by the Commission
- Camera film

The Town will provide the Commission with one six-foot table (including the Commission's tablecloth), two folding chairs, and one 10x10 pop-up canopy.

Commission volunteers should bring the rest of the supplies to the event.

Please note that all community members who participate in the photo banner activity must sign a photo release. For those under 18, consent from a parent or guardian is needed. The Town will provide copies of the photo release at the event.

At the Commission's request, it will be acceptable to bring one additional table as long as setup and takedown of the additional table is handled by the Commission.

Parking is limited at Oak Meadow Park. There will be a drop-off zone in the Oak Meadow Parking lot by the sidewalk entering the park where Commission volunteers may drop off items to walk into the park. Escorts will be on standby to help transport items to the booth location if needed.

Booth locations and a map with additional details about the event will be provided to Vice Chair Fisher, the Commission's dedicated contact for the event.

If there are any additional details, the Commission may discuss at this time.



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 06/18/2025

ITEM NO: 3

DATE: June 11, 2025

TO: Diversity, Equity, and Inclusion Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Discuss Outreach to the Community in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Item 3 Related to DEI Plan Goal C, Item 1.a.i.).

RECOMMENDATION:

Discuss outreach to the community in the categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations regarding opportunities for collaboration (Work Plan Item 3 related to DEI Plan Goal C, Item 1.a.i.).

REMARKS:

On July 11, 2024, the Commission unanimously voted to create four ad hoc subcommittees focusing on community outreach in the areas of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations to develop a set of outreach questions for the organizations in each category in order to support a listening campaign.

The ad hoc subcommittees are comprised as follows:

- Education/Schools: Commissioners Carmen Lo, Folake Phillips, Ryan Idemoto, and Aanya Singh
- Religious Groups: Vice Chair Diane Fisher and Commissioners D. Michael Kane, Folake Phillips, Tooba Ahmed, and Gregory Gentile
- Businesses: Chair Gordon Yamate and Commissioners D. Michael Kane and Carmen Lo
- Non-Profits/Service Organizations: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Aanya Singh and Anne Lamborn

On October 10, 2024, the Commission unanimously voted to move forward with the outreach to schools, religious groups, businesses, and non-profits/service organizations using the following questions:

Prepared by: Holly Young
Senior Management Analyst

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SUBJECT: Community Outreach

DATE: June 18, 2025

- Does your (school/business/religious group/non-profit or service organization) have concerns about the issues of diversity, equity, and inclusion in the Town of Los Gatos?
- What are you most hopeful for relative to these concerns?
- Do you see opportunities for the Town to do more to promote and ensure diversity, equity, and inclusion?
- What type of support could the Town and the DEI Commission provide to your (school/business/religious group/non-profit or service organization) to provide a more inclusive community?

The four ad hoc subcommittees should have completed their work and will be considered disbanded at the DEI Commission's June 18, 2025 meeting.

Attachment 1 contains Commissioner comments.

ATTACHMENT:

1. Commissioner Comments

Report on the Interview Between Los Gatos DEI Commissioners and LGSUHSD Board President & District Officers

Overview

The interview between the Los Gatos DEI Commissioners and representatives from the Los Gatos-Saratoga Union High School District (LGSUHSD) provided valuable insights into concerns, efforts, and opportunities related to diversity, equity, and inclusion (DEI) within the district and the broader community. Notably, the district does not express concerns about DEI within its schools but is uncertain about DEI initiatives and challenges outside of the school environment within the Town of Los Gatos.

DEI Concerns

Does your district have concerns about the issues of diversity, equity, and inclusion in the Town of Los Gatos?

LGSUHSD does not have concerns about DEI within its schools, as they believe students are supported adequately. However, district representatives are less familiar with the extent of DEI efforts in the broader town community.

Current Efforts:

What initiatives or practices have already been implemented to address these concerns, and how effective have they been?

