



**TOWN OF LOS GATOS
DIVERSITY, EQUITY, AND INCLUSION COMMISSION AGENDA
AUGUST 08, 2024
110 EAST MAIN STREET
TOWN COUNCIL CHAMBERS
5:00 PM**

*Gordon Yamate, Chair
Diane Fisher, Vice Chair
Carmen Lo, Commissioner
Varily Isaacs, Commissioner
Folake Phillips, Commissioner
D. Michael Kane, Commissioner
Vacant, Commissioner
Dornaz Memarzia, Arts and Culture
Commissioner
Pradeep Khanal, Community Health and
Senior Services Commissioner
Pravin Balasingham, Youth Commissioner
Ryan Idemoto, Youth Commissioner*

HOW TO PARTICIPATE

This meeting will be held in-person at the Town Council Chambers at 110 East Main Street. Vice Chair Fisher will be participating by telephone from a remote location at 1658 Kearney St, Denver, CO 80220. The telephone location shall be accessible to the public and the agenda will be posted at the telephone location 72 hours before the meeting.

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

Persons wishing to make an audio/visual presentation on any agenda item must submit the presentation electronically, either in person or via email to clerk@losgatosca.gov by 3:00 p.m. the day of the 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 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 July 11, 2024 Diversity, Equity, and Inclusion Commission Regular Meeting.

COMMISSIONER/STAFF LIAISON REPORTS

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

2. Discuss Participation in the Town's Screen on the Green Event (Work Plan Item Regarding Town Events, Goal B., Item 1.a.).
3. Select a Commission Member to Serve as a Community Grant Rater (Work Plan Item Regarding Community Grants Rubric, Goal A, Item 1.a.).
4. Receive Library's Working Document for Holiday and Recognition Events (Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a.).
5. Explore Hosting a Panel Discussion Event (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b.)

6. Discuss a Potential Restrictive Covenant Redaction Project (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b. and Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a).
7. Consider Potential Questions to Support an Initial Needs Assessment and Listening Campaign for Outreach to Community Partners in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations (Work Plan Item Regarding Collaboration with Community Organizations Goal C, Item 2.a. Community- and School-Based Programming).

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]



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

MEETING DATE: 08/08/2024

ITEM NO: 1

**DRAFT
Minutes of the Diversity, Equity, and Inclusion Commission Meeting
July 11, 2024**

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, July 11, 2024, at 5:00 p.m.

CALL MEETING TO ORDER

The meeting was called to order at 5:06 p.m.

ROLL CALL

Present: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Carmen Lo, D. Michael Kane, Pradeep Khanal, Pravin Balasingham, and Ryan Idemoto. Commissioner Varily Isaacs participated by telephone pursuant to the Brown Act. Commissioner Dornaz Memarzia participated by telephone pursuant to the Brown Act until 6:30 p.m.

Absent: Commissioners Dominic Broadhead and Folake Phillips.

Town Staff Present: Assistant Town Manager Katy Nomura, Senior Management Analyst Holly Young, and Economic Vitality Manager Monica Renn.

VERBAL COMMUNICATIONS

Opened public comment.

No one spoke.

Closed public comment.

CONSENT ITEMS

1. Approve the Draft Minutes of the June 13, 2024 DEIC Meeting.

Chair Yamate identified a correction on page 3 of the Minutes.

Opened public comment.

No one spoke.

Closed public comment.

MOTION: Motion by **Commissioner Kane** to approve the consent calendar with the noted correction. **Seconded by Commissioner Balasingham.**

VOTE: Motion passed unanimously by roll call vote.

COMMISSIONER/STAFF LIAISON REPORTS

Commissioner Idemoto announced that he attended the Town's Spring Into Green event.

Chair Yamate announced that he met with Commissioners Phillips and Kane to discuss restrictive covenants and outreach; met with Jeff Suzuki from the Los Gatos Anti-Racism Coalition, Kimberly Snyder from NUMU, Councilmember Moore, and Commissioners Lo and Kane to discuss the Commission's initiatives; and reached out to Santa Clara County regarding its procedure for restrictive covenant redaction.

Commissioner Lo announced that she was also present at the meeting with Jeff Suzuki from the Los Gatos Anti-Racism Coalition, Kimberly Snyder from NUMU, Councilmember Moore, Chair Yamate, and Commissioner Kane.

Vice Chair Fisher researched potential short films to play at the Screen on the Green event and collaborated with Commissioner Lo on the FAQ Document with suggested talking points included in the packet.

Commissioner Isaacs met with the Rhonda Beasley from the Los Gatos Union School District and discussed the LG Cares Campaign, continuing a 5th grade Culture Fair, and extended an invitation to Ms. Beasley to attend a DEI Commission meeting.

Commissioners Khanal, Kane, Memarzia, and Balasingham had no reports.

The staff liaison, Senior Management Analyst Young, welcomed Assistant Town Manager Katy Nomura and announced that the Commission's tablecloth and business cards had arrived.

OTHER BUSINESS

2. Discuss Participation in the Town's Screen on the Green Event (Work Plan Item Regarding Town Events, Goal B., Item 1.a.).

Opened public comment.

No one spoke.

Closed public comment.

MOTION: **Motion** by **Chair Yamate** to recommend that a short film (first preference of “The Wrong Rock” and second preference of “Boundin”) be shown before the feature film and for the Commission to also have a table at the event. The Commission asked staff to return with more information at the August meeting. **Seconded** by **Commissioner Idemoto**.

VOTE: **Motion passed unanimously by roll call vote.**

3. Continue Discussion of Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training.

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item and the Housing ad hoc working group made up of Chair Yamate, Commissioner Lo, and Commissioner Kane will continue work on the potential Restrictive Covenant Redaction Project.

MOTION: **Motion** by **Commissioner Lo** to make a recommendation to the Town Council for the DEI Commission to hold a panel discussion on September 21, 2024 from 2:00 to 4:00 p.m. at LGS Recreation Center to discuss the Silicon Valley Pain Index and specifically focusing on the housing and education data in the report and how those inequities came about. **Seconded** by **Commissioner Kane**.

VOTE: **Motion passed unanimously by roll call vote.**

4. Continue Discussion of Work Plan Goal D, Item 1.a. Annual Communications Campaign.

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

5. Continue Discussion of Work Plan Goal C, Item 1.a. Collaboration with Community Organizations and Goal C, Item 2.a. Community- and School-Based Programming and Consider Next Steps.

Opened Public Comment.

No one spoke.

Closed public comment.

MOTION: **Motion** by **Commissioner Lo** to create four ad hoc working groups 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 an initial needs assessment and listening campaign and share the proposed questions at the next meeting prior to doing any outreach. **Seconded** by **Commissioner Kane**.

VOTE: **Motion passed unanimously by roll call vote.**

The ad hoc working groups are comprised as follows:

- Education/Schools: Commissioners Carmen Lo, Ryan Idemoto, Pravin Balasingham, Varilly Isaacs, and Folake Phillips
- Religious Groups: Vice Chair Diane Fisher and Commissioners D. Michael Kane and Folake Phillips
- Businesses: Chair Gordon Yamate and Commissioners Pradeep Khanal and Carmen Lo
- Non-Profits/Service Organizations: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Dominic Broadhead, and Dornaz Memarzia

ADJOURNMENT:

The meeting adjourned at 6:57 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the July 11, 2024, meeting as approved by the Diversity, Equity, and Inclusion Commission.

Holly Young, Senior Management Analyst



**TOWN OF LOS GATOS
DEI COMMISSION REPORT**

MEETING DATE: 08/08/2024

ITEM NO: 2

DATE: August 8, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Discuss Participation in the Town's Screen on the Green Event (Work Plan Item Regarding Town Events, Goal B., Item 1.a.).

RECOMMENDATION:

Discuss participation in the Town's Screen on the Green event (Work Plan Item Regarding Town Events, Goal B., Item 1.a.).

BACKGROUND:

At its May 9, 2024 meeting, the DEI Commission received a report regarding the Town's four annual events. The Commission was also invited to offer input regarding how to make Town events more welcoming and inclusive, and to participate in person with a table offering a craft, and/or activity at each of them.

At its June 13, 2024 meeting, the DEI Commission expressed interest in participating in the Town's upcoming Screen on the Green event taking place on September 20, 2024 at 6:30 p.m. at Oak Meadow Park. This event offers an outdoor movie with treats and is geared toward an audience of children and families. Ideas for the Commission's participation discussed at the meeting included hosting a table with giveaways and/or an activity and potentially also showing a short film featuring DEI themes.

At its July 11, 2024 meeting, the DEI Commission recommended that a short film (first preference of "The Wrong Rock" and second preference of "Boundin'") be shown before the feature film and for the Commission to also have a table at the event. Staff forwarded the Commission's recommendation to the Mayor.

The Mayor selected "Wish" as the feature film and chose "Boundin'" (<https://www.youtube.com/watch?v=VkUi4qdZStQ>) as the short film. "Boundin'" can be played prior to "Wish." "Boundin'" is a five-minute film with themes of anti-bullying, overcoming barriers, and being true to yourself even if you are different.

PREPARED BY: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Screen on the Green Participation

DATE: August 8, 2024

BACKGROUND (continued):

All Town Commissions will also be invited to participate at Screen on the Green this year in order to be equitable among Commissions.

DISCUSSION:

Short Film

If the Commission chooses to proceed with showing “Boundin’” at Screen on the Green, it would need to agree to spend \$90 from its budget in order to obtain the rights to the film.

Table

The DEI Commission may also consider related giveaways, an activity, or a craft geared toward children and families for its table at the event and should select at least two Commission volunteers to run the table.

Staff looks forward to the Commission’s discussion.

FISCAL IMPACT:

The cost for the rights to show the short film “Boundin’” is \$90. The Commission would need to utilize its budget for any table giveaways, activities, or crafts. There is \$2,155.18 currently in the Commission’s budget.



TOWN OF LOS GATOS
DIVERSITY EQUITY AND INCLUSION
COMMISSION AGENDA REPORT

MEETING DATE: 07/11/2024

ITEM NO: 2

DATE: June 3, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Ryan Baker, Library Director
SUBJECT: Select a Commission Member to Serve as a Community Grant Rater (Work Plan Item Regarding Community Grants Rubric, Goal A, Item 1.a.).

RECOMMENDATION:

Select a Commission member to serve as a Community Grant Rater (Work Plan Item Regarding Community Grants Rubric, Goal A, Item 1.a.).

BACKGROUND:

The Town of Los Gatos annually offers Community Grants through a competitive process. Grant raters this year will consist of two members of the Community Health and Senior Services Commission, two members of the Arts and Culture Commission, and one member from the DEI Commission.

DISCUSSION:

The Commission should select one member to serve as a grant rater. The time commitment will be three to four hours near the end of July or beginning of August. The time is self-directed, there are no meetings. The DEI Commissioner selected should:

- Not also serve on the Arts and Culture Commission or the Community Health and Senior Services Commission.
- Not work for, volunteer for, or be on the Board of, an organization that has the intention of applying for a Community Grant during this grant cycle.

PREPARED BY: Ryan Baker
Library Director



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 08/08/2024

ITEM NO: 3

DATE: August 1, 2024
TO: Diversity Equity and Inclusion Commission
FROM: Ryan Baker, Library Director
SUBJECT: Receive Library's Working Document for Holiday and Recognition Events
(Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a).

RECOMMENDATION:

Receive Library's working document for holiday and recognition events (Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a).

BACKGROUND:

The Library completed its plan for holidays and recognition dates and received approval from Council in February 2023. The approval also acknowledged that for the social media aspect of the plan, the Town of Los Gatos social media accounts would repost and amplify the recognitions on behalf of the Town as a whole.

During a meeting in spring of 2024, the DEI Commission suggested that they would like to see the extent of the working list of holidays and recognitions used by the Library to approach this effort.

DISCUSSION:

Attachment 1 is the full working document compiled by the Library. It is not in the Library's current capacity to change or add new celebrations or recognitions beyond what the Council approved in 2023. Therefore, the list should be received as informational only, unless the DEI Commission wishes to use it as a starting point for their own initiatives.

It should be read with the following disclaimer:

- This was a back-end working document and may contain errors in dates, errors in spelling, duplications, and omissions. It was not created or formatted for publication or ease of public viewing.

PREPARED BY: Ryan Baker
Library Director

DISCUSSION (continued):

- The list was compiled in late 2022 and early 2023; dates noted might represent where the recognition day fell in *either* 2021, 2022, 2023, or 2024 depending on what sources were referenced and when the entry was populated. The goal of making this list was not to memorialize exact dates in this document, but rather understand the volume and impact of different times of the year.
- Multiple events and recognitions listed have variable dates that change each year. Holidays that fall on a particular day of the week or vary in celebration date from year to year are NOT noted as such in this list.
- Library and literacy-related recognitions were included to help Library staff understand workload; they should not be considered in the same context as, or a comparison to, other recognition events.
- Some items listed are specific to Los Gatos traditions or other Town Departments.
- Generally, month-long recognitions are listed first, followed by week-long, followed by day-long. Some multi-day religious observances were intended to be noted on this list as the first day only.
- This list is not exhaustive and was not intended to be so.

Also attached is a request from a community member received in spring of 2024 requesting recognition of a medically-related awareness month. This is included to only illustrate an additional area that our community members find important for recognition but were not added to the original working document. Staff estimates that if medical awareness recognitions were to be added, the list would grow by an additional fifty to sixty entries. No action is needed on the part of the Commission as it pertains to the request.

