



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

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

**IMPORTANT NOTICE**

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

**CALL MEETING TO ORDER**

**ROLL CALL**

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

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

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

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

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

## **COMMISSIONER/STAFF LIAISON REPORTS**

## **ADJOURNMENT**

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

## **HOW TO PARTICIPATE**

The Town of Los Gatos strongly encourages your active participation in the public process. If you are interested in providing oral comments during the meeting, you must attend in-person, complete a speaker's card, and return it to the staff. If you wish to speak to an item on the agenda, please list the item number on the speaker card. The time allocated to speakers may change to better facilitate the meeting. If you are unable to attend the meeting in-person, you are welcome to submit written comments via email to [clerk@losgatosca.gov](mailto: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](mailto:clerk@losgatosca.gov) with the subject line "Public Comment Item #\_" (insert the item number relevant to your comment). Persons wishing to submit written comments to be included in the materials provided to the Commission must provide the comments as follows:

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



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

MEETING DATE: 12/18/2025

ITEM NO: 1

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**DRAFT  
Minutes of the Diversity, Equity, and Inclusion Commission Meeting  
November 20, 2025**

The Diversity, Equity, and Inclusion (DEI) Commission of the Town of Los Gatos conducted a regular meeting in person in the Town Council Chambers on Thursday, November 20, 2025, 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 and Commissioners D. Michael Kane, Tooba Ahmed, Anne Lamborn, and Gregory Gentile. Vice Chair Fisher participated by phone pursuant to the Brown Act.

Youth Commission Liaisons Present: Wilbur Huang and Nia Khanna.

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

**VERBAL COMMUNICATIONS**

Opened public comment.

Member of the Public

- Commented on various concerns.

Closed public comment.

**CONSENT ITEMS**

1. Approve the Draft Minutes of the October 16, 2025 Diversity, Equity, and Inclusion Commission Regular Meeting.

Opened public comment.

Member of the Public

- Commented on concerns with item one.

Closed public comment.

**MOTION:** Motion by **Commissioner Kane** to approve the minutes from the October 16<sup>th</sup> meeting with one edit to add Wendy Wood to the Town staff present. **Seconded** by **Commissioner Ahmed**.

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

## **OTHER BUSINESS**

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

Opened public comment.

No one spoke.

Closed public comment.

The Commission discussed the item.

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

Opened public comment.

Member of the Public

- Commented on various concerns.

Closed public comment.

The Commission discussed the item.

## **COMMISSIONER/STAFF LIAISON REPORTS**

Staff Liaison Young reported that Commissioner interviews are taking place at a Special Council Meeting on November 24 and the last meeting of the DEI Commission for 2025 will be on December 18.

Vice Chair Fisher reported that she attended meetings at the mosque and JCC and a mosque neighborhood coffee event.

Commissioner Kane reported that he talked to people about applying to the Commission, learned a lot watching the Ken Burns “The American Revolution” program, and that everyone is invited to an interfaith meeting that evening at St. Mary’s.

Commissioner Ahmed reported that she attended a JCC and a WVMA meeting.

Commissioner Lamborn reported that the Arts and Culture Commission met yesterday and she will try to bring a motion forward to support the Constitution project at its next meeting and that she attended a four-day symposium regarding Indigenous art.

Chair Yamate reported that he met with Vice Chair Fisher to discuss DEI issues, attended TWW Indivisible LG meetings, and organized a program for ALF Silicon Valley Senior Fellows group regarding Sharp Park Detention Center.

Commissioner Gentile reported that the Hand[Righting] the Constitution project proposal was supported by the Community Health and Senior Services Commission and that he worked on educating the community regarding mass transportation.

Youth Commission Liaison Huang reported that the Youth Commission’s Traffic Safety Ad Hoc is working on getting bus passes and better bus schedules for students.

Youth Commission Liaison Khanna reported that the Youth Commission seems interested in the Constitution project and will discuss it further.

#### **ADJOURNMENT:**

The meeting adjourned at 6:24 p.m.

This is to certify that the foregoing is a true and correct copy of the minutes of the November 20, 2025, meeting as approved by the Diversity, Equity, and Inclusion Commission.