- LGSUHSD has implemented DEI-focused programs within schools, including curriculum enhancements and student-led initiatives.
- They believe their efforts within the district have been effective and well-received but are unsure of what efforts exist beyond the school setting.

Community Involvement:

Are there particular groups (students, parents, staff) that you feel are underrepresented or underserved in the district?

- While the district continuously evaluates representation, they do not currently identify significant gaps in inclusivity within their schools.
- The district formerly identified English learners as an underserved group, but has made significant strides recently to bolster the strength of the program.

Hopefulness About DEI

What are you most hopeful for relative to these concerns?

- The district acknowledges ongoing student-led efforts and inclusive curriculum updates as positive steps.
- They express optimism that their schools have cultivated an inclusive culture for students.

Vision

What does an ideal diverse, equitable, and inclusive school environment look like to you?

- A space where all students feel safe, heard, and respected, with access to diverse perspectives in education.
- Continued engagement with students and staff to ensure inclusivity remains a priority.

Promoting DEI

Do you see opportunities for the Town to do more to promote and ensure diversity, equity, and inclusion?

- The district is open to collaboration but does not see pressing policy gaps within its schools.
- They express interest in understanding what the Town is doing to promote DEI outside of schools.

Collaboration

Are there local organizations or community groups the district could partner with to advance DEI efforts?

- LGSUHSD is interested in potential collaborations but would need more insight into existing community DEI efforts before committing to partnerships.
- Potential initiatives such as a ****Diversity Week throughout the town****, beginning with high schools and expanding to families, were discussed.

Support Needed

What type of support could the Town and the DEI Commission provide to your district to create a more inclusive community?

- The district does not identify immediate needs but is open to learning more about town resources that could supplement school efforts.
- The district continues to support student-led initiatives and believes student voices are already well-represented within their schools.

Conclusion

LGSUHSD remains confident in its DEI efforts within schools and does not express concerns regarding inclusivity among students. However, the district acknowledges a lack of awareness about broader DEI efforts in the Town of Los Gatos and is open to further dialogue. Potential areas of collaboration, such as a town-wide Diversity Week and increased communication with local DEI initiatives, could strengthen efforts to create a more inclusive community beyond the school environment.

February 12, 2025

Meeting Notes

Diane Fisher and Rev. Eric Swanson of Westhope Church, Saratoga

Diane collected information on the history and organization of the Celebration of Light, a multicultural winter celebration in Saratoga, to use as a model for a prospective similar event in Los Gatos. Rev. Swanson runs the annual event on behalf of the Saratoga Ministerial Group.

This version of Saratoga's winter celebration began 6 years ago. Previously there was an event co-sponsored by the Chamber and the Ministerial Group. Mayor Manny Cappello and Rev. Swanson conceived and planned the first city-sponsored event, which has continued annually.

As a partner with the Saratoga Ministerial Group, the Town of Saratoga handles the following aspects of the event:

1. The town promotes the event on it's website.
2. The town provides candles and a sound system.
3. The mayor and council members speak at the event.
4. There is no overt security used.
5. The Town reserves the space in Blaney Plaza, which is a central area at the beginning of the main downtown street.
6. Town staff members John Cherbone and Leslie Arroyo manage the event, by receiving the diverse symbols brought to the office, pre-decorated with lights, and installing them in Blaney Plaza.
7. Each symbol is discussed in the interfaith service.
8. The symbols stay in Blaney Plaza for 2-3 weeks.
9. The event is held the 2nd Saturday evening in December, after sunset to accomodate the Jewish sabbath.
10. Several public school choirs participate in the event, bringing out their families and friends.

Rev. Swanson has been told that the Town is very glad this event is held, and that it is very important for inclusion and belonging in Saratoga.

The event organization will be changed in 2025. Instead of the town staff collecting the display and installing it, the town has given a \$2,500 grant to the Saratoga Ministerial Group to implement all of the event organizing. But the event will still be co-sponsored by the Town of Saratoga, with council participation. The grant will cover rental of a sound system and the candles, and alleviates the work load of town staff.