Attachments:

1. Holiday and recognition working list
2. Request from community member regarding medical recognition

January

National Braille Literacy Month

Child-centered Divorce Awareness Month

Poverty in America Awareness Month

Human Trafficking Awareness Month

Muslim American Heritage Month

1 – New Years Day

1 – World Peace Day

4 – World Braille Day

5 – Epiphany (Christian)

7-Orthodox Christmas

11-National Human Trafficking Awareness Day

13 – Maghi (Sikh)

13 – Natl Amber Alert Education Day

15 – Martin Luther King Jr. Day

21 – World Religion Day

25 – Mahayana New Year

1/27 Intl Holocaust Remembrance Day

February

Love Your Library Month

Black History Month

American Heart Month

Blind/Low vision Awareness Month

Spay/neuter Month

Dating Violence Prevention Month

2/26-3/3 National Eating Disorder Awareness Week

1- World Hajib Day
1 – National Freedom Day (abolition of slavery in US)
4-National Cancer Day
4 – Rosa Parks Day
7 – Lailat al Miraj (Islam)
10 – Lunar New Year
13 – Mardi Gras / Carnaval
14 – Ash Wednesday
14 – Valentine’s Day
14 – Vasant Panchami / Saraswati (Hindu)
15 – Parinirvana (Buddhist)
19 – Day of Remembrance of Japanese American Incarceration
20 – President's Day
20 – World Day of Social Justice
24 – Maghi Purinum (Hindu)
24 – Lantern Festival
24 – Lailat al Bara’a (Islam – one of most sacred nights on calendar?)

March

Women's History Month
National Developmental Disabilities Awareness Month
Bi+ Health Awareness Month
Irish American Heritage Month
Deaf History Month
Ethnic Equality Month
Problem Gambling Awareness month
3/24 Trans Action Week

3/18 Neurodiversity Celebration Week

First full week – Return of Borrowed Books Week

Third Week in March– National Poison Prevention Week

1 – Zero Discrimination Day

3/2 - Read Across America

5 – Intl Disarmament Day

3/7 Holi Festival

8-International Women’s Day

8 – Maha Shivaratri (Hindu)

3/11 through 4/10 – Ramadan

11 – World Day of Muslim Culture, Peace and Dialog

14 – Equal Pay Day

15 – Intl Day to Combat Islamophobia

3/16 – Freedom of Information Day

17- St Patrick’s Day

19 – St Joseph’s Day

20 – Nowruz / Persian New Year

21 – Naw-Ruz (Baha’i new year)

21 – Intl Day for the Elimination of Racial Discrimination

23 – Purim (Jewish)

24 – Orthodox Sunday

24 – Palm Sunday (Christian)

25 – Intl Day of Remembrance of the Victims of Slavery

25 – Holi

29 – Good Friday

31 – Easter

31 – Intl Transgender Visibility Day

31 – Ceasar Chavez Day

April

National Poetry Month

Cancer Control Month

Arab American Heritage Month

Autism Acceptance Month

Dalit History Month

Celebrate Diversity Month

Alcohol Addiction Awareness month

Keep Los Gatos Beautiful Month

Cancer Control Month

Child Abuse Prevention Month

Defeat Diabetes Month

Sexual Assault Prevention Month

STD Education Month

4/9-15 – National Library Week

2 World Autism Awareness Day

5 – Laylat al-Qadr (Muslim Holy Night)

5 – Go For Broke Day – Remembrance Japanese American Veterans of WWII

7 – Intl Day of Reflection on the Genocide in Rwanda

9 – Eid al-Fitr

12 – Day of Silence / protest of LGBTQ+ harassment

13 – Vaisakhi (Sikh)

14 Pi Mai (New Year in several SE Asian communities)

4/11 – National Library Workers' Day

17 – Ram Navami (Hindu)

21 – Mahavir Jayanti (Jain)
21 – Ridvan (Baha'i)
4/22 Earth Day
22 – Passover
24 Armenian Genocide Remembrance
26 – Arbor Day

May

Asian and Pacific Islander Heritage Month
Jewish American Heritage Month
Desi Heritage Month
Mental Health Awareness Month
National Military Appreciation Month
Affordable Housing Week
Older Americans Month
Week containing May 15: Police Week
Week containing the third Friday of May: National Transportation Week
1-- Intl Workers' Day
2 – Natl Day of Prayer
5/5 Cinco de Mayo
5/4 – Free Library Comic Book Day (first Saturday in May)
5 – Orthodox Easter
9 – Ascension
10 – Military Spouses Day
5/12 Mothers' Day
15 – Visakha Puja /Buddha Day
5/15 Nakba Awareness Day
17 – Intl Day Against Homophobia

19 – Malcolm X Day
19 – Pentacost
21 – World Day for Cultural Diversity and Dialog
5/22 Harvey Milk Day
28 – Amnesty Day (Human Rights)
29 – Memorial Day

June

Summer Reading starts
Pride Month
LGBT Book Month
Audiobook Appreciation Month
Immigrant Heritage Month
Caribbean American Heritage Month
6/1 LGBTQ+ Families Day
2 – Native American Citizenship day
8 – LGHS Graduation day
11 – Shavout (Jewish)
14 – Flag Day
16 – Eid al-Adha
19- Juneteenth
20 – Summer solstice
6/20 Father Day
22 – World Refugee Day
6/27 National HIV Testing Day
28 – Commemoration of Stonewall Riots
29 – Feast of St Peter and Paul (Orthodox)

July

Disability Pride month

Parks Month (PPW)

World Bereaved Parents Month

7/8-7/14: Nonbinary Awareness Week

7/4 Filipino Friendship Day/Philippine Republic Day

4 – Independence Day

8- Islamic new year / Hijri

18 – Intl Nelson Mandela Day

21 – Dharma Day (Buddhist)

26 Americans with Disabilities Act Day/ Disability Independence Day (ADA Act signed)

27 – Black Women’s Equal Pay Day

30 – Intl Day of Friendship

SRP ENDS

August

Civility Month

Trans History Month

Bystander/Upstander Education Month

Traffic Awareness Month

6 – Remembrance of Hiroshima

9 – Intl Day of the World’s Indigenous Peoples

13 – Obon (Japanese American)

15 Assumption of Mary (Catholic)

17 – Marcus Garvey Day

18 – Hungry Ghost Festival (Chinese American)

19 – Raksha Bandhan (Desi family and diaspora)

23 – Intl Day for Remembrance of Slave Trade

24 – Silicon Valley Pride events

26 – Women’s Equality Day

26 – Krishna (Hindu)

31-Overdose Awareness Day

September

Hispanic Heritage Month (starts the 15th ends Oct 15)

Library Card Sign-Up Month

Suicide Prevention Month

Intergenerational Month

ADHD Month

Childhood Cancer Month

Childhood Obesity Month

Hunger Action Month

Health Aging Month

Service Animal Month

Banned Books Week / Freedom from Censorship

4- Labor Day

7 – Ganesh / Ganaputi (Hindu)

9/11 - Patriot Day

9/15 - 9/17 Rosh Hashanah

18 – Intl Equal Pay Day

9/21 Moon Festival

23 – Intl Sign Languages Day

9/24 - 25 Yom Kippur

9/24 Native American Day

9/26 International Day of Peace

October

Hispanic Heritage Month (ends the 15th)

LGBTQ History Month

ADHD Awareness Month

Breast Cancer Awareness Month

Filipino American history month

Global Diversity Awareness month

Natl Disability Employment Awareness month

Polish American Heritage Month

Italian American Heritage Month

Breast Cancer Awareness Month

Bullying Prevention Month

Depression Education Month

Domestic Violence Awareness Month

Down's Syndrome Awareness Month

German American Heritage month

Third Wednesday in Oct: International Pronouns Day

10/8 Mental Health Awareness Week

2 – Intl Day of Non-violence

2 – Intl Wrongful Conviction Day

4 – Blessing of the Animals (Catholic)

5 – Latina Women's Equal Pay Day

8 – Grandparents Day

9 – Indigenous People's Day

Indigenous People's Day

9 – Columbus Day

10/9-15 – Teen Read Week

10 – World Mental Health Day

10/11 National Coming Out Day

11 Yom Kippur

15 – White Cane Safety Day

16 – Sukkot (Jewish)

16 – Intl Pronouns Day

10/16-22 Friends of Libraries Week

17 – Intl Day for Eradication of Poverty

17 – CA Great Shake Out (Statewide Earthquake drills and education)

23 – Single Mothers Day

31 - Halloween

November

Native American Heritage Month

Picture Book Month

National Family Literacy Month

National Novel Writing Month

Natl Caregivers Month

Adoption Month

AIDS Awareness month

Alzheimer's Awareness month

Mid November United Against Hate Week

11/13-11/19: Transgender Awareness Week

Native American Heritage Month

1 / 2 Dia de los Muertos

7 - Election Day

10/11 Veteran's Day (could we add an educational component regarding deported veterans?)

10 – 15 Diwali

16 – Intl Day of Tolerance

20: Transgender Day of Remembrance

20 National Survivors (suicide) Day

23 Thanksgiving

25 National Day of Mourning

28 Native American Heritage Day

29 – Remembrance of Sand Creek Massacre

30 Native American Women's Equal Pay Day

December

Universal Human Rights Month

12/1: World AIDS Day

3 – Intl Day of Persons with Disabilities

7 – Pearl Harbor Day

8 – Bodhi (Buddhist)

10 - UN Human Rights Day

12 – Feast of Lady of Guadalupe (Mexican American)

16-24 Posadas

17 – Commemoration of Repeal of Chinese Exclusion Act

18 – 26 Chanukah (Hanukkah)

20 – Intl Human Solidarity Day

23 Solstice

25 – Christmas

26 –1 Kwanzaa

From: [REDACTED]
Sent: Monday, April 15, 2024 11:07 AM
To: Council <Council@losgatosca.gov>
Subject: Proclamation Request - Team HBV San Jose

[EXTERNAL SENDER]

Dear Mayor Badame,

I hope this letter finds you well. First of all, I wanted to express my appreciation for your dedication to serving our community and its residents.

My name is Walton Li, and I am a student at Archbishop Mitty High School. I am writing on behalf of Team HBV San Jose. We are a youth outreach branch of the Asian Liver Center at Stanford University.

The month of May is designated as Hepatitis Awareness Month in the United States, and May 19th is Hepatitis Testing Day.

To help create a concerted hepatitis B and liver cancer awareness effort, the Team HBV San Jose, led by a group of 13 Archbishop Mitty High School students would like to ask the Los Gatos Town Council to declare a week in May as "Hepatitis B Awareness Week" with a proclamation. This week shall be determined by the week that contains May 19th, which is Hepatitis Testing Day, and also coincides with Asian and Pacific Islander Heritage month. This will be an effort to increase awareness among city leadership and increase recognition of this serious health threat.

Hepatitis B is a serious infection of the liver that is responsible for up to 80% of liver cancer cases. 1 in 10 Asian and Pacific Islanders are chronically infected with hepatitis B, and 25% of those chronically infected will die of liver cancer or liver failure without proper monitoring or treatment. In fact, 1 million people die each year due to complications caused by hepatitis B. Most of those infected are not aware of their infection because there are no symptoms until it is too late. However, there are simple blood tests that can be done to detect an individual's hepatitis B infection status, and

there is a safe and effective vaccine available that can prevent individuals from contracting the virus.

In conjunction with the town council proclamation, our chapter will also hold a week of activities in the community and on social media to raise awareness about hepatitis B and liver cancer during the week that contains May 19.

Thank you for your consideration. I look forward to hearing from you and working together to help our community members live healthier lives.

Sincerely,

Walton Li

Founder, Team HBV San Jose

<https://www.teamhbvsj.org/>



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 08/08/2024

ITEM NO: 4

DATE: August 1, 2024
TO: Diversity, Equity, and Inclusion Commission
FROM: Holly Young, Senior Management Analyst
SUBJECT: Explore Hosting a Panel Discussion Event (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b.)

RECOMMENDATION:

Explore Hosting a Panel Discussion Event (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b.)

REMARKS:

At its June 13, 2024 meeting, the DEI Commission began its discussion of Goal B, Items 3.a. and b. Develop a Community Learning Opportunity on Historic Inequities and Develop Diversity, Sensitivity, and Awareness Training. The Commission unanimously voted to create an ad hoc working group to work on a community learning opportunity event regarding historic inequities. Commissioners Phillips, Lo, and Kane volunteered to be part of the Community Learning Opportunity Event Ad Hoc Working Group.

At its July 11, 2024 meeting, the DEI Commission unanimously made a recommendation to the Town Council for the DEI Commission to hold a panel discussion on September 21, 2024 from 2:00 to 4:00 p.m. at LGS Recreation Center to discuss the Silicon Valley Pain Index (Attachment 1) and specifically focusing on the housing and education data in the report and how those inequities came about.

Unfortunately, there is a conflict on September 21, 2024. The Kiwanis are holding their annual Fiesta De Artes event on the Civic Center lawn and Library parking lot that weekend. This event substantially impacts parking, access to buildings on both sides of Villa Avenue, and vehicular movement in the area. The event typically attracts approximately 5,000 people over the course of the two weekend days. Due to this conflict, the proposed September 21 date is not possible.

