



**TOWN OF LOS GATOS
DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA
SPECIAL MEETING
APRIL 20, 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 March 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 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 Education/Schools, Religious Groups, Businesses, and Non-Profits/Service Organizations Regarding Opportunities for Collaboration, Including Recommendations to Modify the Commission's Work Plan (Work Plan Discussion Item b. Related to DEI Plan Goal C, Item 1.a.i.).
4. Discuss Additional Action Items to Make Visible the Equity Issues that Matter to the Larger Community, Including Recommendations to Modify the Commission's Work Plan (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: 4/20/2026

ITEM NO: 1

**DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
March 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, March 19, 2026, at 5:00 p.m.

CALL MEETING TO ORDER

The meeting was called to order at 5:05 p.m.

ROLL CALL

Present: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Lynn Bruno, D. Michael Kane, Carmen Lo, Joy Su, Anne Lamborn, and Gregory Gentile.

Absent: Commissioner Tooba Ahmed.

Youth Commission Liaisons Present: Nia Khanna and Wilbur Huang.

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

VERBAL COMMUNICATIONS

Opened public comment.

The following individuals spoke during verbal communications:

1. Member of the Public

Closed public comment.

CONSENT ITEMS

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

Opened public comment.

None.

Closed public comment.

MOTION: Motion by Vice Chair Fisher to approve the minutes. **Seconded by Commissioner Lo.**

VOTE: Motion passed unanimously.

OTHER BUSINESS

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.).

Opened public comment.

The following individuals spoke on this item:

1. Member of the Public

Closed public comment.

The Commission discussed the item.

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.).

Opened public comment.

None.

Closed public comment.

The Commission discussed the item.

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.).

Opened public comment.

The following individuals spoke on this item:

1. Member of the Public

Closed public comment.

MOTION: Motion by Vice Chair Fisher to vote to forward this document [in Attachment 2] with the aforementioned changes [change “prohibiting” to “to prohibit” on page two, paragraph three, line two and add “but are not limited to” after the word “include” on page three, bullet point four, line three] directly to the Council for consideration. **Seconded by Commissioner Kane.**

VOTE: Motion passed 7-1. Commissioner Bruno opposed.

COMMISSIONER/STAFF LIAISON REPORTS

Staff Liaison Young reported that new Commission business cards are available, any old business cards should be turned in, and that the next DEI Commission meeting is a special meeting on April 20.

Commissioner Lamborn reported that former DEI Commissioner Folake Phillips was awarded 2026 Woman of the Year by Assemblymember Gail Pellerin. She also reported that she will be traveling to Guatemala City in April.

Vice Chair Fisher recognized Eid al-Fitr.

Chair Yamate; Commissioners Kane, Gentile, Lo, Bruno, and Su; and Youth Commission Liaisons Huang and Khanna had no reports.

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 March 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: 04/20/2026

ITEM NO: 2

DATE: April 15, 2026
TO: Diversity, Equity, and Inclusion (DEI) Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Participation in the Town's 4th of July Symphony in the Park Event (Related to DEI Plan Goal B., Item 1.a.).

RECOMMENDATION:

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

BACKGROUND:

On March 3, 2026, the Town Council approved the work plan for the DEI Commission, which included an item to discuss participation in the Town's 4th of July Symphony in the Park event (related to DEI Plan Goal B., Item 1.a.).

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. In 2026 we celebrate the 250th Independence Day anniversary. Commission participation in this event is an opportunity to connect with residents, share information about the Commission's work and engage with the community in a fun and welcoming setting.

DISCUSSION:

Town staff welcomes the DEI Commission to host a booth at this event. The Commission may choose to host a fun activity that is family friendly to drive more traffic to its booth.

The event will occur between approximately 10:00 a.m. and 2:00 p.m. Booth participants would need to arrive between approximately 8:30 and 9:00 a.m. to set up and would stay until the event concludes at approximately 2:00 p.m.

PREPARED BY: Holly Young
Senior Management Analyst

PAGE 2 OF 2

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

DATE: April 20, 2026

The Town will provide participating Commissions with one table, one canopy, and two chairs. Commissions would need to provide any additional activities, or games (including set up and breakdown for anything outside of the booth supplies noted above) if desired.

This year, the Town will provide giveaway items for the Commission booths. All participating Commissions will receive a commemorative event button to distribute to guests as a special keepsake of the celebration. The following giveaway items are also currently available (*subject to change*):

- Town-branded coffee cup stress balls
- Town-branded pens
- Town-branded stickers

The Commission may provide input on its giveaway item preferences and staff will try their best to accommodate, taking into account other factors such as other Commissions that may also be participating. Alternatively, all of the other three giveaway items may be provided to each participating Commission. Staff welcomes the DEI Commission's input on this.

If the DEI Commission decides to participate in this event, the 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,
- Provide input on the giveaway items as referenced above, and
- Determine any booth activities if desired.

Staff looks forward to the Commission's discussion.