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 06/18/2025

ITEM NO: 4

DATE: June 11, 2025
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Ways the DEI Commission Can Make Visible the Equity Issues that Matter to the Larger Community, Including Action Items to Promote the Safety and Inclusivity of its Community Members (Work Plan Discussion Item C. Related to DEI Plan Goal A.2.a.).

RECOMMENDATION:

Discuss ways the DEI Commission can make visible the equity issues that matter to the larger community, including action items to promote the safety and inclusivity of its community members (Work Plan Discussion Item c. related to DEI Plan Goal A.2.a.).

REMARKS:

The Commission may discuss this topic.
Commissioner comments are included in Attachment 1.

ATTACHMENT:

1. Commissioner Comments

PREPARED BY: Holly Young
Senior Management Analyst

Hand *Righting* the Constitution: A Public Exercise in Contemplating Our Democratic Rights

Summary: This proposed project consists of a series of community-based, participatory, conceptual art events that was inspired by an article in the April 21, 2025 online issue of the *New Yorker* magazine¹. The project is relatively simple: provide one or more public spaces in various venues across the Town of Los Gatos, where a handful of individuals working independently transcribe by hand the U.S. Constitution. An online scheduler would allow participants to sign up for a one-to-two-hour time slot. A log would be created to track participants' efforts, specifically identifying where in the Constitution each individual begins and ends the transcription, the date and time of that event, and perhaps space for comments from that participant. Subsequent participants would start transcribing where a previous individual has ended. A set of guidelines and rules of conduct would be developed to set expectations for participants and to ensure that individuals are respectful of each other, that there is no "political" proselytizing or coercion, etc. Various online community standards may provide guidance on this.

Who would be project sponsors, organizers and hosts? This proposed project contemplates a collaborative effort among relevant Town commissions led by the Diversity, Equity and Inclusion Commission. Other Town Commissions would be invited to participate, particularly the Arts and Culture Commission, the Community Health and Senior Services Commission, the Parks and Sustainability Commission and the Youth Commission. In addition, the Los Gatos Library, the New Museum Los Gatos and Los Gatos High School would be ideal collaborators.

Who would be invited to participate in the project?

This project would be open to all residents of Los Gatos, owners and employees of businesses in Los Gatos, and visitors to Los Gatos. The target age population would be high school and older, although middle school students could be eligible if they have had some exposure to the Constitution. Younger students might be able to contribute, but should be accompanied by an adult for safety purposes. Ideally, each session would include a variety of ages to encourage intergenerational engagement, conversation, interaction, rapport and exchange of perspectives.

How and where would the project be staged?

Transcribing sessions could be offered in a conference room at the Los Gatos Library, space within the New Museum Los Gatos, as an activity at the Adult Recreation Center, and perhaps selected public venues, indoors or outdoors, throughout the Town (e.g., coffee shops, picnic tables at local parks, etc.). In addition, sessions might be hosted at Los Gatos High School (to the extent that they can also accommodate non-student public participants) and maybe some private organizations like senior living facility The Terraces of Los Gatos. Materials needed for the

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project can be purchased at a relatively modest cost: white archival (acid free) foam core boards and ink pens for participants to transcribe the Constitution in its entirety.

How many participants would be anticipated?

It is hoped that the project would be embraced by more than an insignificant number of community members, and that all interested community members would have an opportunity to participate. Participants can attend multiple transcription sessions, depending on availability.

Do these transcribing sessions need to be supervised?

At the outset, it might be helpful to have someone available to greet participants, answer questions and generally get the project rolling, and then collect materials and get feedback at the end. It is not anticipated that someone would need to be available during the entire transcription process.

What would be the goals and desired outcomes of the project?