PREPARED BY: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Panel Discussion Community Learning Opportunity

DATE: August 1, 2024

REMARKS (continued):

In addition, the Town Policy Committee is currently working on the development of a Commission Events Policy to ensure all Commissions are provided the same guidance and direction from Council regarding events. It is anticipated that the item will go to Council in September. Given the timing, it would be prudent to wait to set another date until that policy is completed so that the Commission can take into account the parameters and expectations provided by the Council.

In the meantime, the Commission is encouraged to continue the conceptual planning of the event and discuss the proposed content, but should hold off on finalizing any dates, reserving rooms, and contacting speakers until the policy can provide further direction.

Staff looks forward to the Commission's discussion.

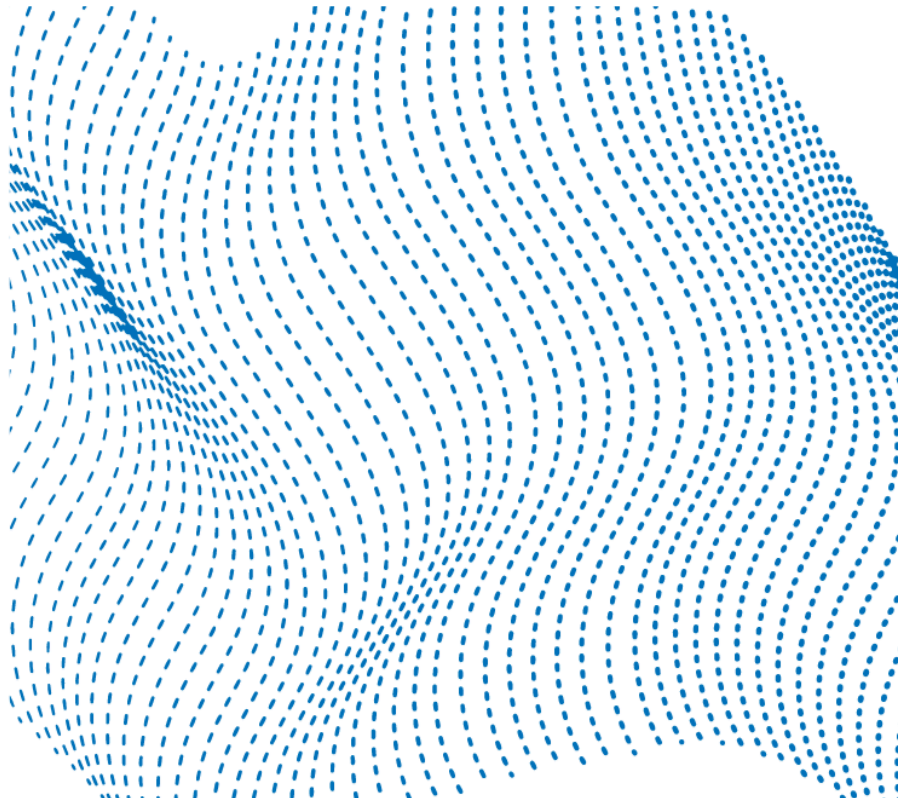
ATTACHMENTS:

1. 2024 Silicon Valley Pain Index

2024 SILICON VALLEY PAIN INDEX

5 Years In – Inequality Worsens, Part of Structure

*Beloved Community NOT to be Attained
Without Significant Change*



2024 SILICON VALLEY PAIN INDEX

5 Years In – Inequality Worsens, Part of Structure Beloved Community NOT to be Attained Without Significant Change

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2024 SVPI Infographic: Eleana Paneda

SJSU HRI Website: <http://www.sjsu.edu/hri>

Introduction

The purpose of the Silicon Valley Pain Index (SVPI) report is to:

- (1) Provide an efficient, easily digestible, statistical overview of structured inequalities to inform policy and practice in “Silicon Valley.”¹
- (2) Serve to measure Santa Clara County’s performance as a “human rights county,” which it declared in 2018 in accordance with the International Bill of Human Rights and in accordance with the Convention on the Elimination of All Forms of Discrimination Against Women [CEDAW] in 2023.

¹ Generally speaking, “Silicon Valley” refers to Santa Clara and San Mateo Counties throughout the 2024 SVPI. However, for the statistics cited from our colleague’s report at Silicon Valley Joint Ventures, including those on wealth concentration, “Silicon Valley” is expanded eastward to include the cities of Fremont, Newark, and Union City (all in Alameda County), and southward to include Scotts Valley (Santa Cruz County). Data referring to specific counties or cities within the region of Silicon Valley will be described as such. Every effort has been made to access the most recent research findings and ensure the accuracy of information in the 2024 SVPI. Any errors brought to the attention of the lead author or the SJSU Human Rights Institute will be researched, and if verified, will be corrected via the HRI website and HRI social media accounts.

(3) Spark collaborations between scholars, students, stakeholders, communities, and policymakers to address inequality and achieve greater human rights practice.

Originally inspired by Professor Bill Quigley's *Katrina Pain Index* following the devastating 2005 hurricane and later by 2020 national protests in the wake of the police murders of George Floyd and Breonna Taylor, the 2020, 2021, 2022, and 2023 SVPIs illustrated the persistent racial discrimination in employment, education, and housing as well as the general wealth and income inequality that were exacerbated by the COVID-19 pandemic and continue to define our region.

The 5th Annual 2024 Silicon Valley Pain Index features new data that highlights the region's persistent inequalities, while at the same time showing that the following areas have worsened: **wealth and income inequality, housing and homelessness, food insecurity, chronically absent students, fentanyl deaths, gender wage and tech unemployment gaps, rape, and number of cases of domestic violence per prosecutor.** Below are some of the statistics from the full SVPI report that highlight these areas that have worsened:

- 0 Number of **affordable housing units** that the City of San José is proposing to have built at the El Paseo Mixed-Use Village, which is in a “high-resourced community”.
- .001 Percent of Silicon Valley households (9 households each with \$12 billion+) that hold \$110 billion in total liquid **wealth**, which is 12 times more than the wealth than that of the bottom 50% of the region, combined; up from 6x from previous year as a result of additional data on billionaires.
- 19.3 Percent of **chronically absent** students in Santa Clara County in the 2022-2023 school year, up from 19% in previous year, and 7.3% in 2020-2021.
- 46 Percent of the women **laid off in the tech sector** from January 2023 to April 2024, even though they make up 42% of overall tech employees.
- 50 Number of reported **rapes** per 100,000 people in Silicon Valley, with the rate tripling in the past decade and a 12% increase in 2022 (0% change in state).
- 82 Coefficient score of Silicon Valley on the Absolute Gini Index of **Income Inequality** (0 reflects perfect equality while 100 represents total inequality), up from 80 the previous year and from 38 in 1990.

- 205 Number of overdose deaths by **fentanyl** in Santa Clara County in 2023, up from 160 in 2022, 135 in 2021, 90 in 2020, and 29 in 2019.
- 2,230 Number of **homeless** people identified in Santa Mateo County's Point-In-Time (PIT) survey in January, 2024, an 18% increase from 2022, and a 70% increase since 2017; 4,297 new homeless households in Santa Clara County in 2023, up 24% from the previous year; 1,146 homeless K-8 and high school students in Alum Rock and East Side Union School Districts, up almost 3-fold since 2020.
- 6,668 Number of **domestic violence** cases in 2022 referred to the Santa Clara County's District Attorney's Office for possible prosecution, an increase from 4,286 cases in 2015, up 70% in past decade.
- 237,787 Amount in dollars for full-time male workers with a graduate degree, in comparison to \$172,546 for women with the same degree; the **gender wage gap** of \$65,361 is up \$17,747 since 2018.
- 500,000 Number of clients that Second Harvest of Silicon Valley provides groceries for each month, up 40,000 clients from the previous year's index; in the fiscal year of 2022-23, Second Harvest served more than 104 million meals.
- 2 million Amount in dollars of a median price for a single-family **home** in Santa Clara County in April, 2024, up from \$1.81 million (11.1% increase) in April 2023.

There were a few bright spots in the report dealing with a reduction of force complaints lodged against the San José Police Department, a reduction in suicide, an increase in the number of homeless people placed into temporary housing, the successful building of affordable housing units in Santa Clara County from Measure A, and the number of patents San José produces.

- 36 Number of **force complaints** lodged against the San José Police Department (out of 320 total complaints), which is down from 44 in 2022; at the same time, the San Jose Police Department is ranked #1 among Bay Area law enforcement agencies for their K-9 unit dog biting someone (167 bites) between 2018-2022, with 115 bites directed at Latinx and African Americans.
- 138 Number of people in Santa Clara County who died by **suicide** in 2023, which was a decrease from 181 in 2022.

- 716 Number of **affordable homes** approved by the Santa Clara County Board of Supervisors in December 2023; Measure A funding (2016 ballot measure) has mostly been exhausted, with a total of 4,749 affordable homes built, just 51 units shy of the County's stated goal.
- 1,521 Number of referrals to TRUST (Trusted Response Urgent Support Team) in the first 10-month trial in Santa Clara County, which connected people to **trained mental health** providers prepared to support de-escalation.
- 1,882 The cost in dollars in emergency financial assistance to at-risk families in Santa Clara County, which has shown to reduce **homelessness** by 81% within 6 months and 73% within 12 months.
- 2,509 Number of households that Santa Clara County placed into **temporary housing** and shelter, which was a record high; however, with 4,297 households becoming homeless, this means that for every 1 household housed, another 1.7 became homeless.
- 9,798 Number of **patents** that were generated in the San José metro area, making it the most innovative metro area in the nation.

The SJSU Human Rights Institute would like to thank the Silicon Valley Community Foundation (SVCF) and the Heising-Simons Foundation for providing funds to support the 2024 Silicon Valley Pain Index, which supported the work of Dr. Anji Buckner-Capone from the SJSU Department of Public Health and Recreation and Dr. Scott Myers-Lipton, Professor Emeritus, Sociology, as well as SJSU undergraduate students Eleana Paneda, Gisselle Escobar Quiroz, Jaylin Flores, and Vaishnavi Sunkari.

Organizations or public agencies in other cities, counties and/or states interested in developing a Pain Index for their region should please contact the SVPI co-principal investigators or the SJSU Human Rights Institute for information and potential support.

Solutions Inspired by the SVPI

By consistently exposing structured inequalities as a human rights crisis, the hope of the [SJSU Human Rights Institute](#) is that City Council members, County Supervisors, State Legislators, members of Congress, scholars, journalists, stakeholders, and community organizations will use the 2024 SVPI to inform future policy and practice. The SVPI principal investigators and SJSU HRI welcome and invite such policy proposals.

It is the belief of the SVPI co-principal investigators and the SJSU Human Rights Institute that unless significant change occurs, Dr. King’s Beloved Community will not be attained. For King, the Beloved Community is where there is enough sharing of the wealth so that “peoples everywhere can have three meals a day for their bodies, education and culture of their minds, and dignity, equality, and freedom for their spirits.”²

Since the publishing of the first Silicon Valley Pain Index in 2020, several policies have been put forward as a direct response to the annual report:

- *Senator Dave Cortese introduced Senate Bill (SB) 333: Success, Opportunity, & Academic Resilience (SOAR) Act, which would provide 15,000 high school seniors who have been defined as recently homeless (i.e., McKinney-Vinto) a guaranteed income of \$1,000 a month for six months. SB 333 passed the CA Senate on a 34-4 vote in May 2023, and passed 6-0 out of the Assembly Education Committee with bipartisan support in June 2024, and is now headed to the Assembly Appropriations Committee.*
- *Supervisor Susan Ellenberg introduced a Guaranteed Basic Income Pilot Project in Santa Clara County for 75 high school seniors and recent graduates identified as McKinney-Vento students or recently homeless. The pilot project, which is run by the Office of the County Executive, provides a guaranteed income of \$1,200 a month for twenty-four months beginning in the summer of 2024. Senator Dave Cortese secured funding for this pilot through a California grant.*
- *Congressmember Ro Khanna secured \$4.1 million for the Silicon Valley African American Cultural Center, which will provide 135 rental homes, 20% of which will be affordable, and an on-site health clinic, museum, performing arts theater, and athletic facility.*

² King, Martin Luther. “Text of Dr. King’s Speech.” *New York Times*, 11 Dec. 1964, <https://www.nytimes.com/1964/12/11/archives/text-of-dr-kings-speech.html>, accessed 9 June, 2024.

Clearly, more fundamental changes are needed. There will be little change in Silicon Valley unless the tech industry lives up to the calls that started in the 1990s and continued in the 2010s to hire more African Americans, other people of color, and women, at all levels (e.g., C-Suite, Board of Directors, middle-managers). In addition, much higher levels of venture capital funding for these groups needs to occur to start new tech businesses. Finally, unless something major is done to reduce the cost of housing for the majority of our community, King's Beloved Community will be a distant dream.

How to Read the 2024 Silicon Valley Pain Index

The 2024 Silicon Valley Pain Index is composed of 190 statistics from over 100 different studies and recent reports conducted on Silicon Valley, primarily published in the year since the release of the fourth report in June 2023. The 2024 statistics are laid out from the number 0 to 1.73 trillion and are designed to be read from start to finish. There is a power in reading it this way, as the inequality is dramatized as the numbers increase.