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Holly Young, Senior Management Analyst



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

MEETING DATE: 12/18/2025

ITEM NO: 2

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DATE: December 12, 2025  
TO: Diversity, Equity, and Inclusion Commission  
FROM: Holly Young, Senior Management Analyst  
SUBJECT: Discuss Outreach to the Community in the Categories of (1) Education/Schools, (2) Religious Groups, (3) Businesses, and (4) Non-Profits/Service Organizations Regarding Opportunities for Collaboration (Work Plan Item 3 Related to DEI Plan Goal C, Item 1.a.i.).

**RECOMMENDATION:**

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

**REMARKS:**

On March 4, 2025, the Town Council approved the work plan for the DEI Commission, which included an item authorizing the Commission to conduct outreach to schools, religious groups, businesses, and non-profits/service organizations, to result in a recommendation to staff regarding opportunities for collaboration.

The DEI Commission has been conducting that outreach using the following questions:

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

Per the DEI Commission's Work Plan, this item should culminate in a recommendation to staff regarding opportunities to collaborate.

Prepared by: Holly Young  
Senior Management Analyst



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

MEETING DATE: 12/18/2025

ITEM NO: 3

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DATE: December 12, 2025  
TO: DEI Commission  
FROM: Holly Young, Senior Management Analyst  
SUBJECT: Discuss Ways the DEI Commission Can Make Visible the Equity Issues that Matter to the Larger Community, Including Action Items to Promote the Safety and Inclusivity of its Community Members (Work Plan Discussion Item C. Related to DEI Plan Goal A.2.a.).

RECOMMENDATION:

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

REMARKS:

On March 4, 2025, the Town Council approved the work plan for the DEI Commission, which included a discussion-only item (no staff time allocated) of recommending action items to the Town Council to make visible the equity issues that matter to the larger community.

ATTACHMENT:

1. Commissioner Comments

PREPARED BY: Holly Young  
Senior Management Analyst

For discussion purposes—December 2, 2025

**Hand[Righting] the Constitution:  
A Public Exercise in Contemplating Our Democratic Rights**  
Submitted by Gordon Yamate

**Summary:** This proposed project consists of a series of community-based, participatory, conceptual art events inspired by the artist Morgan O’Hara, who was featured in an article in the April 21, 2025 online issue of The New Yorker magazine<sup>1</sup>. The project concept is relatively simple, but profound: provide one or more public spaces in various venues across the Town of Los Gatos, where a handful of individuals working independently transcribe by hand the U.S. Constitution. Participants would sign up for a one-to-two-hour time slot. A log would be created to track their efforts, specifically identifying where in the Constitution each individual begins and ends the transcription, and the date and time of that activity. Participants would also be invited to reflect on their experience: What did they learn? What surprised them? How did it feel to handwrite a foundational civic text? Subsequent participants would start transcribing where a previous individual has ended. To ensure inclusivity, a set of guidelines and rules of conduct would be developed to foster a safe, welcoming environment, set expectations for participants, ensure respectful conduct, and protect against “political” proselytizing or coercion.

Deleted: the

The project culminates in a large-scale collective artwork—the entire U.S. Constitution transcribed by diverse hands, curated into a visual installation by the New Museum Los Gatos (NUMU). The variations in handwriting become a living metaphor for individuality within unity, reflecting both the fragility and resilience of democracy.

**Who would be project sponsors, participating organizations and hosts?** This project envisions a collaborative effort between the Town of Los Gatos with leadership from the Diversity, Equity and Inclusion Commission and NUMU. NUMU would take the laboring oar on coordinating the artistic elements of the project with the Town’s endorsement and support helping to publicize and encourage public participation. Other Town Commissions are invited to participate, particularly the Arts and Culture Commission, the Community Health and Senior Services Commission, the Parks and Sustainability Commission and the Youth Commission. In addition, the Los Gatos Library, Los Gatos High School, the Los Gatos Anti-Racism Coalition, the Los Gatos Chapter of the Daughters of the American Revolution, Democracy Tent Los Gatos and TWW/Indivisible Los Gatos would be ideal participating organizations. Individual members of the LG Anti-Racism Coalition, DAR, Democracy Tent and TWW/Indivisible have already voiced their support for the project. Participating organizations would be primarily responsible for spreading the word about the various transcribing events and encouraging people to attend (including their members). Other participating organizations could include other schools and religious organizations in Los Gatos in addition to the business community.

