



**TOWN OF LOS GATOS
DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA
MAY 15, 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 April 21, 2025 Diversity, Equity, and Inclusion Commission Special 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: 05/15/2025

ITEM NO: 1

**DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
April 21, 2025**

The Diversity, Equity, and Inclusion (DEI) Commission of the Town of Los Gatos conducted a special meeting in person in the Town Council Chambers on Monday, April 21, 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 and Commissioners Carmen Lo, Varily Isaacs, D. Michael Kane, Anne Lamborn, Gregory Gentile, and Aanya Singh. Commissioner Tooba Ahmed arrived at 5:37 p.m. Vice Chair Fisher participated by telephone pursuant to the Brown Act.

Absent: Commissioners Folake Phillips and Ryan Idemoto.

Town Staff Present: Assistant Town Manager Katy Nomura and Senior Management Analyst Holly Young.

VERBAL COMMUNICATIONS

Opened public comment.

None.

Closed public comment.

CONSENT ITEMS

1. Approve the Draft Minutes of the March 20, 2025 Diversity, Equity, and Inclusion Commission Regular Meeting.

Opened public comment.

No one spoke.

Closed public comment.

MOTION: Motion by Commissioner Kane to approve the minutes as submitted. **Seconded** by Commissioner Gentile.

VOTE: Motion passed unanimously by roll call vote.

OTHER BUSINESS

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

Holly Young, Senior Management Analyst, presented the staff report.

Opened public comment.

No one spoke.

Closed public comment.

MOTION: Motion by Commissioner Lo for the DEI Commission to participate in the Town's 4th of July Symphony in the Park event and to create an ad hoc subcommittee to plan for the event to include Commissioners Kane, Gentile, Fisher, and Lamborn.
Seconded by Commissioner Gentile.

VOTE: Motion passed unanimously by roll call vote.

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 had no report.

Vice Chair Fisher reported that she worked on arranging a listening campaign with the Los Gatos interfaith clergy group at Skyline Church.

Commissioner Singh reported that she and Commissioner Idemoto met with the school board and are looking to set up another meeting. She also reported that next week is Diversity Week at the High School and that the Youth Commission will have a table at Spring into Green.

Commissioner Kane reported that his company sponsored two gala fundraisers at St. Lucy's and St. Joseph's churches and that he spoke with various community members about the Commission and passed out business cards. He also reported that an Africa Day gala is coming up.

Commissioner Isaacs reported that she attended the Hands Off rally and met with Library staff regarding United Against Hate Week.

Chair Yamate reported that he attended the informed community book club meeting of the Los Gatos Anti-Racism Coalition on March 22, met with the Town Manager regarding priorities, and attended a town meeting with representatives Sam Liccardo and Jimmy Panetta.

Commissioner Ahmed reported that she attended the town hall with Sam Liccardo and Jimmy Panetta.

Commissioner Lo had no report.

Commissioner Lamborn reported that the Arts and Culture Commission will have a call for artists in about three years for a sculpture paid for by the 1% arts program developer fee, is making an arts and culture brochure, working on a Master Public Arts Plan, and doing a digital arts survey in the Library. She also reported that she attended a board meeting for Guatemalan textiles in Guatemala City.

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SUBJECT: Draft Minutes of the DEI Commission Meeting of April 21, 2025

DATE: May 15, 2025

Commissioner Gentile reported that he hopes to attend the April 30 religious group meeting, he is a member of the Rotary, and he substitute teaches at a local junior high.

ADJOURNMENT:

The meeting adjourned at 6:55 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the April 21, 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: 05/15/2025

ITEM NO: 2

DATE: May 9, 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 is made up of Vice Chair Fisher and Commissioners Kane, Gentile, and Lamborn.

DISCUSSION:

The DEI Commission may consider hosting a craft, game, activity, or a similar community engagement activity at its booth.

The event will occur between approximately 10:00 a.m. and 1:00 p.m. Booth participants would need to arrive between 8:30 and 9:00 a.m. to set up and would stay until the event concludes at 1:00 p.m.