Readers should take note of how African American, Latinx, Indigenous, and various Asian American communities continue to receive considerably less of the economic, political, education, social and health-related rewards of Silicon Valley. In the 2024 SVPI, the racial inequalities noted in the 2020-2023 SVPI reports persist, and, in many cases, have worsened. To view the sources of the 2024 SVPI statistics, please see the endnotes.

As stated in the 2023 SVPI report, Dr. Martin Luther King used the concept of a “curious formula” to explain racism, which dates back to the “3/5ths compromise” in the US Constitution. According to King, the curious formula is the idea that Blacks receive about one-half of the good things in life and two times the bad when compared to Whites. The 2024 SVPI shows that a similar “curious formula” still exists today in Silicon Valley, whether it be in home ownership, infant mortality, poverty rates, income, and much more. In Silicon Valley, other people of color, particularly Latinx and Native Americans, and some Asian American groups (e.g., Vietnamese and Filipino Americans) also find themselves part of this curious formula, though with different historical roots relative to the history of white supremacist ideology and the imperial conquest of the American West.

Infographics

Selected highlights of the 2024 SVPI are displayed in the infographic below, with the full index beginning on the following page. In addition, there are other infographic at the conclusion of the full report focusing on Wealth, Race, Tech, Housing, Public Health, and Education.

INFOGRAPHIC:



2024 SILICON VALLEY PAIN INDEX

5 Years In– Inequality Worsens, Part of Structure Beloved Community NOT to be Attained Without Significant Change

- 0 Number of affordable housing units that the City of San José is proposing to have built at the El Paseo Mixed-Use Village, which is in a “high-resourced community”, even though when City Council approved the project, it was to have 15% of the of 994 residential units dedicated to affordable housing.¹
- .001 Percent of Silicon Valley households (9 households each with \$10 billion+) that hold \$110 billion in total liquid wealth (i.e., cash, CDs, and retirement accounts, with stocks not included for billionaires), which is 12 times more than that of the bottom 50% of the region or about 440,000 households, combined (holding \$9.2 billion of total wealth).²
- .01 Percent of Silicon Valley households (about 60 households each with \$1 billion+) that hold \$162 billion of the total liquid wealth, which is 18 times more wealth than that of the bottom 50%.³
- .1 Percent of households (about 960 households each with \$30 million+) that hold \$202 billion in wealth, which is 22 times more wealth than that of the bottom 50%.⁴
- .6 Percent of San Mateo County residents 200% below the federal poverty level who reported engaging in healthy behaviors that reduce the risk for cancer and cardiovascular disease.⁵
- 1 Percent (rest of) of Silicon Valley households (about 9,000) that hold \$598 billion in total wealth, which is 65 times more wealth than that of the bottom 50%.⁶
- 1 Ranking of Santa Clara County in the nation of the unsheltered homeless in the nation looking at the major Continuum of Care programs (9,903 people, 74% unsheltered); also ranked #1 in the percent of unsheltered, unaccompanied homeless youth (764 youth, 86% unsheltered).⁷
- 2 Ranking of Santa Clara County for highest home prices in the nation, with 16 zip codes among the top 100 most expensive in the USA.⁸
- 2.9 Percent of African Americans living in San José (28,120), down from 4.7% in 1990 (36,790).⁹
- 3 Ranking in tuberculosis rates of Santa Clara County among CA jurisdictions.¹⁰

- 3.6 Percent of San Mateo County residents in 2022 who had to live on the streets, in a car, or in a shelter in the past two years, an increase from 2.9% in 2018, 1.4% in 2013, and 1.1% in 2008.¹¹
- 4 Percent unemployment in Silicon Valley as of February 2024, up from 2.1% in May of 2023; in 2022, White and Asian unemployment is 4%, while for Latinx and Black, it is 5% and 7%, respectively.¹²
- 4.8 Number of square miles in San José that is zoned for multi-family housing (e.g., duplex, townhome, or apartment complex); multi-family housing is legal in just 2.7% of the city, which is 180.7 square miles.¹³
- 4.9 Number of days LGBTQ+ residents in Santa Clara County reported feeling sad, blue, or depressed in the preceding month.¹⁴
- 5 Number of court cases dismissed by the Santa Clara County District Attorney after discovering that Mark McNamara, a former San Jose police officer, had written racist texts tainting the credibility of the charges and convictions.¹⁵
- 6 Percent of White people in Silicon Valley who are poor (using federal poverty guidelines) compared to 17% for African American, 10% for Latinx and Vietnamese, 5% for Korean and Chinese, 4% for Taiwanese, and 3% for Asian Indian.¹⁶
- 7 Percent of Asian women working in the tech industry, with 3% African American women, and 2% Latina.¹⁷
- 7.9 Number of infant deaths for African Americans per 1,000 live births in Silicon Valley; 3% for Latinx, 2.2% for White, 2.1 for Asian infants.¹⁸
- 9 Percent of Latinx households that can afford to buy a median priced home in Silicon Valley; 7% African American, 18% White, and 27% Asian.¹⁹
- 10 Percent of the workforce in the 20 largest tech companies who are Latinx; 6% African American.²⁰
- 11 Number of deaths of White women in Silicon Valley related to pregnancy, childhood, and the postpartum period per 100,000; 58 deaths for Blacks, 14 deaths for Latinx and Asian or Pacific Islander.²¹

- 11.3 Percent decrease in Medi-Cal enrollment in Santa Clara County from July 2023 to February 2024.²²
- 11.8 Percent of Santa Clara County people living in poverty (216,400), with 12.5% children in poverty, using the California Poverty Measure (CPM), which accounts for the welfare benefits and the cost of living; 13% for San Mateo County (94,700) with 15.7% children in poverty.²³
- 12 Percent of Venture Capital funding for female-founded tech startups; 88% for men.²⁴
- 13 Percent of Filipino residents in Silicon Valley living 2x below the federal poverty level, in comparison to 25% for Vietnamese and 5% for Asian Indians.²⁵
- 16 Percent of people out of 8,041 who moved out of all shelter types in San José, including county-operated group shelters, and moved to lasting homes from July 2019 to March 2021.²⁶
- 16.1 Percent dropout rate of Native American high school students in Silicon Valley in 2023; 15% Latinx, 10% Black, 6% Pacific Islander, 3% White, 3% Filipino, and 2% Asian students; 25% were homeless and 23% were foster youth.²⁷
- 16.6 Percent of households in Silicon Valley that receive food from Second Harvest Food Bank every month, with 50% being children and seniors.²⁸
- 17 Percent of Latinx living in overcrowded rooms versus 3% for non-Latinx.²⁹
- 18 Percent of vacant commercial space in Silicon Valley, which is up 50% from pre-pandemic levels.³⁰
- 18.55 Dollar amount of Mountain View's minimum wage, compared to \$17.55 in San José, and \$16 in Saratoga and Los Gatos.³¹
- 18.9 Percent of American Indian or Alaska Native students in Santa Clara County who dropped out in 2022-2023 school year, up from 16.9% 2021-22 and 9.6% in 2020-2021; in 2022-2023, the dropout rate was 16.3% Latinx, 10.5% Black, 5.5% Native Hawaiian or Pacific Islander, 3.3 White, 3% 2+ races, and 1.3% Asian.³²
- 19.3 Percent of chronically absent students in Santa Clara County in the 2022-2023 school year, up from 19% in previous year, and 7.3% in 2020-2021.³³

- 19.5 Percent reduction of homes listed in San José in 2022 than the previous year; this was the highest drop in housing supply in the nation.³⁴
- 19.6 Percent of Silicon Valley buildings vacant in December of 2023, up 2% from the previous year.³⁵
- 19.8 Poverty rate for children in La Honda-Pescadero Unified School District in San Mateo County, compared to Menlo Park City Elementary, with a child poverty rate of 1%.³⁶
- 21 Percent increase in death rates when a trauma center closes and there's an increase in driving distance.³⁷
- 22 Ranking of San José among U.S. cities with the largest increase in food prices, up 25% since 2021.³⁸
- 22.8 Percent of adults (25-to-34 year-old) that are homeowners in the San José metro area³, ranking the region fourth lowest in the nation for homeownership.³⁹
- 23% Percent of women in C-Suite positions in the tech industry.⁴⁰
- 24 Percent of San Jose metro area Millennials (27 to 42) that live at home with their parents, while 74% of Gen Z lives at home (18 to 26).⁴¹
- 25 Percent of nonprofit board members that are people of color in the San José metro area, even though people of color make up 73% of the population.⁴²
- 25.4 Percent of older LGBTQ+ adults in Santa Clara County who were “not out” to healthcare providers and 24.3% did not feel safe around providers.⁴³
- 26.7 Percent of 3rd graders who did not meet or exceed standing testing/reading expectations in San Mateo County in 2022, which is the highest since 2015.⁴⁴
- 27 Percent of women in professional computing occupations, but 57% of the US workforce.⁴⁵
- 28 Percent of Silicon Valley households who were unable to meet their basic needs without public assistance; household self-sufficiency would be reduced by about 4% if households were given \$1,000 guaranteed income.⁴⁶

³ San José metro area is composed of San José, Sunnyvale, and Santa Clara.

- 28.6 Percent increase in PG&E's profit in Q1 of 2024 (\$732 million), up from \$569 million in the same quarter last year. Average monthly bill for a PG&E customer in 2024 was \$295, up 22.3%, making electricity costs 2nd highest in the nation. In May 2024, PG&E added another \$24.15 for Spring 2026.⁴⁷
- 29 Percent of total wealth in Silicon Valley that is controlled by the middle 40% of the population, compared to Western European countries where 40% of the total wealth is controlled by the middle 40%.⁴⁸
- 30 Percent tuition increase for SJSU students over the next five years (6% a year), with tuition increasing from \$5,742 in AY 2023-24 to \$7,682 in AY 2028-29 in order to cover a \$1.5 billion funding gap.⁴⁹
- 31 Percent of Silicon Valley teenagers experiencing anxiety and/or depression for four or more days per week; San Mateo County is the first in the nation to first declare loneliness as a health emergency.⁵⁰
- 33 Percent of Latinx high school graduates in Silicon Valley who meet the UC/CSU requirements for admission; 40% for Pacific Islanders, 42% for African Americans, 48% for Native Americans, 65% for Filipinos, 73% for Whites, and 85% for Asians.⁵¹
- 35 Percent of all incoming first-year SJSU students entering in the Fall of 2019 and graduating within four years, up from 11% in 2014. For the 181 African Americans, 23% graduated; for the 1,265 Latinx students, 29%; for the 444 White students, 39%, and for the 1,547 Asian students, 42%.⁵²
- 36 Number of force complaints lodged against the San José Police Department (out of 320 total complaints), which is down from 44 in 2022 and 54 in 2021.⁵³
- 37 Percent of Silicon Valley households with children who are not self-sufficient (i.e., cannot provide the basics without government or non-profit assistance).⁵⁴
- 38 Percent of Silicon Valley residents experiencing anxiety or depression more than 4 days of the week.⁵⁵
- 38.1 Percent of LGBTQ+ older adults in Santa Clara County who seriously thought about suicide or self-harm in the past 12 months.⁵⁶

- 39.9 Percent of workers who have returned to the office in the San José metro area as of April of 2024, ranking the region in the bottom 10 metro areas in the nation to return to their offices.⁵⁷
- 40 Number of SJSU students who utilized San Jose State's 12-emergency bed program in AY 22-23, with the average stay being 15 nights; African American students are highly overrepresented (4x).⁵⁸
- 41 Percent of Silicon Valley renters that are burdened (i.e., spend more than 30% of their gross income on housing, with 22% severely burdened (i.e., spend more than 50% of their gross income on housing)).⁵⁹
- 41 Percent of cities and counties that were in compliance with California's Housing Element as of February, 2024.⁶⁰
- 42 Percent of children in Silicon Valley at risk for food insecurity.⁶¹
- 44 Percent of chronically absent San Mateo County students who are Pacific Islander.⁶²
- 44.7 Percent of residents in San Mateo County who are considering relocating due to the cost of living; the group with the highest level is Native Hawaiian/Pacific Islanders (67.4%), and the group with the lowest level are residents who are 65 and older (22.5%)⁶³
- 46 Percent of the women laid off in the tech sector from January 2023 to April 2024 were women, even though they make up 42% of overall tech employees.⁶⁴
- 48.9 Percent of eligible voters in San Mateo County who voted in the 2022 General Election, which was higher than the state (41.5%) but lower than in 2016 (64.2%), 2018 (57.2%), and 2020 (69.7%). East Palo Alto had the lowest voter turnout (35.6%), and Portola Valley had the highest (75.9%).⁶⁵
- 50 Number of reported rapes per 100,000 people in Silicon Valley, with the rate tripling in the past decade and a 12% increase in 2022 (0% change in state).⁶⁶
- 50.5 Average age of Saratoga residents, which is 12 years older than the national average; in Santa Clara County, seniors will outnumber children (18 and under) in 2030.⁶⁷
- 52 Number of women in the tech industry that get promoted for every 100 men that get promoted.⁶⁸

