



**TOWN OF LOS GATOS
DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA
MARCH 19, 2026
110 EAST MAIN STREET
TOWN COUNCIL CHAMBERS
5:00 PM**

*Gordon Yamate, Chair
Diane Fisher, Vice Chair
Tooba Ahmed, Commissioner
Lynn Bruno, Commissioner
D. Michael Kane, Commissioner
Carmen Lo, Commissioner
Joy Su, Commissioner
Anne Lamborn, Arts and Culture
Commissioner
Gregory Gentile, Community Health and
Senior Services Commissioner*

IMPORTANT NOTICE

This meeting will be held in person at the location listed above. Members of the public may provide written or oral comments on agenda items by following the instructions listed at the end of the agenda.

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. During special meetings, members of the public are welcome to address the Commission only on items listed on the agenda. Town resources may not be used to facilitate audio or visual presentations. 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. Each speaker is limited to three minutes or such time as authorized by the Chair.)*

1. Approve the Draft Minutes of the February 19, 2026 Diversity, Equity, and Inclusion Commission Regular Meeting.

OTHER BUSINESS *(Each speaker is limited to three minutes or such time as authorized by the Chair.)*

2. Discuss Participation in the Youth Commission Multicultural Event on April 11 (Work Plan Item 6 Related to DEI Plan Goal B, Item 2.b.).
3. Conduct Outreach to the Community in the Categories of Education/Schools, Religious Groups, Businesses, and Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Discussion Item b. Related to DEI Plan Goal C, Item 1.a.i.).
4. Recommend Additional Action Items to the Town Council to Make Visible the Equity Issues that Matter to the Larger Community (Work Plan Discussion Item a. 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 require special assistance to participate in this meeting, please contact the Clerk's Office at (408) 354-6834. Please notify the Clerk's Office at least two (2) business days prior to the meeting so that reasonable arrangements can be made to ensure accessibility in compliance with 28 CFR §35.102-35.104 and related provisions.

NOTICE REGARDING SUPPLEMENTAL MATERIALS - Materials related to an item on this agenda submitted to the Commission after initial distribution of the agenda packets are available for public inspection in the Clerk's Office at Town Hall, 110 E. Main Street, Los Gatos, and on the Town's website at www.losgatosca.gov. Town Commission agendas and related materials can be viewed online at <https://losgatos-ca.municodemeetings.com/>.

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 supplemental materials: by 11:00 a.m. the day of the Commission meeting.



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

MEETING DATE: 3/19/2026

ITEM NO: 1

**DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
February 19, 2026**

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, February 19, 2026, at 5:00 p.m.

CALL MEETING TO ORDER

The meeting was called to order at 5:02 p.m.

ROLL CALL

Present: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Lynn Bruno, D. Michael Kane, Joy Su, and Gregory Gentile. Commissioner Tooba Ahmed arrived at 5:18 p.m.

Absent: Commissioners Carmen Lo and Anne Lamborn.

Youth Commission Liaisons Present: Nia Khanna.

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

VERBAL COMMUNICATIONS

Opened public comment.

Member of the Public

- Commented on various concerns.

Closed public comment.

CONSENT ITEMS

1. Approve the Draft Minutes of the January 15, 2026 Diversity, Equity, and Inclusion Commission Regular Meeting.

Opened public comment.

None.

PAGE 2 OF 3

SUBJECT: Draft Minutes of the DEI Commission Meeting of February 19, 2026

DATE: March 19, 2026

Closed public comment.

MOTION: Motion by Commissioner Su to approve the minutes from January 15. **Seconded** by Commissioner Gentile.

VOTE: Motion passed unanimously.

OTHER BUSINESS

2. Review and Recommend Commission Work Plan Items for 2026 and Make a Recommendation to the Town Council.

Opened public comment.

None.

Closed public comment.

MOTION: Motion by Vice Chair Fisher to adopt the work plan as modified tonight in our discussion [by adding the following work plan item: Discuss participation in the Youth Commission Multicultural Event on April 11 (related to DEI Plan Goal B, Item 2.b.) and the following discussion only item: Commission to conduct outreach to the community in the categories of education/schools, religious groups, businesses, and non-profits/service organizations regarding opportunities for collaboration (related to DEI Plan Goal C, Item 1.a.i.)]. **Seconded** by Commissioner Kane.

VOTE: Motion passed unanimously.

3. 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.

Member of the public

- Commented on various concerns.

Lee Fagot

- Commented on publishing Town meetings in local newspapers.

Closed public comment.

PAGE 3 OF 3

SUBJECT: Draft Minutes of the DEI Commission Meeting of February 19, 2026

DATE: March 19, 2026

MOTION: **Motion** by **Vice Chair Fisher** to accept and endorse the current version of the memo [in Attachment 1] about Hand[Righting] the Constitution and submit that proposal to the Town Council. **Seconded** by **Commissioner Ahmed**.