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*For discussion purposes—December 2, 2025*

**Who would be invited to participate in the project?**

This project would be open to all residents of Los Gatos, owners and employees of businesses in Los Gatos, and visitors to Los Gatos. The project targets high school students and older, middle school students with exposure to the Constitution would be welcome. Younger students may be able to contribute, but should be accompanied by an adult for safety purposes. Sessions would be intentionally intergenerational, encouraging dialogue and exchange across ages, backgrounds, and perspectives.

**How and where would the project be staged?**

Transcribing sessions could be offered in a conference room at the Los Gatos Library, space within the New Museum Los Gatos, as an activity at the Adult Recreation Center, and perhaps selected public venues, indoors or outdoors, throughout the Town (e.g., coffee shops, picnic tables at local parks, etc.). In addition, sessions could be hosted at Los Gatos High School (to the extent that they can also accommodate non-student public participants) and maybe some private organizations like the Terraces of Los Gatos senior living facility. Materials needed for the project can be purchased at a relatively modest cost: white archival (acid free) foam core boards and ink pens for participants to transcribe the Constitution in its entirety.

**How many participants would be anticipated and how long would the program last?**

This project would be launched over a 4-6 week pilot period to allow participating sponsors/organizers/hosts to evaluate and modify the project and project guidelines, as necessary. It is hoped that publicity and word of mouth would generate participation by more than an insignificant number of community members, and that all interested community members would have an opportunity to participate. Participants can attend multiple transcription sessions, depending on availability with priority given to first time participants. This project could potentially continue for an indefinite period. An officer of the Los Gatos chapter of the DAR noted that project would coincide with the 250<sup>th</sup> anniversary of the United States (July 4, 2026), or Semiquincentennial, when the U.S. will celebrate 250 years since the signing of the Declaration of Independence. In addition, September 17 marks the anniversary of the signing of the final draft of the U.S. Constitution—as such, an extended run of the program could continue through September 17, 2026. Depending on the level of interest generated by this project, it could be extended beyond September 17, 2026 to accommodate participants and/or related activities. With strong community interest, it may extend further as an ongoing civic art practice.

**Do these transcribing sessions need to be supervised?**

In discussing the overall program structure, the Los Gatos DEI Commission concluded that supervision was necessary for the transcribing sessions: it was critical to have someone available

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to greet participants, answer questions and get the project rolling, monitor respectful conduct during the sessions and then collect materials and obtain feedback at the end. Volunteers would be recruited to provide that supervision and would be required to participate in training sessions to ensure that there is consistency on how the sessions are conducted.

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

*Display of Transcribed Constitution.* One obvious tangible outcome would be the production of community-transcribed versions of the U.S. Constitution that could be assembled into a single work and publicly displayed. Suggested areas for display include the Town Council chamber and/or reception area, Los Gatos Library or other Town facilities. The collection and organization of the written transcriptions could be supervised by New Museum Los Gatos, using staff, curators and artists to create an artistic presentation of the transcriptions for physical display. One suggestion for organizing the transcribed works might be to hinge them together with tape on the reverse side in accordion style

*Fostering Individual Connection Within Los Gatos.* While not required, it is hoped that participants will interact with fellow participants, even though the project setting would otherwise offer a relatively quiet and somewhat meditative opportunity to do the actual transcription. This project is designed to connect individuals with other individuals with whom they might not know, and more importantly may never have had an opportunity to engage with but for this project. If the Constitution is a common bond for our community and society overall, how can it be utilized to create a more cohesive community within the Town of Los Gatos?

*Reengagement of an Interest in Civics.* Through the desired interactions described above, participants may develop a deeper familiarity with the U.S. Constitution and reflect upon its meaning. While the transcription activity is designed to foster conversations among strangers, it will also hopefully encourage members of the Los Gatos community to think more deeply about Constitutional rights, democracy and governmental processes. For example, participants might ask each other about the meaning of various provisions of the Constitution, share personal perspectives on how a specific provision impacts or guides their life or thinking, or question how a provision operates or is supposed to operate. It is hoped that Los Gatos High School, Fisher Middle School and other Los Gatos-based educational institutions will develop curriculum and parallel efforts supporting this community art project or relating to its subject matter.