- 54.2 Diversity score received by Santa Clara County for contract spending to diverse business enterprises (i.e., minority-, women-, LGBT-, and disabled veteran-owned businesses), which means that these groups are receiving about one-half of the amount of contract dollars spent by the County in comparison to their overall population.⁶⁹
- 56 Number of days African American students lost due to out of school suspension per 100 enrolled students at Morgan Hill Unified School District in Santa Clara, ranking it the 20th highest school district in California to suspend Black students. White students at Morgan Hill lost 6 days due to suspension per 100 enrolled students.⁷⁰
- 57 Percent of Silicon Valley residents who report that they are likely to move out of the region in the next few years.⁷¹
- 58 Percent of Whites in leadership roles in 20 of the largest tech companies (31% of civilian workforce), with African Americans and Latinx in 7% and 8% of tech leadership roles, respectively.⁷²
- 59 Amount in dollars per hour (\$122,560 per year) that a renter must earn in San José to afford the monthly rent of a 2-bedroom apartment.⁷³
- 60 Percent of Second Harvest Food Bank clients report they have less than \$100 of savings, with more than 60% worried that they cannot pay their rent or mortgage next month, and more than 90% feel that their financial situation is the same or worse than last year.⁷⁴
- 61 Percent of Silicon Valley judges who are White, which is double their population of 31%; 6% of the judges are African American, 9% are Latinx, and 15% are Asian American.⁷⁵
- 62 Percent of Pacific Islander mothers who received early and regular prenatal care; 64%--Latina, 72%--Native American, 75%--Black, 79%--White, and 80%--Asian.⁷⁶
- 63 Percent of all incoming first-year SJSU students entering in Fall 2017, and graduating within six years, with CSU system-wide goal being 70%. For the 191 African Americans, 45% graduate; for the 1,497 Latinx students, 55%; for the 555 White students, 62%, and for the 1,626 Asian students, 75% graduate.⁷⁷
- 65 Percent of family households in Silicon Valley headed by single mothers who are below the Self-Sufficiency standards.⁷⁸

- 69 Percent of White students in Santa Clara County that meets or exceeds the 3rd grade English standard; 79% Asian, 41% Pacific Islander, 38% African American, and 29% Latinx students.⁷⁹
- 70 Number of affordable households (i.e., 120% of the median income and below) per 10,000 residents that Morgan Hill builds versus San José, which builds 20 per 10,000 residents.⁸⁰
- 71 Percent of technical workers in the core working age group (25-44) in the tech industry who are Asian American; 1% Black, 4% Latinx, and 21% White.⁸¹
- 74 Percent of Silicon Valley's homeless population that is unsheltered.⁸²
- 75 Number of San José labor violations in the past year, a record high; in the past five years, companies have been fined \$1 million by the city for labor violations.⁸³
- 76 Percent of Native American students that graduate from high school in Silicon Valley, versus Latinx (78%), Black (86%), White and Filipino (93%), and Asian American (96%).⁸⁴
- 77 Percent of new SJSU undergraduate transfer students entering in Fall 2019, and graduating within four years, with CSU system-wide goal being 85%. Of the 133 African Americans, 66% graduate; of the 1,298 Latinx students, 74%; of the 745 White students, 78%, and of the 1,346 Asian students, 82% graduate.⁸⁵
- 78 Percent increase in breakfast and lunch programs served at Silicon Valley schools in 2022-23 than before the pandemic.⁸⁶
- 79 Percent of Bay Area residents who report they never visit downtown San José; however, downtown visits to San José jumped 28.6% by October 2023, ranking it 8th in the nation for people visiting a downtown city.⁸⁷
- 80 Percent of Asian students in Santa Clara County that meet or exceed the 8th grade math standard; 67% White, 21% Pacific Islander, 20% African American and 17% Latinx students.⁸⁸
- 80 Number of times a Santa Clara County Sheriff's Department K-9 unit dog bit someone, which ranks #3 among Bay Area law enforcement agencies from 2018-2022.⁸⁹
- 81 Number in dollars needed in an hourly wage for a single parent with two children to meet self-sufficiency in Silicon Valley.⁹⁰

- 82 Coefficient score of Silicon Valley on the Absolute Gini Index of Income Inequality (0 = all is equally shared and 100 = 1 person owns all); up from 80 in 2022 and 38 in 1990.⁹¹
- 82.6 Percent of Asian students who met or exceeded the benchmark for standardized testing in English Language Arts in San Mateo County, compared to 33% of Latinx; 34.3% Pacific Islander, 34.4% Black, 55.3% American Indian/Alaska Native, 62.9% Filipino, 76.6% multiracial, and 74.7% White who met or exceeded benchmark.⁹²
- 83 Percent of tech executives that are White.⁹³
- 84 Number of billionaires in Silicon Valley and San Francisco Bay Area, which ranks it third in the world for billionaires behind New York City (136) and Hong Kong (112).⁹⁴
- 90 Percent of Santa Clara County without a tree canopy.⁹⁵
- 91 Percent of Latinx residents in Santa Clara County who have not received the latest COVID-19 vaccine, in comparison to 89% African American, 81% Asian American, and 78% White.⁹⁶
- 96 Percent of Asian American students that graduate from high school in Silicon Valley, in comparison to 93% White and Filipino, 86% Black, 78% Latinx and 76% American Indian.⁹⁷
- 138 Number of people in Santa Clara County who died by suicide in 2023, which was a decrease from the previous three years: 166 in 2020, 154 in 2021, and 181 in 2022.⁹⁸
- 167 Number of times a San Jose Police Department K-9 unit dog bit someone from 2018-2022, which ranks #1 among Bay Area law enforcement agencies, with 92 bites directed at Latinx, 33 for Whites, 23 for African Americans, and 19 for Asian Americans.⁹⁹
- 175 Amount in dollars per hour that homebuyers must earn to buy a median-priced single-family home in San José (\$365,492 a year).¹⁰⁰
- 184 Number of cases of domestic violence per prosecutor in Santa Clara County's District Attorney's office in 2023, up from 74 cases per prosecutor in 2019, up 142%.¹⁰¹
- 185 Number of school staff who have completed the crisis response training across 17 districts in Santa Clara County, while an additional 2,069 staff and students have been trained in online mental health and suicide prevention, out of 32 districts with 11,666 teachers and 236,438 students.¹⁰²

- 205 Number of overdose deaths by fentanyl in Santa Clara County in 2023, up from 160 in 2022, 135 in 2021, 90 in 2020, and 29 in 2019.¹⁰³
- 208 Number of houseless people who died on the streets of Santa Clara County in 2023, with the average person who died on the streets being 50 years old, with the youngest being 20 and the oldest, 86. Overall deaths on the street for houseless people are down from 246 in 2022 and 250 in 2021, while in the past decade, deaths are up 61%.¹⁰⁴
- 211 Number of in-patient psychiatric care beds in Santa Clara County; 960 additional beds needed to effectively serve the Santa Clara County population.¹⁰⁵
- 246 Number of homeless K-8 students in the Alum Rock School District in May 2024, which is up from 179 in 2022-23 and 105 in 2021-22.¹⁰⁶
- 253 Number of homes that Portola Valley has committed to building as part of the Housing Element, which the state first certified, but now has decertified since the city has refused to rezone two zones to allow for townhouses and low-rise, mixed-use apartments. Portola Valley is 75% White with a median household income of \$250,000, and the average house is worth \$3.8 million.¹⁰⁷
- 290 Number of homes available for every 1,000 extremely low-income households (ELI) in the San José metro area (\$39,000 if single and \$49,000 if three in a household); since 2015, San José has achieved only 13% of its ELI housing goals.¹⁰⁸
- 320 Number of complaints lodged against San Jose Police officers in 2023, down from 358 in the previous year, with 24% of the complaints sustained , which means the complaint was found to be true by “a preponderance of the evidence” (highest rate in 6 years).¹⁰⁹
- 329 Number of evictions in Santa Clara County in September 2023. From the beginning of the year through August of 2023, the County had the largest increase in evictions in the State, with an eviction rate more than 35% higher than 2019.¹¹⁰
- 516 Amount in dollars of the weekly cost of infant child care in Silicon Valley.¹¹¹
- 547 Number of Black students at San José City College in 2022, which is down from 717 in 2019; Black full-time faculty decreased from 22 to 17, while Black adjunct faculty decreased from 66 to 54.¹¹²

- 716 Number of affordable homes approved by the Santa Clara County Board of Supervisors in December 2023; Measure A funding (2016 ballot measure) has mostly been exhausted, with a total of 4,749 affordable homes built, just 51 units shy of the County’s stated goal.¹¹³
- 800 Number of RVs parked on San José streets being used as housing; 200 RVs are parked on Mountain View streets.¹¹⁴
- 900 Number of homeless high school students in the East Side Union School District in December 2023, up from 300 in 2020.¹¹⁵
- 985 Number of homeless people identified in Santa Mateo County shelter in January, 2024, a 38% increase from 2022.¹¹⁶
- 1,050 Number of animals euthanized in San José (mostly cats and dogs) in 2022-23; the release rate in mid-2024 in San José was 78% for cats and 92% for dogs.¹¹⁷
- 1,276 Number of job vacancies for all schools in Santa Clara County in May 2024.¹¹⁸
- 1,521 Number of referrals to TRUST (Trusted Response Urgent Support Team) in the first 10-month trial in Santa Clara County, which connected people to trained mental health providers prepared to support de-escalation.¹¹⁹
- 1,882 Amount in dollars of emergency financial assistance given to at-risk families in Santa Clara County, which has been shown to reduce homelessness by 81% within 6 months and 73% within 12 months.¹²⁰
- 2013 Year that Santa Clara County Department of Public Health last conducted a health assessment for the LGBTQ+ population.¹²¹
- 2,130 Number of houseless people identified in Santa Mateo County’s Point-In-Time (PIT) survey in January, 2024, an 18% increase from 2022, and a 70% increase since 2017; more than one-half lived in places not meant for housing (outdoors, vehicles, etc.).¹²²
- 2,171 Number of juvenile arrests and citations in Santa Clara County in 2023, an increase from 1,967 in 2022 and 1,293 from 2021; the majority of arrests are in San José (57%), Latino (69%), African American (8.3) and male (75%).¹²³
- 2,300 Number of homeless individuals who live along the creeks and rivers in Santa Clara County, which is more than 20% of the overall houseless population.¹²⁴

- 2,708 Amount in dollars of the average rent in San José, with a 5.6% vacancy rate.¹²⁵
- 2,911 Amount in dollars of the average rent for a two-bedroom apartment in Silicon Valley.¹²⁶
- 3,068 Number of students in Santa Clara County experiencing homelessness in 2022. Despite making up 42% of the population, 82% of homeless students were Black, Latinx, or Native American.¹²⁷
- 3,178 Amount in dollars of the average rent in San Mateo; which is 4th highest in the nation; \$3,048 for Sunnyvale (8th highest); \$3,035–Redwood City (9th); \$3,014–Santa Clara (10th); \$2,952–Milpitas (13th); \$2,944–Mountain View(14th); \$2,867–San Bruno (20th), \$3,014–Daly City (21st); \$2,792–San José (25th).
- 3,504 Amount in dollars of the average monthly expenses for someone living in San José, which is 71% higher than the average city in the nation, making San José the most expensive city in the United States.¹²⁸
- 4,198 Number of patents that San José generated, ranking it first in the nation; this number of patents was 10.6% of the state share, and 3.1% of all patents generated in the nation.¹²⁹
- 4,297 Number of new homeless households in Santa Clara County in 2023, up 24% from the previous year; county providers placed 2,509 into temporary housing and shelter, which means that for every 1 household that becomes housed, another 1.7 becomes homeless.¹³⁰
- 5,115 Number of suspensions for violence without injury in all school districts in Santa Clara County in 2022-2023, 853 more than the previous year.¹³¹
- 5,200 Number of building permits for housing granted in Silicon Valley in 2023, which was a 52% drop from the previous year.¹³²
- 5,500 Number of evictions in Silicon Valley in 2023, which is a rate of 15 per day; this high level of evictions has not been seen for a decade.¹³³
- 5,800 Number of households in Silicon Valley with \$10 million+ of liquid assets, and they hold 38% of the total wealth.¹³⁴
- 6,427 Number of complaints by San José residents to the City’s 311 phone line in the first quarter of 2024 about illegal dumping; in addition, there were 5,666 calls complaining about graffiti, 769 calls about potholes, and 914 calls about homeless encampments.¹³⁵

- 6,668 Number of domestic violence cases in 2022 referred to the Santa Clara County's District Attorney's Office for possible prosecution, an increase from 6,266 cases in 2021 and 4,286 cases in 2015, up 70% in past decade.¹³⁶
- 7,775 Number of homes that San José is required to build each year until 2031 to meet its state mandated housing goal (62,000 total). Since 2019, the most homes that San José has built in one year was 1,710, with just 214 affordable (i.e., 120% below the area median income).¹³⁷
- 9,798 Number of patents that were generated in the San José metro area, making it the most innovative metro area in the nation.¹³⁸
- 11,391 Amount in dollars of the amount spent per high school student for the East Side Union School District, versus \$24,141 in Mountain View-Los Altos and \$18,805 for the Los Gatos-Saratoga Union School Districts.¹³⁹
- 12,000 Number of construction workers in Santa Clara County who have lost \$46 million to wage theft since 2001; since 2018, 59 unpaid-wage judgments have occurred in the county, with 23 judgments adding up to over \$1 million in San José.¹⁴⁰
- 16,097 Number of homes that Santa Clara County is required to build each year until 2031 to meet its state mandated housing goal (128,773 total), with 9,106 affordable homes being built each year (72,848 total). Since 2019, the most the County has built in one year was 5,329 in 2022, with 1,092 homes being affordable.¹⁴¹
- 18,800 Number of jobs lost in Silicon Valley's largest 20 tech companies in 2023, or 7% of their workforce; at the same time, overall job growth in Silicon Valley leveled off after 2 years of growth, and overall employment is still 1% higher than 2019 (pre-pandemic).¹⁴²
- 19,575 Number of homeless people in Santa Clara County placed in temporary housing and shelter in 2023.¹⁴³
- 20,000 Number of people in Silicon Valley that are unbanked and presumed to have 0 or negative wealth.¹⁴⁴
- 26,830 Amount in dollars of the average cost in child care per year in Silicon Valley (\$516 a week); 5.1% of residents in Santa Clara County are age 5 and under, with 20.3% under 18.¹⁴⁵
- 28,235 Number of homeless people in Santa Clara County that received homeless prevention assistance in 2023, up 24% from the previous year.¹⁴⁶