PREPARED BY: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Commission Participation in the Town 4th of July Symphony in the Park event

DATE: May 15, 2025

The Town will provide participating Commissions with a table, pop-up tent, and chairs. Commissions would need to provide any additional supplies, activities, or games (including set up and breakdown for anything outside of the booth supplies noted above).

The DEI Commission should:

- Identify one or two Commissioners to assist with set up,
- Assign specific Commissioners to dedicated time slots during the event,
- Identify one or two Commissioners to assist with clean up, and
- Determine the materials it would like to display, distribute, or give away at the booth.

Any materials will need to be purchased by Town staff consistent with the [Commission Budgets Policy](#). There is \$1,906.56 remaining in the DEI Commission's FY 2024/25 budget.

Attachment 1 contains commissioner comments.

ATTACHMENTS:

1. Commissioner Comments

From: [diane.fisher](#)
To: [Holly Young](#)
Subject: 4th of July subcommittee
Date: Monday, April 28, 2025 9:52:01 AM

[EXTERNAL SENDER]

Hi Holly,

Can you confirm for me who is on the 4th of July Subcommittee?

Also what is the budget? I heard Commissioner Kane say something about using this year's budget and then it starts over in July?

I would like to share these ideas with the subcommittee.

<https://www.etsy.com/listing/248919617/push-pin-world-map-poster-turquoise>

I was thinking that families visiting our table could put a pin on a world map showing where they were born, and then choose a book, until we run out.

Here are the books I'm considering:

1. Apple Pie 4th of July by Janet Wong, ages 4-7 yrs.
2. Of Thee I Sing by Barack Obama, ages 3-9 yrs.
3. Pie is for Sharing by Jason Chin, ages 2-6 yrs.
4. America My Love, America My Heart by Daria Peoples-Riley, ages 4-8 yrs
5. We Came to America by Faith Ringgold, ages 5-8 yrs

Diane

Sent from my Verizon, Samsung Galaxy smartphone

From: Gordon Yamate [REDACTED]
Subject: Idea for Community Project/Engagement
Date: April 28, 2025 at 10:59 AM
To: RBaker@losgatosca.gov, kimberly@numulosgatos.org, [REDACTED]

GY

Hi Ryan, Kimberly and Jeff—I hope that this email finds all of you well. I’m contacting you in my personal capacity and not on behalf of the Town’s DEI Commission. I recently came across a short article in the New Yorker magazine (<https://www.newyorker.com/magazine/2025/04/28/activism-for-introverts-copying-the-constitution>) that gave me an idea for a community project around the theme of social justice. I felt there was something centering, contemplative and educational in the simple act of transcribing the U.S. Constitution and thought this could be a different but compelling way to engage our local community during these difficult times. I can envision creating a space in one or more public settings where multiple scribes could gather at a table and transcribe all or a portion of the Constitution. New scribes could continue where someone leaves off. It would be interesting to capture the interaction among the participants in some manner. I’d also envision using sheets of white foam board as the surface for the transcription so that the board might later be assembled together in some sort of presentation.

I’m familiar with artists who have used text extensively in creating art work and am reminded of the artist Diane Samuels, who exhibited at the ICA San Jose some years ago. Ms. Samuels had created a huge work based on the transcription of the entire text of Herman Melville’s Moby Dick. (<https://www.dianesamuels.net/portfolio/moby-dick-herman-melville/>) Her art work demonstrated the powerful visual manifestation of a literary work.

My hope with a project built around transcribing the U.S. Constitution is that the act(s) would be unifying in these current times of divisive rhetoric, and that these acts would signal a need to return to understanding the roots of our democracy and appreciating its strengths, evolution, values and core principles. If you have an interest in pursuing this further, I’d be happy to get us together to chat.

Gordon Yamate
[REDACTED]

PROTEST DEPT.

ACTIVISM FOR INTROVERTS! COPYING THE CONSTITUTION

Every month at the Old Stone House, in Brooklyn, citizens are invited to find consolation in troubled times by writing out the nation's founding document, by hand.