ATTACHMENT:

1. Commissioner Comments



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

MEETING DATE: 04/20/26

ITEM NO: 3

DATE: April 15, 2026
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Outreach to the Community in the Categories of Education/Schools, Religious Groups, Businesses, and Non-Profits/Service Organizations Regarding Opportunities for Collaboration, Including Recommendations to Modify the Commission's Work Plan (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) to discuss outreach to the community in the categories of education/schools, religious groups, businesses, and non-profits/service organizations regarding opportunities for collaboration. Any recommendations resulting from this discussion-only item are limited to modifying the Commission's work plan.

ATTACHMENT:

1. DEI Commission 2026 Work Plan

PREPARED BY: Holly Young
Senior Management Analyst

2026 DEI Commission Work Plan

1. Discuss participation in the Town's 4th of July Symphony in the Park event (related to DEI Plan Goal B, Item 1.a.).
2. Select one Commissioner to serve as Community Grant Rater (related to DEI Plan Goal A, Item 1.a.).
3. Review the topics/themes of the Library's current DEI reading lists and recommend additional topics/themes to consider. Develop and implement a plan to share the Library's DEI reading lists with local schools (related to DEI Plan Goal B, Item 4.d.).
4. Review and provide recommendations to staff on the Housing Resource Guide (related to Town DEI Plan Goal E).
5. Provide input to staff regarding potentially adding a Welcome Statement from the Town to the Welcome Packets sent to new Los Gatos residents (related to DEI Plan Goal D, Item 2.d.).
6. Discuss participation in the Youth Commission Multicultural Event on April 11 (related to DEI Plan Goal B, Item 2.b.).
7. Review a draft (*when available, may or may not occur in 2026*) of the Arts and Culture Commission's Public Arts Master Plan and make recommendations for DEI elements to consider (related to DEI Plan Goal B, Item 2.4.b.).

If time permits after the above items are completed:

8. Gather community input and provide a recommendation to staff regarding creating a new Town tagline, in concert with the mission statement that involves the spirit of 'belonging', as a north star for ongoing work (DEI Plan Goal D, Item 2.a.).

Items for discussion only (no staff time allocated):

- a. Recommend additional action items to the Town Council to make visible the equity issues that matter to the larger community (Town DEI Plan Item A.2.a.).
- b. 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.).



TOWN OF LOS GATOS
DEI COMMISSION AGENDA REPORT

MEETING DATE: 04/20/26

ITEM NO: 4

DATE: April 15, 2026
TO: DEI Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Additional Action Items to Make Visible the Equity Issues that Matter to the Larger Community, Including Recommendations to Modify the Commission's Work Plan (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) to discuss additional action items to make visible the equity issues that matter to the larger community. Any recommendations resulting from this discussion-only item are limited to modifying the Commission's work plan.

ATTACHMENT:

1. DEI Commission 2026 Work Plan
2. Commissioner Comments

PREPARED BY: Holly Young
Senior Management Analyst

2026 DEI Commission Work Plan

1. Discuss participation in the Town's 4th of July Symphony in the Park event (related to DEI Plan Goal B, Item 1.a.).
2. Select one Commissioner to serve as Community Grant Rater (related to DEI Plan Goal A, Item 1.a.).
3. Review the topics/themes of the Library's current DEI reading lists and recommend additional topics/themes to consider. Develop and implement a plan to share the Library's DEI reading lists with local schools (related to DEI Plan Goal B, Item 4.d.).
4. Review and provide recommendations to staff on the Housing Resource Guide (related to Town DEI Plan Goal E).
5. Provide input to staff regarding potentially adding a Welcome Statement from the Town to the Welcome Packets sent to new Los Gatos residents (related to DEI Plan Goal D, Item 2.d.).
6. Discuss participation in the Youth Commission Multicultural Event on April 11 (related to DEI Plan Goal B, Item 2.b.).
7. Review a draft (*when available, may or may not occur in 2026*) of the Arts and Culture Commission's Public Arts Master Plan and make recommendations for DEI elements to consider (related to DEI Plan Goal B, Item 2.4.b.).

If time permits after the above items are completed:

8. Gather community input and provide a recommendation to staff regarding creating a new Town tagline, in concert with the mission statement that involves the spirit of 'belonging', as a north star for ongoing work (DEI Plan Goal D, Item 2.a.).

Items for discussion only (no staff time allocated):

- a. Recommend additional action items to the Town Council to make visible the equity issues that matter to the larger community (Town DEI Plan Item A.2.a.).
- b. 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.).

DRAFT: FOR DEIC COMMISSION REVIEW

2026 Interfaith Calendar of Holidays and Days of Celebration/United States National Holidays.

January 2026 National Holidays/Religious Holy Days

January 1- U.S. New Years Day. National Holiday.

January 5 – Sikh. Celebrates the birth of Guru Gobind Singh, the Sikhs' 10th master and teacher.

January 3 – Buddhist: Celebrates the Buddhist New Year in Mahayana traditions.

January 7 – Coptic Orthodox Christian: Christmas

Marks the birth of Jesus Christ according to the Julian calendar.