*Activating Local History Resources.* This project also allows NUMU to activate its Los Gatos history resources to highlight local connections to the Constitution and the democratic process. Over the years, members of the Los Gatos community have participated in and/or led efforts to establish important Constitutional Amendments, which have been documented and preserved by NUMU.

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*For discussion purposes—December 2, 2025*

### **What is the conceptual art component of the project?**

In addition to creating a tangible work from the transcription efforts, this project offers a conceptual art component comprising both process and product. The act of handwriting—the nuances, fluidity and flourishes—embodies a collective meditation on democracy. The wordplay in the project title (“hand righting” versus “handwriting”) captures and embraces the revisiting and reflecting on democratic rights. Participant reflections and stories will become part of the artwork. Is there an element of “righting” the Constitution that might be uncovered through the project?

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

To increase the level of awareness of the Constitution, this project could be supplemented by various public programs, where speakers educate and engage the public about the Constitution, its history and interpretation.

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

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

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<sup>1</sup> Henry Alford, *Protest Dept.: Activism for Introverts! Copying the Constitution*, THE NEW YORKER (April 21, 2025) <https://www.newyorker.com/magazine/2025/04/28/activism-for-introverts-copying-the-constitution>; Henry Alford, *Protest Dept.: Write It Again*, THE NEW YORKER (April 28, 2025) at p. 11. [The artist featured in the New Yorker article, Morgan O’Hara, is a conceptual artist based in New York City and Venice, Italy. Compelled by the disconcerting and troubling political discourse surrounding the 2016 Presidential election, she created art work based on “copying out the Constitution in a public place \[that\] would provide consolation by deepening her understanding of the document.” At the time of publication of The New Yorker article, more than 2,000 people across the globe had participated in 147 public writing sessions transcribing the U.S. Constitution inspired by Ms. O’Hara.](#)

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

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*For discussion purposes—December 2, 2025*

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

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*Reengagement of an Interest in Civics.* Through the desired interactions described above, participants may develop a deeper familiarity with the U.S. Constitution and reflect upon its meaning. While the transcription activity is designed to foster conversations among strangers, it will also hopefully encourage members of the Los Gatos community to think more deeply about Constitutional rights, democracy and governmental processes. For example, participants might ask each other about the meaning of various provisions of the Constitution, share personal perspectives on how a specific provision impacts or guides their life or thinking, or question how a provision operates or is supposed to operate. It is hoped that Los Gatos High School, Fisher Middle School and other Los Gatos-based educational institutions will develop curriculum and parallel efforts supporting this community art project or relating to its subject matter.

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To increase the level of awareness of the Constitution, this project could be supplemented by various public programs, where speakers educate and engage the public about the Constitution, its history and interpretation.

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

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

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<sup>1</sup> Henry Alford, *Protest Dept.: Activism for Introverts! Copying the Constitution*, THE NEW YORKER (April 21, 2025) <https://www.newyorker.com/magazine/2025/04/28/activism-for-introverts-copying-the-constitution>; Henry Alford, *Protest Dept.: Write It Again*, THE NEW YORKER (April 28, 2025) at p. 11. The artist featured in the New Yorker article, Morgan O’Hara, is a conceptual artist based in New York City and Venice, Italy. Compelled by the disconcerting and troubling political discourse surrounding the 2016 Presidential election, she created art work based on “copying out the Constitution in a public place [that] would provide consolation by deepening her understanding of the document.” At the time of publication of *The New Yorker* article, more than 2,000 people across the globe had participated in 147 public writing sessions transcribing the U.S. Constitution inspired by Ms. O’Hara.

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

*Please note that this communication is being made in my personal and individual capacity and not as a member of, or on behalf of, the Town of Los Gatos DEI Commission, nor is it intended to, nor does it in fact, represent the position of the Town of Los Gatos DEI Commission.*



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

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