By Henry Alford

April 21, 2025

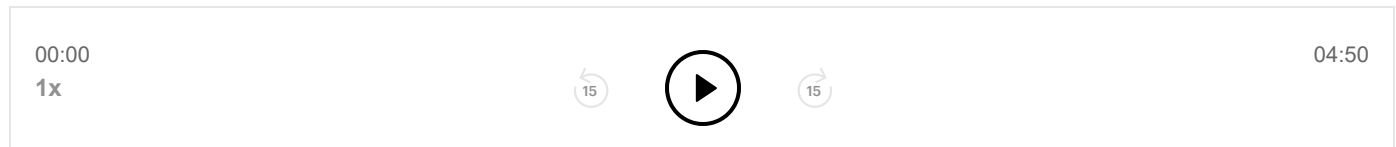


Illustration by João Fazenda



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It is sometimes said that democracy wants education. Also: strong foundations make for good buildings. And: the more larnin', the more votin'. So, the other night, when three New Yorkers showed up at the Old Stone House, a re-created 1699 farmhouse turned community center in Brooklyn, to take part in a social art project in which they would each write out a copy of the Constitution—or as much of the Constitution as they could in two hours—nothing less than the fate of the nation seemed to be at stake. One participant, upon sitting at one of the four tables in the house's great room and eying the Uniball pen and xeroxed Constitution before her, cleared her throat with a vehemence that seemed to augur spitting.

Morgan O'Hara, an eighty-four-year-old conceptual artist who was raised in Japan, started handwriting documents that are meant to protect human rights—a practice she calls “activism for introverts”—in 2017. Appalled by the level of discourse in the 2016 Presidential election, she decided that copying out the Constitution in a public place would provide consolation by deepening her understanding of the document. She saw no need to *talk* about the Constitution, though. “There have been so many experiences in my life where I have a lot to say but the extroverts always win,” she said the other day, over the phone from Venice, where she lives now. So O'Hara took herself to the New York Public Library's majestic Rose Reading Room with pen and paper and got monkish.

“I told one of my studio neighbors about it, and she asked, ‘Can I put it on Facebook? People want to share it with their friends.’ It spread that way.” Since that initial foray, more than two thousand people across the world—from Taipei to Toronto to Berlin—have hand-copied their own relevant rights-bearing documents, in a hundred and forty-seven public writing sessions. Participating institutions have included Paris’s Bibliothèque Nationale, Harvard’s David Rockefeller Center for Latin American Studies, the central library in Macau, and a women’s correctional facility in New Hampshire.

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At the Old Stone House, the three people who showed up to join the venue’s director of education, Maggie Weber, were all female Brooklynites: a political-science student, an attorney turned novelist, and a middle-school teacher. The U.S. Constitution is famously short—4,543 words, or 7,591 if you include all twenty-seven amendments—but don’t tell that to someone tasked with writing it down, which can take twelve hours. (The Old Stone House will host sessions on the first Monday of each month for the rest of the year.) The four women, studiously bent over their work, looked by turns irritated, amused, and exhausted. One of those present thought, *Why does the phrase “foreign emoluments” always make me think of Bain de Soleil?*

Fifteen minutes before the end of the session, the women started talking politics.

“Right now, we have a Department of Justice that’s answering to the executive

branch,” the attorney-novelist said. “But that’s not how it was set up.” They discussed Mitch McConnell’s legacy, Ruth Bader Ginsburg’s reluctance to retire. The poli-sci student confessed, “I was secretive about coming to this. I thought, *Am I crazy to do this?*”

The attorney-novelist said, “Section 2, paragraph 3, brought me up short.” She read aloud the passage about how the apportionment of “Representatives and direct Taxes” would exclude “Indians not taxed, three fifths of all other Persons.” The middle-school teacher commented on the irony that one of the Constitution’s “shortest articles, the one about the judicial branch, is also the least understood one, but it’ll be the most important one for getting us out of our current mess.”

O’Hara, who has written out the Constitution in full three times, said, in a phone call, “It’s a very calming experience. And when you’re calm you make better decisions.” She went on, “What really surprised me was the structure—that the executive is in between the judiciary and the legislative. That was a big relief when I found that out. And it shocked me how long it took for women to get the vote, and how long for slaves to be considered people.”