January 14 – Hindu: Pongal: Harvest festival thanking the Sun God for the agricultural abundance.

January 19- U.S. Martin Luther King Day. Federal Holiday

February 2026 National Holidays/Religious Holy Days

February 2 – Christian: Candelmas: Commemorates the presentation of Jesus at the temple.

February 15 – Buddhist: Parinirvana: Marks the death of Buddha and his attainment of final Nirvana.

February 15 – Hindu: Maga Shivaratri

A major Hindu festival celebrating Lord Shiva.

February 16 - U.S. President's Day. National Holiday

February 18 – Christian: Ash Wednesday: Marks the beginning of Lent.

February 19 – Islamic: Ramadan begins. Holy month of fasting, prayer, and reflection.

March 2026 National Holidays/Religious Holy Days

March 4 – Hindu: Holi: Festival of colors, celebrating the arrival of spring.

March 4 – Sikh: Hola Mohalla: Sikh festival featuring martial arts, poetry, and community gatherings.

March 21 – Baha’i: New Year

March 21 – Islamic: Eid al Fitr: Marks the end of Ramadan, celebrated with a feast and prayers.

April 2026 National Holidays/Religious Holy Days

April 2 – Jehovah’s Witnesses: The Memorial of Jesus’ death.

April 2-9 – Jewish: Passover

April 5 – Christian: Easter

April 12 – Greek Orthodox Easter

April 14 – Sikh, Hindu: Vaisakhi: Sikh New Year

May 2026 National Holidays/Religious Holy Days

May 1 – Buddhist: Vesak: Commemorates the birth, enlightenment, and death of Buddha.

May 5 – Jewish: Lag BaOmer - Marks the end of plague during Rabbi Akiva’s lifetime.

May 24 – Buddhist: Buddha’s Birthday: Celebrates the birth of Siddhartha Gautama, the founder of Buddhism.

May 25 – Memorial Day U.S: National Holiday

May 27 – Islamic: Eid-al-Adha

May 29 – Baha’i: Ascension of Baha’u’llah

Commemorates the passing of Baha’u’llah, the founder of the Baha’i Faith.

June 2026 National Holidays/Religious Holy Days

June 17 – Islamic: New Year

June 19 – Juneteenth, U.S. Federal Holiday (End of Slavery in U.S.)

June 26, Ashura, Islamic

July 2026 National Holidays/Religious Holy Days

July 3 Friday U.S. Independence Day: U.S. Federal Holiday

July 4 Saturday Independence Day (Actual)

July 23 – Rastafarian: Birthday of Haile Selassie

Celebrates the birth of the Ethiopian Emperor, revered in Rastafarianism.

July 24 – Church of Jesus Christ of Latter-day Saints: Pioneer Day

Commemorates the arrival of the first Mormon pioneers in Utah.

August 2026 National Holidays/Religious Holy Days

September 2026 National Holidays/Religious Holy Days

September 7 U.S. Labor Day, Federal Holiday.

September 11 – Coptic Orthodox Christian: Navrouz

Marks the start of the Coptic New Year.

September 12 - Rosh Hashana: Jewish New Year

September 13 - Rosh Hashana Cont’d : Jewish New Year

September 14 – Hindu: Ganesh Chaturthi

Celebrates the birth of Lord Ganesh.

September 21 – Jewish: Yom Kippur

October 2026 National Holidays/Religious Holy Days

October 12 – U.S. Indigenous People Day (Columbus Day) Federal Holiday

October 17-21 – Hindu: Hurga Puja

November 2026 National Holidays/Religious Holy Days

November 8 – Hindu: Diwali

The festival of lights, celebrating the victory of light over darkness.

November 10 – Baha’i: Birthday of the Bab

Celebrates the birth of the Baha’i co-founder.

November 11 – Veterans Day, U.S. Federal Holiday

November 24 – Sikh: Martyrdom of Guru Tegh Bahadur Sahib

Honors the martyrdom of the ninth Sikh Guru.

November 26 – Thanksgiving, National Holiday

November 29 – Christian: Advent

Marks the beginning of the Christian liturgical year leading up to Christmas.

December 2026 National Holidays/Religious Holy Days

December 4 – Eastern Orthodox Christian: The Entrance of the Theotokos into the Temple: Celebrates the presentation of Mary in the temple.

December 8 – Buddhist: Bodhi Day. Commemorates the enlightenment of Buddha.

December 5-12 – Jewish: Hanukkah: The Festival of Lights, celebrating the rededication of the Second Temple.

December 24 - Christmas Eve

December 25 – Christmas Day Christian, U.S. National Holiday

December 26 – January 1, Kwanzaa: African-American

December 31: New Year’s Eve

January 2027 National Holidays/Religious Holy Days

January 1: New Year's Day U.S. Federal Holiday (Friday)

***Note: Uncertain if this has import:**

Seventh Day Adventists celebrate their “Sabbath” on Saturdays. From sun-down on Friday evening to sun-down Saturday. Their faith forbids labor/employment during this period of time as well as engaging in commercial activity.