One obvious tangible outcome would be the production of transcriptions of the U.S. Constitution that could be assembled into a single work and publicly displayed. However, that might also be the least important outcome. It is hoped that individual participants will interact with other individual participants, even though the project setting would otherwise offer a relatively quiet and somewhat meditative opportunity to do the actual transcription. Through such interactions, participants may develop a deeper familiarity with the U.S. Constitution and reflect upon its meaning. The transcription activity is designed to foster conversations between strangers—for example, participants might ask each other about the meaning of various provisions of the Constitution, share personal perspectives on how a specific provision impacts or guides their life or thinking, or question how a provision operates or is supposed to operate.

This project is designed to connect individuals with other individuals with whom they might not know, and more importantly may never have had an opportunity to engage with but for this project. If the Constitution is a common bond for our community and society overall, how can it be utilized to create a more cohesive community within the Town of Los Gatos?

The collection and organization of the written transcriptions would be supervised by New Museum Los Gatos, using staff, curators and artists to create an artistic presentation of the transcriptions for physical display in the reception area of the Town Chambers, a space within the New Museum or other selected venue and/or online on the Town website. One suggestion for organizing the transcribed works might be to hinge them together with tape on the reverse side in accordion style

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What is the conceptual art component of the project?

Aside from the creation of a tangible work from the transcription efforts, this project would have a conceptual art component. The title of this project plays on the word “handwriting”—is there an element of “righting” the Constitution that might be uncovered through the project? Participants would be encouraged to ask and respond to the following questions and questions that arise during a transcription session:

- What rights are guaranteed and/or restored by the Constitution?
- Is there a need to restore and/or elevate the Constitution in the minds of the American public?
- What behavior is the Constitution designed to redress?
- Are there portions of the Constitution that need to be “righted”—that is, corrected, redressed, or strengthened?

To capture the impact of the transcription project, participants would have an opportunity to share what they experienced and learned by participating in the project. Feedback could be collected via written questionnaires or short interviews. In addition, professional photographers and/or videographers could be hired to help document the project. If a budget does not allow for such recording, volunteers could be enlisted for this purpose. Curators, either hired or volunteer-based, would review and organize the collected input in a manner that can be shared with the public with the displayed transcription.

To increase the level of awareness of the Constitution as raised by this project, this project could be supplemented by various public speaker programs designed to educate the public about the Constitution.

How long would this project last?

Initially, the project will have a pilot phase, perhaps 4-6 weeks (or shorter) to allow the participating sponsors/organizers/hosts to evaluate and modify the project and project guidelines, as necessary. Depending on the level of interest generated by this project, it could be extended to accommodate participants and/or supplemented by related activities.

How does this tie to the DEI Commission’s workplan?

This project would qualify as a program and series of events designed to foster unity and diversity with the Town of Los Gatos as intended under the enabling resolution for the DEI Commission² and Work Plan Discussion Item C. Related to DEI Plan Goal A.2.a. (Discuss Ways the DEI Commission Can Make Visible the Equity Issues that Matter to the Larger Community, Including Action Items to Promote the Safety and Inclusivity of its Community Members)³.

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¹ Henry Alford, *Protest Dept.: Activism for Introverts! Copying the Constitution*, THE NEW YORKER (April 21, 2025) <https://www.newyorker.com/magazine/2025/04/28/activism-for-introverts-copying-the-constitution>; Henry Alford, *Protest Dept.: Write It Again*, THE NEW YORKER (April 28, 2025) at p. 11.

² Los Gatos Town Council, Resolution 2023-053 (October 3, 2023) <https://www.losgatosca.gov/DocumentCenter/View/36658/2023-053-Revised-Enabling-Resolution-Establishing-the-Diversity-Equity-and-Inclusion-Commission>

³ Los Gatos Town Council, Town of Los Gatos Diversity, Equity, and Inclusion (DEI) Plan (October 17, 2023) <https://mccmeetings.blob.core.usgovcloudapi.net/losgatos-pubu/MEET-Packet-1d0e4263d4cf4f07b24233d15424beaf.pdf>

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