At the Old Stone House, the mood was a mixture of satisfaction and unease. The attorney-novelist said, “Maybe we should do this with Congress.” The others laughed.

Tariffs were in the news. Someone mentioned Article I, Section 10, which details duties and imports being “subject to the Revision and Controul of the Congress.” But these days, it was observed, even “controul” is out of control. ♦

Published in the print edition of the April 28, 2025, issue, with the headline “Write It Again.”

New Yorker Favorites

- A prison therapist grapples with a sex offender's release.
- Woodstock was overrated.
- Why walking helps us think.
- A whale's strange afterlife.
- The progressive politics of Julia Child.
- I am thrilled to announce that nothing is going on with me.

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Henry Alford, a humorist and a journalist, has contributed to The New Yorker since 1998. He is the author of the Joni Mitchell biography "I Dream of Joni."

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ANNALS OF HIGHER EDUCATION

What Comes After D.E.I.?

Colleges around the country, in the face of legal and political backlash to their diversity programs, are pivoting to an alternative framework known as pluralism.

By Emma Green

THE LEDE

This Easter, with the Pope Ailing, Will the Catholic Church Stand Up to Trump?

Pope Francis has long advocated for immigrants, refugees, and the vulnerable—but the Church, like other institutions, may need to find new ways to sustain its commitments.

By Paul Elie

DEPT. OF DISPOSAL

Meet the City's New Compost Cops

Chicken bones? Nope! Greasy pizza boxes? Uh-uh. For two weeks in April, the Department of Sanitation sent inspectors to rifle through your trash and fine landlords for failure to compost.

By Diego Lasarte

Ad

DEEP STATE DIARIES

The Plight of the Taxman

As I.R.S. employees toil through tax season, their agency is being dismantled by the government it powers.

By E. Tammy Kim

THE LEDE

The Cost of Defunding Harvard

If you or someone you love has cancer, cardiovascular disease, dementia, Parkinson's disease, or diabetes, you have likely benefitted from the university's federally funded discoveries in care and treatment.

By Atul Gawande

THE POLITICAL SCENE

Is the U.S. Becoming an Autocracy?

Other countries have watched their democracies slip away gradually, without tanks in the streets. That may be where we're headed—or where we already are.

AROUND CITY HALL

Why Can't New York Have Nice Mayors?

As the Trump Administration encroaches on the city, Andrew Cuomo and Eric Adams try to salvage their political careers.

By Eric Lach

A REPORTER AT LARGE

Starved in Jail

Why are incarcerated people dying from lack of food or water, even as private companies are paid millions for their care?

By Sarah Stillman

THE LEDE

Donald Trump and the Favoritism Grift

For this President, all policy is personal.

By Nathan Heller

ANNALS OF LAW

A Lawyer Freed Young Thug. Now He's Defending Diddy

Since the Young Thug trial, Brian Steel has modelled for the rapper's fashion brand and had a Drake song named after him. Sean Combs took note.

By Charles Bethea

THE LEDE

Donald Trump's Tariffs and the Price of Calm

The view from northern Europe, which, until very recently, had long seen the United States as a land
pe.

By Bill McKibben




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Diane Samuels

PROJECTS

One Book, One Drawing

Pandemic: 100 Days, 100

Poems

Pandemic: Albert Camus,

Frantz Fanon, Rania

Mamoun

The Overstory, Richard

Powers

Moby-Dick, or The Whale,

Herman Melville

Romeo and Juliet, William

Shakespeare

Poetry Quilt

Scheherazade

First Lines

Midnight's Children, Salman

Rushdie

Metamorphoses, Ovid

The Making of Americans,

Gertrude Stein

Autobiography of Alice B.

Toklas / Testimony Against

Gertrude Stein

Leaves of Grass, Walt

Whitman

The Odyssey, Homer

Was ist Aura? What is Aura?