- 32,000 Amount in dollars of the yearly daycare cost for a Silicon Valley preschooler; the cost of daycare has quadrupled in the past 20 years, rising twice as much as inflation and doubling in price.¹⁴⁷
- 36,000 Number of children between the ages of 5-9 that declined in population in Silicon Valley between 2012 and 2022, which led to a 10% drop in public school enrollment.¹⁴⁸
- \$36,089 Average per capita income in dollars for Latinx workers, versus African Americans (\$49,492), Asian Americans (\$81,617), and Whites (\$101,421); percent increase adjusted for inflation from 2017-22: up 33% for Asians, Latinx (27%), Whites (19%), and Blacks (17%).¹⁴⁹
- 50,000 Average amount in dollars of bail someone has to pay in Santa Clara County for their freedom when detained pretrial (i.e., they have not been convicted of a crime).¹⁵⁰
- 54,390 Amount in dollars for a family of four in Santa Clara County to be considered “extremely low income”, which is the 30% mark of the median income.¹⁵¹
- 56,843 Number of calls received by the crisis and suicide prevention line (988) in Santa Clara County.¹⁵²
- 57,924 Amount in dollars for full-time male workers with a high school diploma, in comparison to \$45,823 for women; the gender wage gap of \$12,101 is up \$2,667 from 2018.¹⁵³
- 75,000 Households making \$75,000 and below have a significant group (29%) who do not have broadband internet access; 7% Black households, 6% Latinx households, and 1% of Asians households do not have high-speed internet access.¹⁵⁴
- 84,000 Average income in dollars for Latinx workers with a Bachelor's Degree, in comparison to \$85,000 for African Americans, \$140,000 for Asian Americans and \$155,000 for White.¹⁵⁵
- 101,520 Amount in dollars for a single person in Santa Clara County to be considered “low income” (80% of the area median income) and qualifies for affordable housing; \$145,000 for a family of four.¹⁵⁶
- 114,000 Amount of daytime population that dropped in Santa Clara County in 2021 when compared to 2019 due to the pandemic.¹⁵⁷
- 115,599 Amount in dollars a family of three (couple and toddler) needs to earn to live comfortably in Santa Clara County, with two-thirds going towards housing, child care, and taxes.¹⁵⁸

- 129,400 Number of households in Santa Clara County that struggle to afford their basic needs.¹⁵⁹
- 140,000 Number of millionaire households in Silicon Valley with \$1 million+ of liquid assets holding 16% of the wealth, which has doubled since 2015; in San Francisco, millionaire households hold 12% of investable assets, 11% in California, and 9% in the USA.¹⁶⁰
- 161,335 Amount in dollars for full-time male workers with an undergraduate degree, in comparison to \$112,510 for women.¹⁶¹
- 163,000 Amount in dollars of the annual salary needed to meet the basic needs for a single parent with 2 children living in San Mateo County.¹⁶²
- 181,300 Amount in dollars for a median income for a family of four in Santa Clara County.¹⁶³
- 201,330 Amount in dollars for full-time male workers with a college degree or higher, in comparison to \$141,778 for women with the same degree.¹⁶⁴
- 224,000 Number of people in Silicon Valley that have less than \$5,000 total wealth.¹⁶⁵
- 237,787 Amount in dollars for full-time male workers with a graduate degree, in comparison to \$172,546 for women with the same degree; the gender wage gap of \$65,361 is up \$17,747 since 2018.¹⁶⁶
- 240,000 Number of tech workers laid off in 2023, up 50% from the previous year, with women being laid off at higher rates than men.¹⁶⁷
- 252,788 Average amount in dollars of a tech worker's total salary in Silicon Valley in 2023. This total salary is the highest in the nation for tech workers in any metropolitan area, while at the same time, it decreased 15.25% from 2022, the largest drop in the nation.¹⁶⁸
- 468,252 Amount in dollars a household needs to make in the San José metro area to buy a house, making it the least affordable metro area in the nation; the average home value (for a wide variety of housing types) is \$1,477,444, up 11.8% in the past year.¹⁶⁹
- 500,000 Number of clients that Second Harvest of Silicon Valley provides groceries for each month, up 40,000 clients from the previous year's index; in the fiscal year of 2022-23, Second Harvest served more than 104 million meals.¹⁷⁰

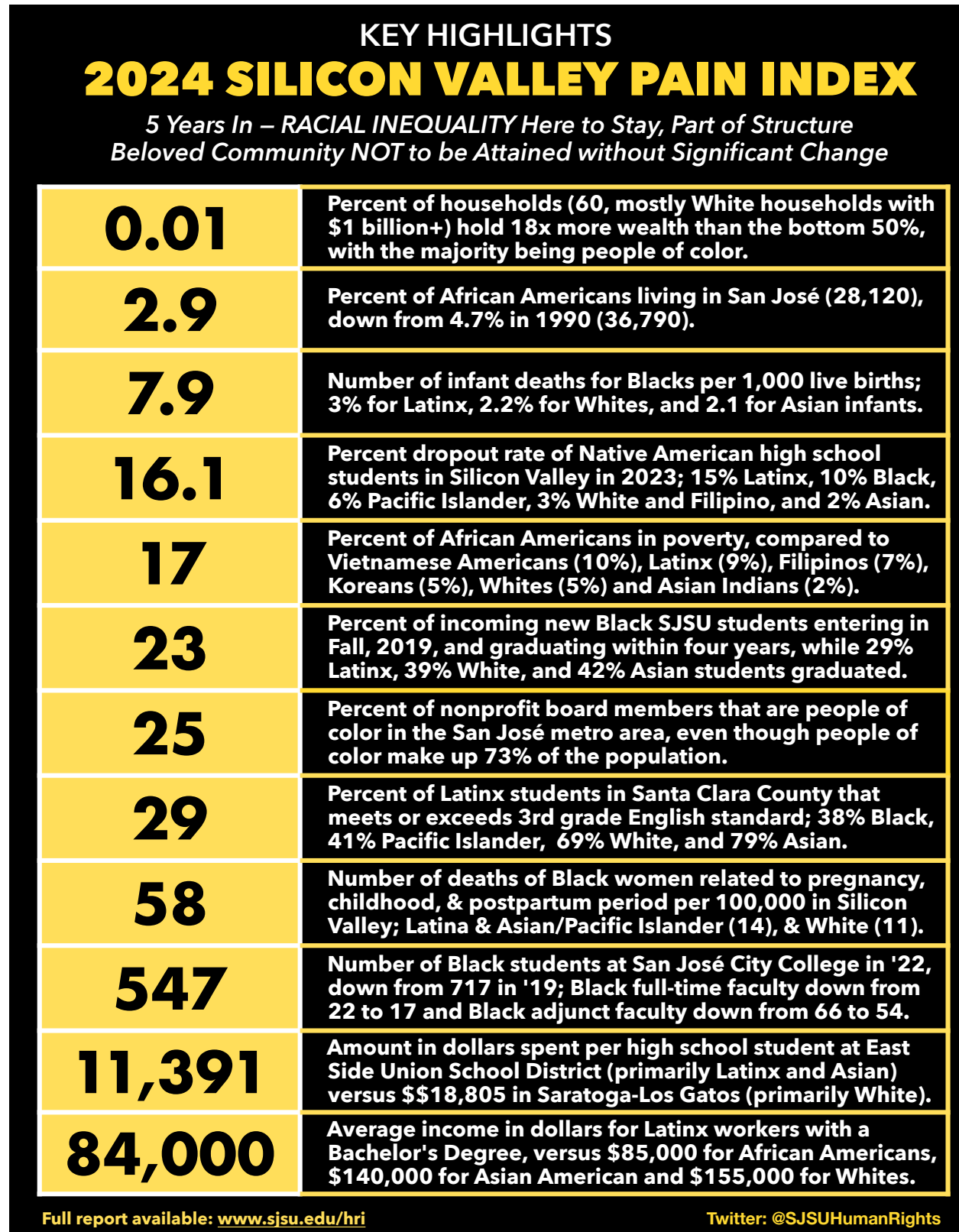
- 500,000 Amount in dollars that the Santa Clara Valley Transportation Authority had in damages on two dozen cases of copper wire theft in 2024.¹⁷¹
- 582,706 Amount in dollars that Crepevine has been fined by the federal government for labor violations, including child labor and back pay; Crepevine has five stores in the Bay Area, including San José.¹⁷²
- 1.03 million Number of people who work in Santa Clara County, with 48% being immigrants; immigrants in Santa Clara County, contributed \$5.6 billion to Social Security and \$1.8 billion to Medicare.¹⁷³
- 1.76 million Amount in dollars of a median price for a single-family home in Silicon Valley, while a condo costs \$990,000; 27% Asian and 18% White potential buyers can afford a home in Silicon Valley, compared to 9% Latinx and 7% African American potential buyers.¹⁷⁴
- 2 million Amount in dollars that each household would receive if the liquid wealth plus local residential real estate is divided equally in Silicon Valley.¹⁷⁵
- 2 million Amount in dollars of a median priced single-family home in Santa Clara County in April, 2024, up from \$1.81 million (11.1% increase) in April 2023.¹⁷⁶
- 2.2 million Amount in dollars of a median priced single-family home in Santa Mateo County in April, 2024, up from \$1.97 million (9.1% increase) in April 2023.¹⁷⁷
- 3.2 million Amount in dollars that Tesla has agreed to pay an African American employee who worked at the Tesla Factory, where he faced racial abuse constantly, including the use of the N-word and other slurs. While employees harassed this worker, Tesla's management team did little or nothing. In addition, the Equal Employment Opportunity Commission (EEOC) has filed a class action lawsuit claiming Tesla tolerated widespread racial harassment of Black employees and retaliated against them when they reported it.¹⁷⁸
- 3.3 million Amount in dollars that San José paid out in September of 2023 to a group of people over the injuries they received by the San Jose Police Department in the 2020 George Floyd protests.¹⁷⁹
- 5.9 million Amount in dollars of a median price, single-family home in Santa Clara County in April 2024.¹⁸⁰

- 7.7 million Amount in dollars of the median sale price of a single-family home in Atherton (San Mateo County) in 2022.¹⁸¹
- 20 million Amount in dollars that Santa Clara County paid out in mid-2023 to three people who were killed or injured by County sheriffs while in custody; one person was brain-damaged, and another was paralyzed, while a third person was killed. In the past eight years, the County has paid out an additional \$20 million to settle cases because of injury or death caused by County sheriffs.¹⁸²
- 21 million Amount in dollars of the deficit projected for Alum Rock Union School District.¹⁸³
- 63.2 million Amount in dollars received by Apple CEO Tim Cook in compensation in 2023 versus \$94,118 for the median annual compensation for Apple employees, making the CEO to median employee ratio 672 to 1.¹⁸⁴
- 300 million Amount in dollars on homeless spending that the City of San José failed to adequately track.¹⁸⁵
- \$554 million Amount in dollars of San Jose's Park infrastructure backlog in 2024, with many parks on the East Side in disrepair.¹⁸⁶
- 23.6 billion Amount in dollars of Apple profit in 1st Quarter of 2024 on \$90.8 billion in sales, a 2% and 4% drop from the previous first quarter, respectively.¹⁸⁷
- 110 billion Amount in dollars that it will cost Silicon Valley and other bay shoreline communities by 2050 to protect the homes, businesses, sewage treatment plants, highways and airports from sea rise.¹⁸⁸
- 306 billion Amount in dollars of Google's revenue, up from \$280 billion in 2022, \$258 Billion in 2021, and \$183 billion in 2020.¹⁸⁹
- 1.73 trillion Amount in dollars of aggregate household liquid wealth plus local residential real estate.¹⁹⁰