VOTE: **Motion passed unanimously.**

COMMISSIONER/STAFF LIAISON REPORTS

Commissioner Kane reported that he is out of business cards.

Commissioner Gentile reported on the Rotary Crabfest and raising money for charity and that he has been working with the Community Health and Senior Services Commission on maintaining the Ride and Taste Program for seniors.

Commissioner Ahmed reported that the WVMA is having an open house on February 27 from 5:30 to 7:30 p.m.

Commissioner Su reported that she attended the Town Council meeting two weeks ago.

Chair Yamate reported that he had conversations with the Mayor regarding DEI work and attended Council meetings.

Vice Chair Fisher reported that she recently had a conversation about the WVMA Iftar event and thanked Commissioner Ahmed for sharing the open house event information.

Commissioner Bruno reported that she is on the communications team for a campaign to build a new community center in Los Gatos.

Youth Liaison Khanna reported on the Youth Commission's multi-cultural event.

ADJOURNMENT:

The meeting adjourned at 7:00 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the February 19, 2026, 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: 03/19/26

ITEM NO: 2

DATE: March 13, 2026
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Participation in the Youth Commission Multicultural Event on April 11
(Work Plan Item 6 Related to DEI Plan Goal B, Item 2.b.).

REMARKS:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included discussing participation in the Youth Commission Multicultural Event on April 11, 2026.

PREPARED BY: Holly Young
Senior Management Analyst



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 03/19/26

ITEM NO: 3

DATE: March 13, 2026
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Conduct Outreach to the Community in the Categories of Education/Schools, Religious Groups, Businesses, and Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Discussion Item b. Related to DEI Plan Goal C, Item 1.a.i.).

REMARKS:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included a discussion-only item (no staff time allocated) of conducting outreach to the community in the categories of education/schools, religious groups, businesses, and non-profits/service organizations regarding opportunities for collaboration.

PREPARED BY: Holly Young
Senior Management Analyst



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 03/19/26

ITEM NO: 4

DATE: March 13, 2026
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Recommend Additional Action Items to the Town Council to Make Visible the Equity Issues that Matter to the Larger Community (Work Plan Discussion Item a. Related to DEI Plan Goal A.2.a.).

REMARKS:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included a discussion-only item (no staff time allocated) of recommending additional action items to the Town Council to make visible the equity issues that matter to the larger community.

ATTACHMENT:

1. Commissioner Comments

PREPARED BY: Holly Young
Senior Management Analyst

From: [Anne lamborn](#)
To: [Holly Young](#)
Subject: Unable to advocate for their children, Indigenous parents from Mexico call for more interpretation – EdSource
Date: Wednesday, March 4, 2026 9:14:12 PM

[EXTERNAL SENDER]

From: Anne Lamborn

An Attachment

Unable to advocate for their children, Indigenous parents from Mexico call for more interpretation – EdSource

The article in this link is about non-Spanish, non-English- speaking Indigenous Mexican children in the Salinas valley who are bullied in their school. Their non-Spanish-speaking and non-English-speaking parents cannot help them in school through contacting the school administration.

These issues relate to the youth commissioners and their desire for more cultural education.

<https://share.google/25RSQGhE1ohLfmzjm>

Sent from my iPhone



Unable to advocate for their children, Indigenous parents from Mexico call for more interpretation



ZAIDEE STAVELY

March 2, 2026



REPUBLISH



Triqui and Mixteco-speaking parents attend a school board meeting in Greenfield with signs reading "Don't call me Oaxaquita," a derogatory term, and "Respect children and parents."

When a mother in the small city of Greenfield in the Salinas Valley received a call that her middle school daughter had been in a fight, she had a lot of questions.

But she couldn't get answers, because no one at the school could speak Triqui, an Indigenous language from southern Mexico spoken by between 5,000 and 10,000 people in the United States.

"I wanted to know why it happened and what was the solution. But I couldn't express myself in Spanish, so I wasn't able to understand or ask what happened," Ramirez said through an interpreter. She spoke on the condition that her first name not be used, fearing retaliation from the school district.

Thousands of students in California schools speak Indigenous languages from Mexico and Central America, although the exact number is unclear because not all languages are reported or tracked. Families often face communication barriers because of schools' failure to provide interpreters and a lack of understanding about Indigenous cultures.

Bullying is also commonplace, said Rafael Vasquez, co-author of the book "Culturally Responsive Schooling for Indigenous Mexican Students."

"Mexico has 68 Indigenous languages," said Vasquez, who is from a Zapotec-speaking family. "For the schools to not even know that we speak different languages, that creates a sense of frustration."

Ramirez suspected that the fight her daughter was involved in was related to ongoing bullying because of her Indigenous clothing, language and braids. After a group of kids threw eggs at the family's front door, Ramirez said she wanted to ask school staff to address the bullying, but was unable to communicate with anyone.