Walter Benjamin

Five Neighbors, Five

Constitutions (Excerpts)

Five Constitutions, Five

Writers

Nosotros, el Pueblo / We the

People

Jerusalem Diary



Explore: click on image to zoom

MOBY-DICK, OR THE WHALE, HERMAN MELVILLE

A hand-transcription of Herman Melville's *Moby-Dick, or The Whale* written on remnants of archival paper and Samuels' drawings that have been recycled and painted over and, in places, drawn and collaged on with images that pertain to the specific text. Each page of the book is hand-written as a horizontal row of the drawing, starting with "Call me Ishmael" at the top of the drawing.

Title: ***Moby-Dick***, Herman Melville

Size: 8 feet x 47 feet (w x h)

Materials: paper, ink

Date: 2015

Photographed by: Thomas Little

Samuels chose *Moby-Dick, or The Whale* because of Melville's descriptions of confrontations with "the other" and his archiving and cataloguing of information about whales and the world. In Chapter Three, Ishmael and Queequeg share a room and a bed at the Spouter-Inn. Ishmael describes his terror in meeting Queequeg. Despite cultural, racial, and language differences, the chapter ends with Ishmael's

Two Poets / Two Sides

Echo and Narcissus

statement, "I turned in, and never
slept better in my life."

Public Art

Lines of Sight

Luminous Manuscript

The Alphabet Garden

Blog

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TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 05/15/2025

ITEM NO: 3

DATE: May 7, 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 will need to complete their work and disband by the DEI Commission's **June 18, 2025 meeting next month**.

The ad hoc subcommittees are currently 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, Varily Isaacs, and Anne Lamborn

Prepared by: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Community Outreach

DATE: April 21, 2025

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:

- 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?

Attachment 1 contains Commissioner comments.

On April 21, 2025, the Commission requested a recirculation of the list of stakeholders for potential collaboration the Commission put together at the beginning of 2024. That list was originally provided in the DEI Commission's April 11, 2024 agenda packet and can be found as Attachment 2 to this report.

ATTACHMENT:

1. Commissioner Comments
2. Stakeholders

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.

Goals by Partner

[illegible]

Community Partners

Business	Contact	Title	Mission Statement	DEI Statement	Notes	Commissioner Lead
Jewish Family Services Silicon Valley	Susan Frazer	CEO	Jewish Family Services of Silicon Valley empowers individuals and families facing life's challenges by providing quality human services inspired by Jewish values.		Potential programs in coordination with their refugee resettlement services, including for the Afghan and Ukrainian communities	
West Valley Community Services			Our mission is to unite the community to fight hunger and homelessness. Our vision is a community where every person has food on the table and every person has a roof over their head. Our work is fueled by six core values: compassion, dignity, integrity, service, diversity, and ingenuity.		Partnership to include voices of socio-economic difference	
Assistance League of Los Gatos-Saratoga			Assistance League volunteers transforming the lives of children and adults through community programs. Programs include: enhancing literacy for children, providing STEAM education, enriching children's education, supporting new moms and babies, cooking for seniors.		Partnership to include voices of socio-economic difference	
Law Foundation of Silicon Valley			The Law Foundation of Silicon Valley uses legal advocacy to combat injustices like poverty, inequity, and child abuse. We provide free legal services on housing, health, and children's rights issues and systems change work to advance equity and justice for low-income individuals and communities of color in Silicon Valley. Programming includes assistance on housing, health, children & youth.			
AWO Center	Folake Phillips	Executive Director	Connecting the different shades of Huemanity for a more inclusive and representative world.			
NUMU	Kimberly Snyder	Amy moved on. She now works in Santa Cruz				

Los Gatos Chamber of Commerce	Jennifer Lin	Executive Director				
Los Gatos Saratoga Recreation	Nancy Rollett	Executive Director				
Los Gatos Library	Jennifer Laredo					
Los Gatos Library	Ryan Baker	Director				
Lillistones, Say good. Do good. Be good.	Lilli Valencia	Owner				
Los Gatos Anti-Racism Coalition	Jeff Suzuki	Founder				
LGS Rec 55+ Program	Lisanne Kennedy	Recreation Coordinator				
SASCC	Tylor Taylor	Executive Director				
CASSY	Marico Sayoc	Executive Director				
Goldberg Institute						
BAYMEC						