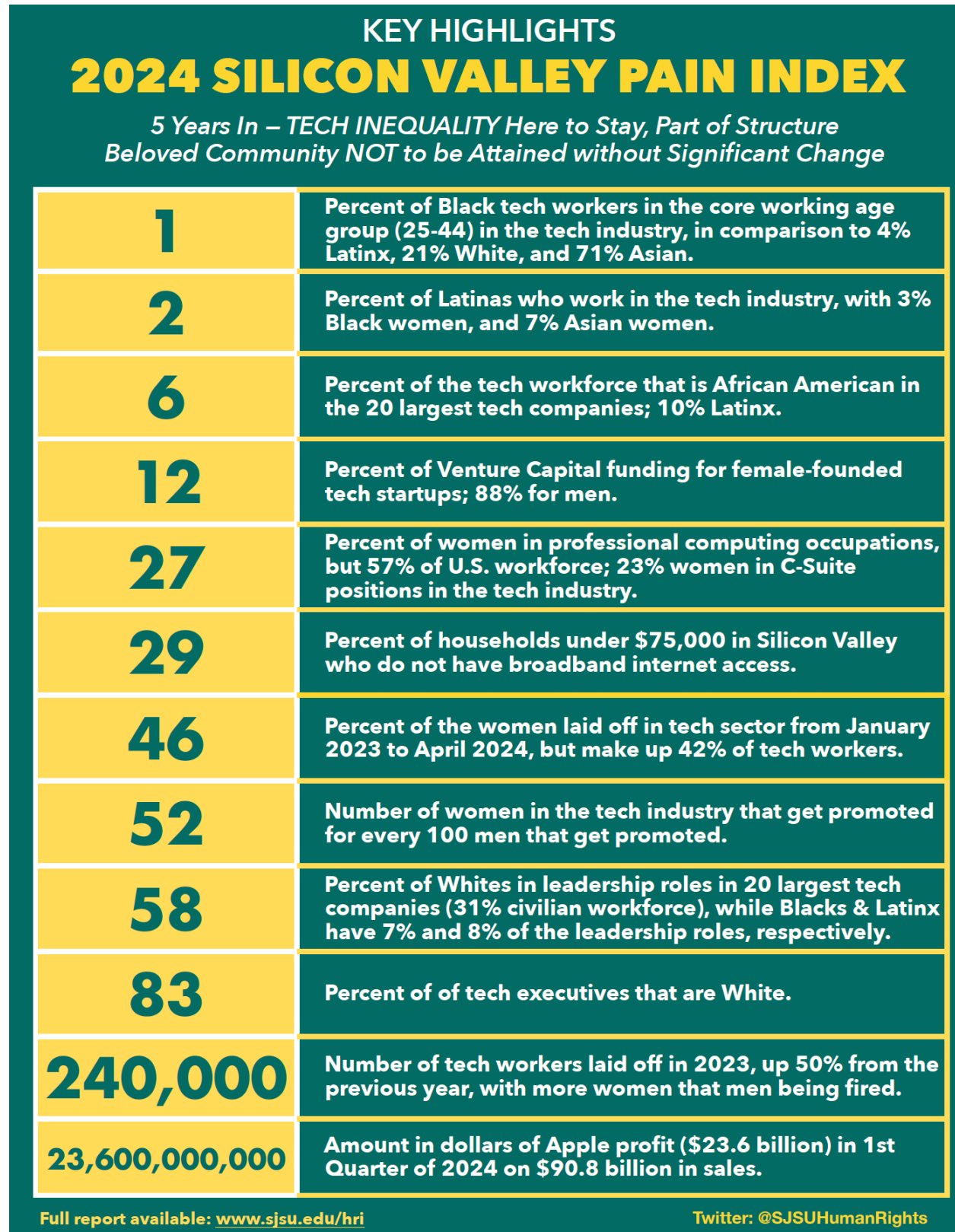
INFOGRAPHIC: *Wealth*



INFOGRAPHIC: Race



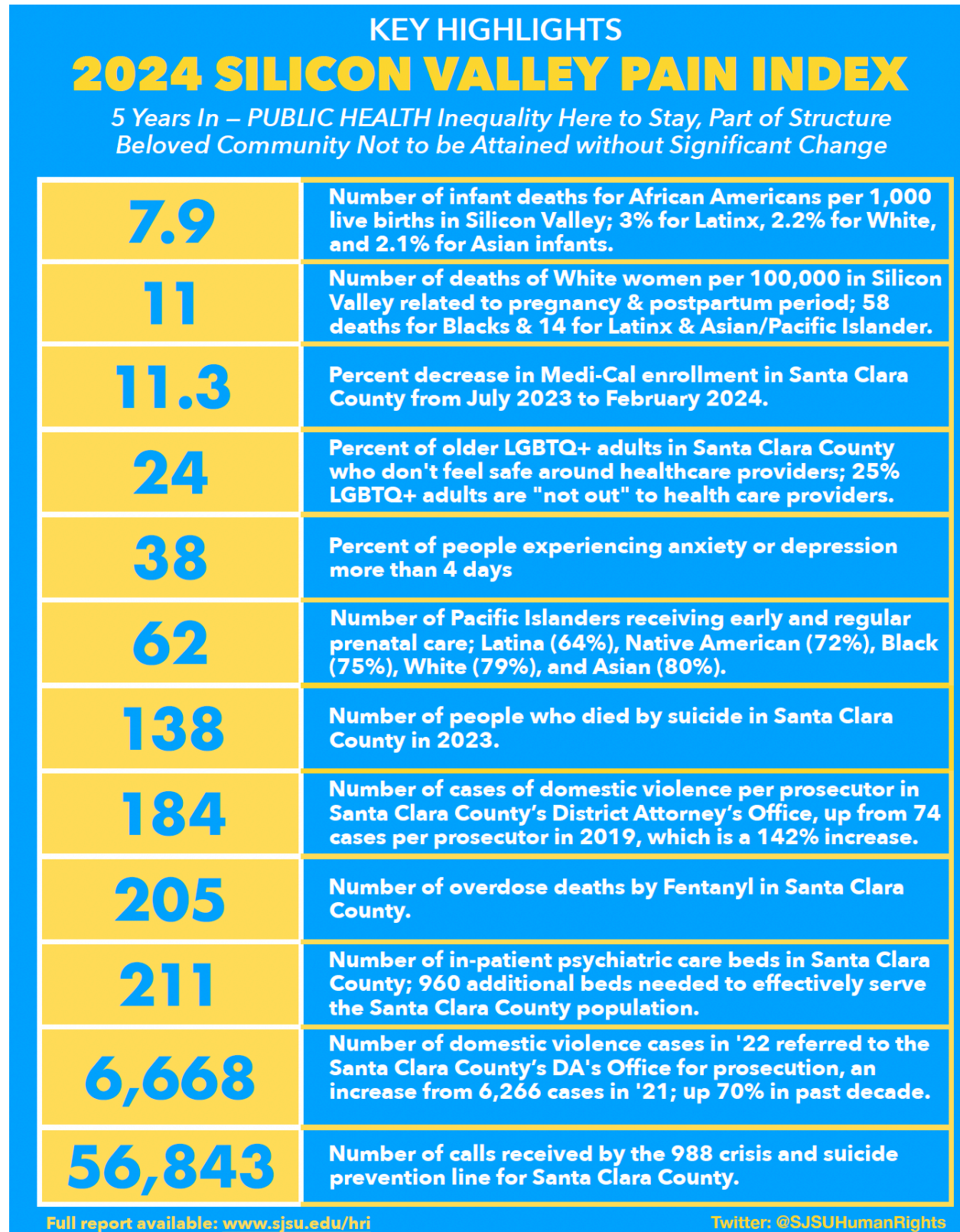
INFOGRAPHIC: Tech



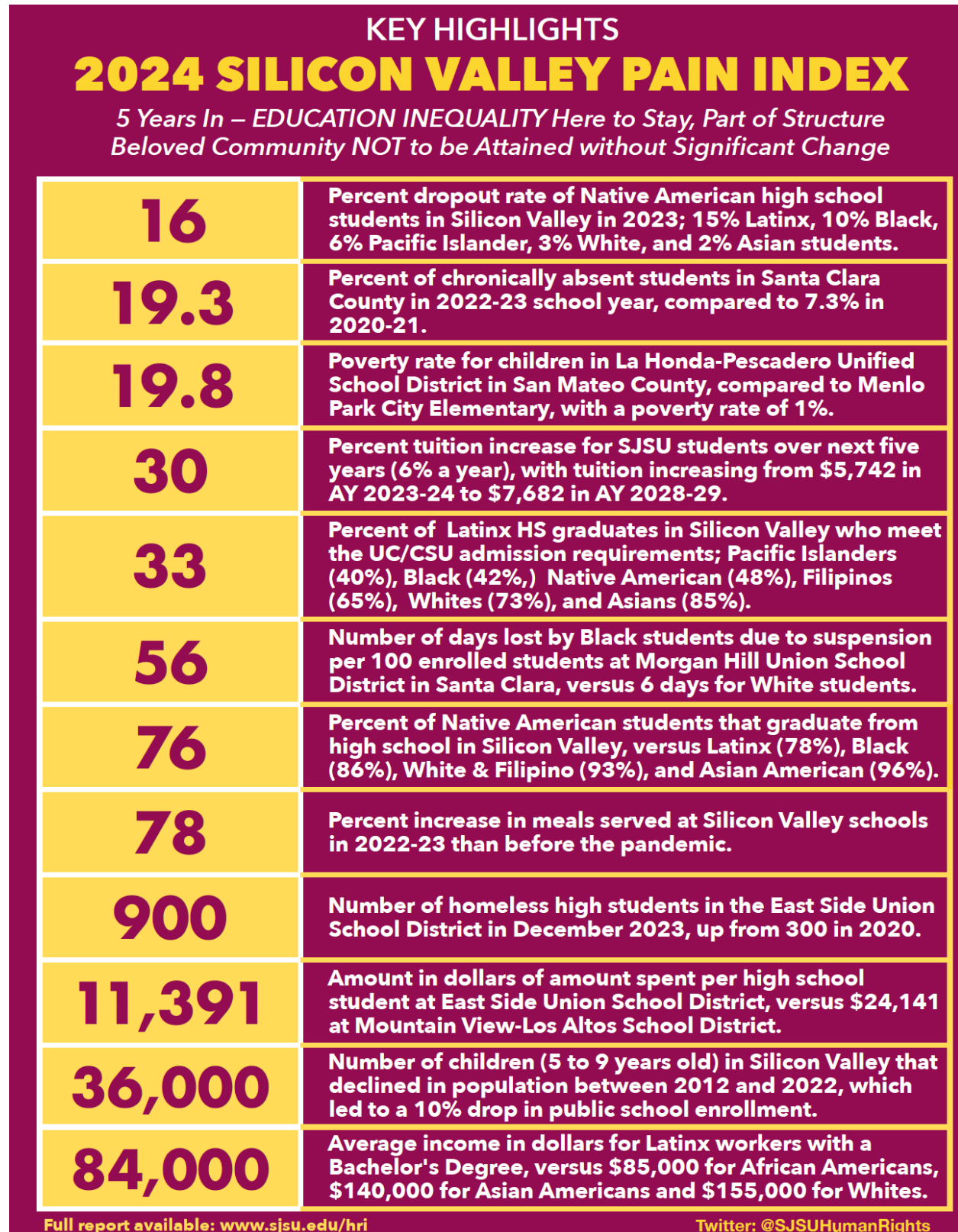
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INFOGRAPHIC: *Public Health*



INFOGRAPHIC: Education



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**Got any comments or want more clarity on the SVPI?
Contact the primary investigators below:**

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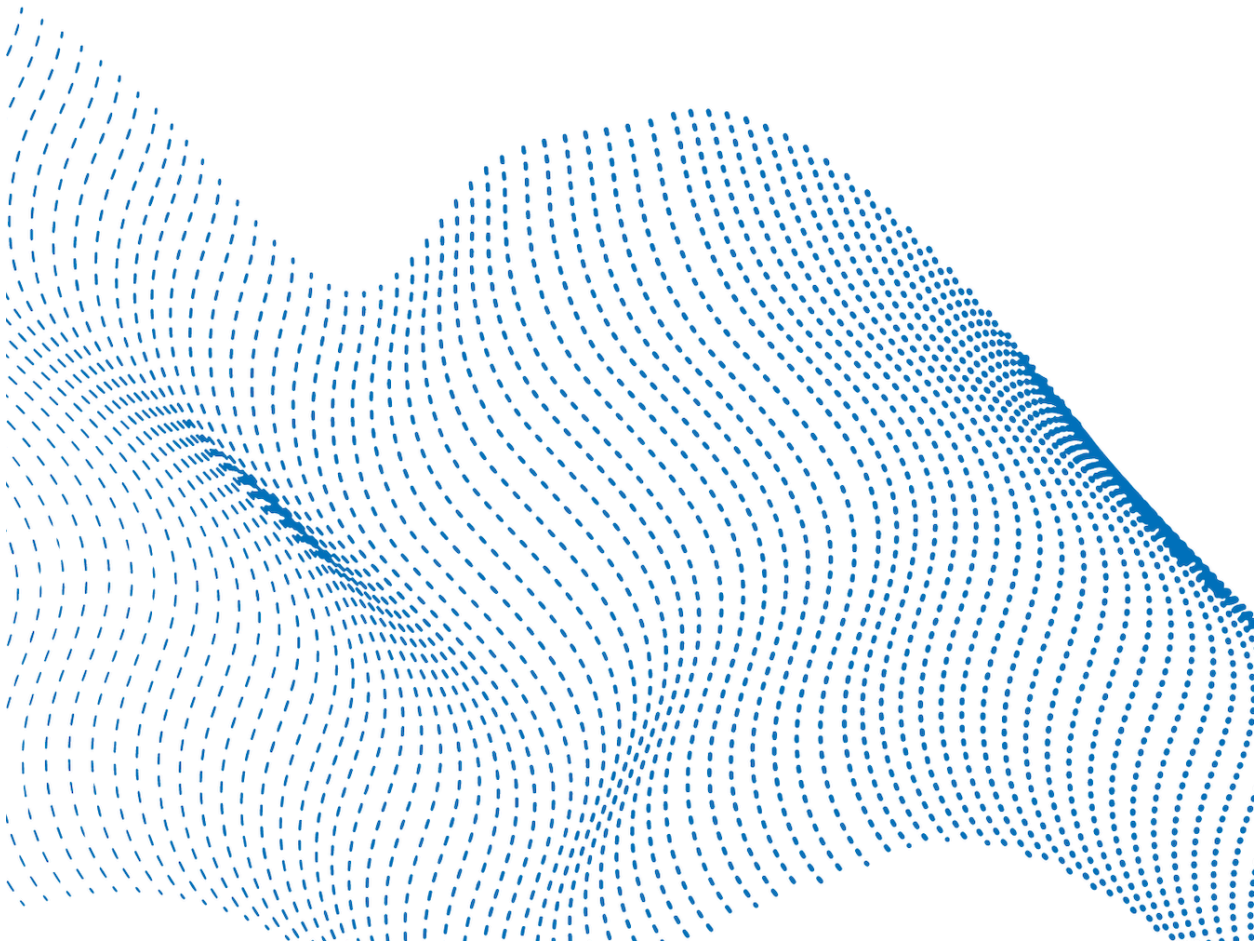
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TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 08/08/2024

ITEM NO: 6

DATE: August 1, 2024

TO: Diversity, Equity, and Inclusion Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Discuss a Potential Restrictive Covenant Redaction Project (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b. and Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a).