The superintendent and school board members of the Greenfield Union Elementary School District did not respond to multiple requests for comment regarding allegations that they failed to provide interpretation services and to count home languages correctly.

Indigenous languages undercounted

An undercount of students who speak Indigenous languages from Mexico may be contributing to the lack of interpretation.

Federal law requires schools to communicate with parents in a language they can understand, according to a [fact sheet](#) from the U.S. Department of Justice and the

Department of Education. The Office for Civil Rights has investigated schools that do not provide interpretation for violating Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color or national origin.

But some schools face challenges with finding interpreters, and California law requires schools to provide written translation of all messages and documents when a language is spoken by at least 15% of students. More than a quarter of current and former English learners speak languages that don't meet the threshold, according to the Public Policy Institute of California.

According to the California Department of Education, 7,681 students statewide spoke Mixteco at home in the 2024-25 school year, 1,600 spoke Mayan languages, 374 spoke Zapotec, 50 spoke "Central American Indian languages" and 25 spoke Nahuatl.

In some districts, the percentages are higher. In the Santa Maria-Bonita Unified School District, in Santa Barbara County, more than 15% of students spoke Mixteco at home in 2024-25. In the Oxnard School District, 3.7% spoke Mixteco. In Oakland Unified, 2.3% of students spoke Mayan languages in 2024-25, up from 1.4% in 2023-24 and .4% in 2022-23.

But most experts agree that there is a severe undercount of students who speak Indigenous languages from Mexico and Central America. The California Department of Education (CDE) does not track all languages. A spokesperson said the department uses the ISO Standard list of language codes. If a language does not appear on the list, it is added to the "Uncoded languages." category.

It is unclear how many students speak Triqui in Greenfield, because it is not on this list. According to CDE data, 67% of students in Greenfield Union Elementary School District speak Spanish at home, 1.7% speak Mixteco and 5.8% speak "Uncoded languages."

In addition, the data are based on home-language surveys that parents are required to complete when their children first enter school, which may be inaccurate. Vasquez said some parents, afraid of discrimination, are reluctant to say that their children speak an Indigenous language.

WELCOMING INDIGENOUS STUDENTS AND FAMILIES

- Call on parents to help: A group of parents in Oxnard translated children’s books and designed lessons about Indigenous stories, poems and heroes.
- Start clubs for Indigenous students
- Visit families’ communities of origin during school breaks
- Hire school staff who speak the language

Suggestions from Rafael Vasquez, co-author of the book “Culturally-Responsive Schooling for Indigenous Mexican Students”

Advocates from the nonprofit Centro Binacional para el Desarrollo Indígena Oaxaqueno said in some cases, Greenfield Union Elementary School District personnel filled out surveys for parents and wrote Spanish rather than Triqui. One mother said that school staff told her that she could only put English or Spanish on the form.

A lack of translation can have severe consequences. Vasquez said some students in other districts told him that they were referred to mental health services or special education because they were from Mexico, but did not respond when spoken to in Spanish.

Having bilingual school staff can make a big difference, Vasquez said. In addition to an interpreter on staff, Oakland Unified has a “community navigator” who speaks the Mayan language Mam and helps connect families to resources such as housing and immigration services.

“She’s a totally essential part of our operation,” said Nate Dunstan, Oakland Unified’s refugee and newcomer program manager. “There’s so much fear and misinformation that trust is more important than ever now.”

Unable to advocate

Ramirez and other parents who speak Triqui and Mixteco attended school board meetings for months last school year, calling for an in-person interpreter at all times,

sensitivity training for staff about Indigenous cultures to prevent bullying and after-school enrichment to teach children about Indigenous cultures and languages.

Several Greenfield parents told EdSource that without interpretation services available at all times, they could not advocate for their children at crucial moments. One mother said she did not understand when the school suspended her child, and was berated when she sent her child to school. Another said her children were told by teachers not to speak Mixteco at school.

But last school year, the district began piloting an Indigenous language interpretation app, [Nurbli](#), developed by a local startup. The company boasts on its website that it increased parent participation in Greenfield by 200%.

Parents reported that communication improved this school year, with interpreters available more often at school events. Still, parents said interpreters are not always available when they are needed for one-on-one communication.

“We want the school to support us so that the children know the value that the Triqui language and culture has,” Ramirez said.

Vasquez said that when teachers learn about Indigenous cultures and languages, it helps children feel welcome and learn.

“Sometimes you see, like, the Aztec pyramids in the history books, but you know, we’re still here,” he said. “We’re Indigenous; that doesn’t mean from the past.”

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EXPLORE:

DISCIPLINE ENGLISH LEARNERS PARENT INVOLVEMENT STUDENT WELL-BEING

DUAL LANGUAGE LEARNERS IMMIGRANT STUDENTS IMMIGRANTS

PARENT ENGAGEMENT

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