School Based Programs

School/District	DEI Initiative/Program	Contact	Title	Mission Statement	DEI Statement
LGUSD		Rhonda Beasley	Director of Curriculum, Instruction & Assessment	LGUSD Mission Statement	
Notre Dame High School	https://www.ndsj.org/academics/ejl	Hilary Orr		Equity Belief Statement	
Los Gatos High School		Allison (Alli) Stits	Assistant Principal-House 1		
Los Gatos High School		Kristi Grasty	Vice Principal		
Bellermine Prep	DEI at Bellermine		Bellermine Mission Statement		
Hillbrook Elementary	DEIJA at Hillbrook	Gulliver Lavalley	Head of Middle School; Director of DEI		
Project Cornerstone					
LGSUHS		Bill Sanderson	Superintendent		
Fisher Middle School		Mary Lonhart	Principal		
The Scott Foundation		Shannon Hunt-Scott	President		

Faith-Based Organizations

Faith Based Entity	Contact	Title	Mission Statement	DEI Statement	Notes	Commissioner Lead
West Valley Muslim Association	Shaykh Alauddin Elbakri	Shakh				
Congregation Shir Hadash	Rabbi Nico Sokolovsky	Rabbi				
Presbyterian Church of Los Gatos	Rev. Erica Rader	Reverend				
Skyland Community Church	Rev. Melanie Weiner	Reverend				
Bahai Faith of Los Gatos	Fedross Samadani					
St. Mary's of the Immaculate Conception	Jane Najour					
Church of Jesus Christ of Latter Day Saints	Scott & Lorraine Hepworth					
St. Luke's Episcopal Church	Rev. Ricardo Avila	Reverend				
Jewish Silicon Valley	Rabbi Hugh Seid-Valencia	Rabbi				
Faith Lutheran Church	Min. Peggy White	Minister				
Unitarian Universalist Fellowship of Los Gatos	Sue Ann Lorig					
Faith Orgs covering Los Gatos region						
Hindu American Foundation	Mihir Meghani	Dr.				
Jain Center of Northern California	Girish Shah					
Zoroastrian Temple	Dolat Bolandi					
Major Ethnic/Cultural Orgs in the Region						
AACI (Asian Americans for Community Involvement)	Sarita Kohli	CEO				
Vietnamese American Roundtable	Philip Nguyen	ED				
LEAD Filipino	Angelica Cortez	ED				
AACSA (African American Community Service Agency)	Milan Balinton	CEO				
San Jose Taiko	Wisa Uemura	ED				
Tabia African American Theatre Ensemble	Viera Whye					
MACLA (Movimiento de Arte y Cultura Latino Americana)	Anjee Helstrup-Alvarez	ED				

Pro-DEI Businesses/Clubs

Business	Contact	Title	Notes	Commissioner Lead
We Olive	Amanda Sarich	Store Manager		
Time Out Clothing	Ginger	Owner		
Domus	Randi Chen	Domus employee, former Chamber of Commerce		
Domus	Margaret Smith	Owner		
LG Resident	Donna McCurrie	Former program manager of Listen, Learn, Change, Grow		
LG Resident and Small Business Owner	Catherine Sommers	Current LG Business Owner, Former Executive Director of the Chamber of Commerce		
Los Gatos Theater	Paul Gunsky	CineLux VP		
Los Gatos Coffee Roasting Co	Teri Hope			
Great Bear Coffee				
Plant-Based Advocates	Karen Rubio	Founder		
Oak & Rye				
Share Tea				
Lexington House				
The Spa				
Silicon Valley Black Chamber of Commerce			<p>To create, identify and expand economic development opportunities for African Americans and minorities in Silicon Valley</p> <p>Its mission is to promote and assist businesses in Santa Clara County and those who want to do business with the Philippines.</p> <p>Promoting and supporting member businesses for the advancement of economic growth throughout Silicon Valley</p>	
Filipino American Chamber of Commerce Silicon Valley				
Silicon Valley Vietnamese American Chamber of Commerce	Nancy Kieu Nga Avila			



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 05/15/2025

ITEM NO: 4

DATE: May 7, 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.

PREPARED BY: Holly Young
Senior Management Analyst