RECOMMENDATION:

Discuss a Potential Restrictive Covenant Redaction Project (Work Plan Item Regarding Developing a Community Learning Opportunity on Historic Inequities and Developing Diversity, Sensitivity, and Awareness Training Goal B, Items 3.a. and b. and Work Plan Item Regarding Annual Communications Campaign Goal D, Item 1.a).

REMARKS:

At its June 13, 2024 meeting, the Commission discussed putting together the framework for a community education campaign regarding how to have restrictive covenants redacted from property title documents. This project overlaps with the Commission's work plan items regarding a community learning opportunity and also a communications campaign.

At its July 11, 2024 meeting, the Commission discussed preliminary information regarding the proposed project including the Santa Clara County Restrictive Covenant Modification Program. The Commission discussed having the Housing ad hoc working group made up of Chair Yamate, Commissioner Lo, and Commissioner Kane continue to gather information on the restrictive covenant redaction process, further outline the process for Los Gatos homeowners, and potentially make a recommendation to launch a Town webpage and outreach campaign with the details.

Chair Yamate provided the updated Restrictive Covenant Redaction Project Proposal in Attachment 1 to this report.

Staff looks forward to the ad hoc working group's report out and the full Commission's discussion.

PREPARED BY: Holly Young
Senior Management Analyst

PAGE 2 OF 2

SUBJECT: Potential Restrictive Covenant Redaction Project

DATE: August 1, 2024

ATTACHMENT:

1. Restrictive Covenant Redaction Project Proposal

Proposal for Los Gatos DEI Commission Effort to Educate Public on Restrictive Covenants

We have a challenge. We need to find creative ways to educate our community on DEI issues. Understanding the historical factors that have contributed to our Town’s unfortunate status of being among the “most segregated, heavily white cities in [Santa Clara County]”¹ would be a prudent starting point. While the Los Gatos Town Library maintains a “collection of historically valuable documents” regarding the Town’s history, information relating to Los Gatos residents who are members of BIPOC communities and/or other groups suffering discrimination are underrepresented in the Library’s collection.²

The practice of using restrictive covenants to prevent the transfer of property in Los Gatos to non-white persons might serve as an entry point and vehicle to shed light on how discriminatory practices historically started and evolved in the Town. These vestiges still exist today as a reminder of the Town’s racist past. While the California State Legislature has taken steps to remove these offensive provisions from the public record, an opportunity exists for Los Gatos residents to use that process to determine whether their own properties may contain restrictive covenants. We ask that the community actively participate in reporting whether restrictive covenants exist regarding their property. We will collect the results of this community effort and assist Los Gatos property owners on what they can do to get rid of these distasteful and obnoxious provisions.

What are restrictive covenants?

Restrictive covenants are provisions in title documents that prohibit the transfer of the property covered by that title document to non-white persons. Some restrictive covenants specifically reference particular races or ethnicities. California has a long well-documented history of prominent public and private leaders who advocated against the presence of Asians—mainly those of Chinese and Japanese ethnicity [add footnote]. But, these covenants can also apply to any Constitutionally-protected classes of individuals who have been discriminated against based upon gender, religion, age, sexual preference, and disability, among others.

When were these restrictive covenants used? Are they enforceable as a matter of law?

Although the U.S. Supreme Court in its 1926 decision *Corrigan v. Buckley* discusses the use of racially-based restrictive covenants, the practice dates back to at least the late 1800s, if not earlier. A reported California federal district court case in 1892 struck down the enforceability of a restriction on selling property to Chinese Americans, but surprisingly that case was ignored

by the courts and seldom cited. In the *Corrigan* decision, the Court actually upheld the mere existence of restrictive covenants in title documents on the grounds that such transactions were between private parties and involved no state action (e.g., no use of governmental agencies or tribunals to enforce such covenants). Twenty-two years later, the Court struck down the enforceability of these types of covenants in *Shelley v. Kraemer*. In *Shelley*, the seller of a parcel of real estate discovered that the purchaser of the property was not white and sought to prevent the purchaser from taking possession of the property. In finding the racial covenant violative of the Equal Protection Clause of the Fourteenth Amendment, the Court found state action present with the contemplated judicial enforcement of those covenants. Subsequent federal and state fair housing laws have also made such restrictive covenants and practices unlawful.

What has California done to deal with these restrictive covenants?

In 1999, California began creating ways for property owners, upon discovering the existence of a restrictive covenant in their title documents, to apply to the Fair Employment and Housing Commission (FEHC) to have the FEHC review the validity of the covenant and, if found invalid, request the county recorder to strike the unlawful covenant.³ In 2005, the law was streamlined to allow owners to file directly with the county recorder a Restrictive Covenant Modification (RCM) form to have such covenants redacted from title documents.⁴ However, these changes did not prevent restrictive covenants from appearing in title documents, and unsuspecting buyers might nevertheless be unduly influenced by such covenants and not proceed with the purchase.⁵

In 2022, California law was amended to require county recorders to develop plans to affirmatively identify and redact restrictive covenants.⁶ Santa Clara County has created a Restrictive Covenant Modification Program (["County Covenant Program"](#)), where it has committed to devote staff and resources to the process of identifying restrictive covenants, evaluating their lawfulness and enforceability, and redacting the covenants from the public record.⁷ The DEI Commission is exploring ways that it may assist Santa Clara County in such redaction process as it relates to properties located within the Town of Los Gatos.

If the Santa Clara County Recorder is already underway to redact restrictive covenants from public records, why do I need to take any further action to get them removed?

We want to encourage Los Gatos property owners to affirmatively take steps to investigate whether their homes or other properties may be subject to these covenants and get them eliminated from their title deeds. [We want the process to identify and redact restrictive covenants to be simple, burdensless \(with little or minimal cost\), timely and efficient for property owners in Los Gatos. Currently, the County Covenant Program assumes that the property owner has a readily available copy of his or her title documents, which will reveal whether a restrictive covenant on that property exists. It is unclear how a property owner can obtain title documents if the original purchase documents cannot be located or are not otherwise readily available. Presumably, those documents can be obtained at the county](#)

recorder's office or a title company, but there may be charges for making copies of relevant documents. In addition, we encourage property owners to share information about the covenants revealed in the title documents and, even if no such covenant is found, to report to the DEI Commission that information. We believe that such effort can help inform the Town about the extent of such discriminatory practices. While we understand that Santa Clara County will address the restrictive covenants through their Restrictive Covenant Modification Program, we also recognize the enormous undertaking of such program and anticipate that it will take longer than currently planned to ameliorate this problem. By affirmatively undertakings steps to discover the existence of restrictive covenants, Town residents can denounce these practices and demonstrate our community's concern with eliminating these covenants.

We propose that the Town offer on its website a clear and easy to use process described in the foregoing paragraph that would supplement and enhance the County's Restrictive Covenant Modification Program. In the coming week, we will be meeting with a representative from County who manages the Restrictive Covenant Modification Program to understand the County's process and procedures for identifying and redacting restrictive covenants, to determine whether there are any barriers to public participation in that program and evaluate where the Town may be of additional assistance in the process. We will also explore with the New Museum of Los Gatos and the Los Gatos Public Library how information uncovered in this process can be incorporated into programs, historical records and archives, and other informational sources of value to the community.

The information gleaned from such action by Town residents may serve as part of an educational project for the Town, helping us understand how restrictive covenants have contributed to the highly segregated community in Los Gatos. When restrictive covenants are discovered, residents should look more deeply into the circumstances surrounding the recording of such covenant. Apart from identifying the source and nature of the covenant, residents ~~are~~would be encouraged to consider the following:

- (1) To the extent that restrictive covenants are discovered, do they extend to neighboring properties or to particular tracts or subdivisions? The discovery of a restrictive covenant on one parcel may help focus the search on adjoining or nearby parcels.
- ~~(1)~~(2) What was going on in Los Gatos at the time such covenants were inserted or used? Do historical records reveal events, circumstances or thinking that may have given rise or influenced the use of these covenants? What was going on in areas beyond Los Gatos that may have explained these covenants?
- ~~(2)~~(3) What might have been the fears or concerns of the people who inserted the covenants in the title documents?
- ~~(3)~~(4) Who were the parties involved in transactions that included such covenants? Were they known community leaders or otherwise active in the community? Did other people voice concerns about using these covenants, both for and against?
- ~~(4)~~(5) Were other efforts undertaken to achieve the same result as the restrictive covenants?

What is the ultimate purpose and value of this project?

If you embrace and celebrate concepts of DEI and believe they are essential for creating a better community for Los Gatos, then you can demonstrate your support for DEI by investigating whether your property is subject to such restrictive covenants, and if so, taking steps to have that provision redacted from your title report. We admit that this is largely a symbolic effort, but it sends a message of your concern for critical values embraced by this community. Participating in our [Los Gatos Against Restrictive Covenants] program reaffirms our community's rejection of racist behavior, and strengthens Los Gatos' reputation for being a DEI community.

How Can the Los Gatos DEI Commission Help Los Gatos Residents Deal with Restrictive Covenants?

¹ https://www.losgatosca.gov/DocumentCenter/View/38848/3_Adopted-2023-2031-Housing-Element-Clean-Copy, p. A-3 of Appendix A, p. 61 of 331,

² <https://www.losgatosca.gov/2616/Represent-Los-Gatos>

³ SB 1148 (Burton), Chapter 589, Statutes of 1999

⁴ AB 394 (Niello), Chapter 297, Statutes of 2005

⁵ Senate Committee Report on AB 1466 <https://trackbill.com/s3/bills/CA/2021/AB/1466/analyses/senate-judiciary.pdf>

⁶ Assembly Bill 1466 (McCarty), Chapter 359, Statutes of 2021

⁷ Link to SCC program



TOWN OF LOS GATOS
DEI COMMISSION REPORT

MEETING DATE: 08/08/2024

ITEM NO: 7

DATE: August 8, 2024

TO: Diversity, Equity, and Inclusion Commission

FROM: Holly Young, Senior Management Analyst

SUBJECT: Consider Potential Questions to Support an Initial Needs Assessment and Listening Campaign for Outreach to Community Partners in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations (Work Plan Item Regarding Collaboration with Community Organizations Goal C, Item 2.a. Community- and School-Based Programming).

RECOMMENDATION:

Consider Potential Questions to Support an Initial Needs Assessment and Listening Campaign for Outreach to Community Partners in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations (Work Plan Item Regarding Collaboration with Community Organizations Goal C, Item 2.a. Community- and School-Based Programming).

REMARKS:

At its July 11, 2024 meeting, the Commission unanimously voted to create four ad hoc working groups 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 an initial needs assessment and listening campaign and share the proposed questions at the August meeting prior to doing any outreach.

The ad hoc working groups are comprised as follows:

- Education/Schools: Commissioners Carmen Lo, Ryan Idemoto, Pravin Balasingham, Varilly Isaacs, and Folake Phillips
- Religious Groups: Vice Chair Diane Fisher and Commissioners D. Michael Kane and Folake Phillips
- Businesses: Chair Gordon Yamate and Commissioners Pradeep Khanal and Carmen Lo

Prepared by: Holly Young
Senior Management Analyst

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SUBJECT: Potential Questions to Support an Initial Needs Assessment and Listening Campaign
for Outreach to Community Partners

DATE: August 8, 2024

REMARKS:

- Non-Profits/Service Organizations: Chair Gordon Yamate, Vice Chair Diane Fisher, and Commissioners Dominic Broadhead, and Dornaz Memarzia

Commissioner Lo submitted Attachment 1 to this report containing potential questions for schools.

Staff looks forward to the ad hoc working groups' report outs and the full Commission's discussion.

ATTACHMENT:

1. Questions for Schools

DEI Commission:
Questions for Schools for Needs Assessment

- Do you have concerns about the issues of diversity, equity, and inclusion in the Town of Los Gatos?
- Do you have concerns about the issues of diversity, equity, and inclusion in this school, or the school district?
- What are you most hopeful for relative to these concerns?
- How does the school approach this subject with regard to the teachers and staff? With regard to the students?
- 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 the schools to create a more inclusive community?